

Teachers in Wales to receive a pay increase of 1.75% in 2021/22

The NASUWT responds to the recommendations in the Independent Welsh Pay Review Body's 3rd Report and the Minister for Education's response

The Independent Welsh Pay Review Body (IWPRB) published its 3rd Report on 11 June 2021 and the Minister for Education and the Welsh Language, Jeremy Miles, has responded to this. The Report is available at: <https://gov.wales/independent-welsh-pay-review-body-third-report-2021>.

The IWPRB has made 12 recommendations and the Minister has indicated that he is minded to accept all of these. Consultees have until 9 July 2021 to respond to the IWPRB's report, the Minister's response and the draft 2021 School Teachers' Pay and Conditions (Wales) Document (STPC(W)D), and the NASUWT is responding to the IWPRB's recommendations.

The most significant IWPRB recommendation is that all teachers' salaries, including allowances, are increased by 1.75% in 2021/22, meaning that the IWPRB and the Welsh Government have not complied with the Westminster Government's policy of a teachers' pay freeze. This is a significant success for the NASUWT, which focused its evidence on opposing the pay freeze and exposing the serious flaws in the Westminster Government's public sector pay policy.

The 2021/22 teachers' pay scales in Wales are currently subject to consultation. As soon as these are published in the STPC(W)D, the NASUWT will publish them on its website and make them available to members.

In addition to the recommendation on pay, a key IWPRB recommendation is that the Welsh Government consults on a change in the provision within the STPC(W)D to allow part-time teachers to receive full-time Teaching and Learning Responsibility (TLR) 1 and TLR2 payments under certain circumstances. This is a significant success for the NASUWT, which asked for this change in provision to avoid the scenario where part-time TLR holders are expected to discharge all of the duties of a full-time TLR, but can only receive a part-time payment. The NASUWT has stressed in its response to the consultation on this issue that this must be with the agreement of the part-time teacher who has been awarded the TLR payment, as well as an entitlement for all teachers in Wales, and should not be a discretion which employers can deny.

In its evidence to the IWPRB in connection with its 3rd Report, the NASUWT stressed that the Welsh Government had not fully implemented the recommendation in the IWPRB's 2nd Report, that movement between the minimum and maximum of the pay ranges should not be dependent on performance. The IWPRB has picked up on this failure in its 3rd Report in a separate recommendation, but has failed to ask for its recommendation on performance-related pay to be implemented in full. The NASUWT will continue to press for this full implementation.

The IWPRB has also made recommendations to ensure improved consistency of implementation of statutory teachers' pay and conditions, although these generally fall short of the publication of additional statutory guidance, which the NASUWT advocated. The NASUWT will participate in the Welsh Government's Pay Partnership Forum to ensure that this guidance is effective, and will continue to press for effective statutory guidance to be added to the STPC(W)D.

Dr Patrick Roach, NASUWT General Secretary, commented:

'Teachers' pay in Wales continues to be too low, and the NASUWT will continue to campaign for a substantial teachers' pay increase. However, teachers in Wales will be grateful that their pay review body has shown genuine independence and rejected the Westminster Government's public sector pay freeze.

'The Independent Welsh Pay Review Body (IWPRB) continues to do good work and address the years of damage to the teaching profession brought about by the Westminster Government. The NASUWT expects a similar approach from the Welsh Government.'

Athrawon Cymru i dderbyn codiad cyflog o 1.75% yn 2021/22

Ymateb yr NASUWT i argymhellion trydydd adroddiad Corff Adolygu Cyflogau Annibynnol Cymru ac ymateb y Gweinidog Addysg i'r adroddiad

Ar 11 Mehefin 2021 cyhoeddodd Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB) ei drydydd adroddiad ac mae Gweinidog y Gymraeg ac Addysg, Jeremy Miles, wedi ymateb i'r adroddiad. Mae'r adroddiad ar gael yn: <https://llyw.cymru/corff-adolygu-cyflogau-annibynnol-cymru-trydydd-adroddiad-2021>.

Mae'r IWPRB wedi gwneud 12 o argymhellion ac mae'r Gweinidog wedi awgrymu ei fod yn ystyried derbyn pob un. Mae gan ymgynghoreion tan 9 Gorffennaf 2021 i ymateb i adroddiad yr IWPRB, ymateb y Gweinidog a dogfen ddrafft Cyflogau ac Amodau Athrawon Ysgol (Cymru) (STPC(W)D), ac mae'r NASUWT yn ymateb i argymhellion yr IWPRB.

