

Date: 11th September 2019

Our Ref: 190911/DIRECTOR OF SERVICES-WALES/CK/TF

The Director of Children's Services

Dear Director

2019/20 Teachers' Pay Award

As you will be aware, the Independent Welsh Pay Review Body's (Review Body) 1st Report was published on 22nd July 2019, recommending the teachers' pay award for 2019/20.

The Review Body's Report charts the growing teacher recruitment and retention crisis, the fall in teachers' real terms earnings since 2010, the uncompetitive nature of teachers' salaries when compared with other graduate professions and member opt-outs from the Teachers' Pension Scheme (TPS). This is in the context of a substantial increase in pupil numbers over the next five years.

The Minister for Education has proposed that 5% be added to the minimum of the main pay range and 2.75% be added to all other allowances in the 2019 Welsh School Teachers' Pay and Conditions Document (STPCD). These are likely to be the only pay values for teachers published by the Welsh Government.

Whilst the award does little to close the teachers' pay gap, currently 20%, the NASUWT expects that:

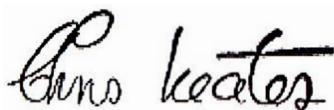
- all teachers employed on the minimum of the main pay range will receive a 5% pay award;
- all teachers and school leaders employed by the schools in your local authority above the minimum of the main pay range will receive a 2019/20 pay award of 2.75%;
- the pay award above will be unconditional i.e. not be linked to performance; and
- the award will be in addition to any performance pay progression for eligible teachers.

The Review Body's Report was published much later than its scheduled timetable suggested it would be. The consultation on the award does not close until the 13th September. However, pending the outcome of the consultation, the NASUWT believes it is essential that teachers and school leaders are given assurances before the end of September that they will receive the pay award in full, backdated to 1st September.

In circumstances where schools do not meet the NASUWT's minimum expectations set out in this letter, the Union will consult its members on appropriate industrial action to secure these. We hope, however, that such action will prove to be unnecessary given the irrefutable evidence that teachers are entitled to far more than the 2.75% awarded by the Government.

Thank you in anticipation of your cooperation in this matter.

Yours sincerely



Chris Keates (Ms)
General Secretary (Acting)