Yr argymhelliad mwyaf arwyddocaol a wneir gan yr IWPRB yw bod cyflogau'r holl athrawon, gan gynnwys lwfansau, yn cael eu codi o 1.75% yn 2021/22, felly nid yw'r IWPRB a Llywodraeth Cymru wedi cydymffurfio â pholisi Llywodraeth San Steffan ar rewi cyflogau athrawon. Mae hyn yn llwyddiant pwysig i'r NASUWT a fu'n canolbwyntio ei dystiolaeth ar wrthwynebu'r bwriad i rewi cyflogau ac amlygu'r diffygion difrifol ym mholsi cyflogau sector cyhoeddus Llywodraeth San Steffan.

Mae graddfeydd cyflog athrawon ar gyfer 2021/22 yng Nghymru'n destun ymgynghori ar hyn o bryd. Cyn gynted ag y cyhoeddir y rhain yn yr STPC(W)D, bydd yr NASUWT yn eu cyhoeddi ar ei wefan ac yn eu rhyddhau i aelodau.

Yn ogystal â'r argymhelliad ar gyflogau, un o argymhellion allweddol yr IWPRB yw bod Llywodraeth Cymru yn ymgynghori ar newid y ddarpariaeth yn yr STPC(W)D fel bod athrawon rhan amser yn derbyn taliadau Cyfrifoldeb Addysgu a Dysgu (TLR) 1 a TLR2 llawn amser mewn rhai amgylchiadau. Mae hyn yn llwyddiant pwysig i'r NASUWT a ofynnodd am newid y ddarpariaeth i osgoi'r senario lle mae disgwyl i ddalwyr TLR rhan amser gyflawni holl ddyletswyddau TLR llawn amser, ond derbyn dim ond taliadau rhan amser. Mae'r NASUWT wedi pwysleisio yn ei ymateb i'r ymgynghoriad ar hyn fod yn rhaid i hyn fod gyda chytundeb yr athro neu athrawes rhan amser y dyfarnwyd y taliad TLR iddynt, yn ogystal â bod yn hawl gan holl athrawon Cymru, ac na ddylai fod yn daliad disgrisiwn y gall cyflogwyr ei wrthod.

Yn ei dystiolaeth i'r IWPRB mewn cysylltiad â'i drydydd adroddiad, pwysleisiodd yr NASUWT nad oedd Llywodraeth Cymru wedi gweithredu'n llawn yr argymhelliad yn ail adroddiad yr IWPRB sef na ddylai symud rhwng lleiafswm ac uchafswm yr ystodau tâl ddibynnu ar berfformiad. Mae'r IWPRB wedi cymryd sylw o'r methiant hwn yn ei drydydd adroddiad mewn argymhelliad ar wahân, ond wedi methu â gofyn i'w hargymhelliad ar daliadau cysylltiedig â pherfformiad gael ei weithredu'n llawn. Bydd yr NASUWT yn parhau i bwysu am weithredu'r argymhelliad hwn yn llawn.

Mae'r IWPRB hefyd wedi gwneud argymhellion i sicrhau gwell cysondeb wrth weithredu cyflogau ac amodau statudol i athrawon, er eu bod ar y cyfan yn syrthio'n brin o gyhoeddi canllawiau statudol canllawiau, rhywbeth yr oedd yr NASUWT wedi galw amdano. Bydd yr NASUWT yn cymryd rhan yn Fforwm Partneriaeth Cyflogau Llywodraeth Cymru i sicrhau bod y canllawiau hyn yn effeithiol, ac yn parhau i bwysu am ychwanegu canllawiau statudol effeithiol i'r STPC(W)D.

Fel y dywedodd Dr Patrick Roach, Ysgrifennydd Cyffredinol yr NASUWT:

'Mae cyflogau athrawon yng Nghymru'n parhau i fod yn rhy isel a bydd yr NASUWT yn parhau i ymgyrchu dros godiad cyflog sylweddol i athrawon. Fodd bynnag, bydd athrawon yng Nghymru'n ddiolchgar bod eu corff adolygu cyflogau wedi gweithredu'n annibynnol a gwrthod bwriad Llywodraeth San Steffan i rewi cyflogau sector cyhoeddus.

'Mae Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB) yn parhau i wneud gwaith da'n rhoi sylw i'r blynyddoedd o niwed a achoswyd i'r proffesiwn addysgu gan Lywodraeth San Steffan. Mae'r NASUWT yn disgwyl gweld ymateb tebyg gan Lywodraeth Cymru.'