

UCAC's response to the Consultation on the Draft Version of The School Teachers' Pay and Conditions Document 2018

August 2018

UCAC | yr undeb sy'n diogelu athrawon a darlithwyr Cymru

1. Introduction

- 1.1. UCAC welcomes the opportunity to comment on the draft version of the School Teachers' Pay and Conditions Document 2018.
- 1.2. UCAC represents teachers and school leaders in Wales in all sectors.
- 1.3. At the end of September 2018 powers for the determination of teachers' pay in Wales are due to be devolved to the Welsh Government for salaries for the 2019-20 academic year. The 2018-19 pay award is, therefore, the responsibility of the U.K. Government, and as such, we believe that the Government is responsible for funding the implementation of the award in Wales and England.
- 1.4. We are concerned about the late publication of the STRB's 28th Report and the draft version of the Document which has made it impossible for schools to begin to consult and with their staff and their representatives. This year, publication has been exceptionally and unacceptably late and this will undoubtedly cause problems for schools in implementing the pay award.
- 1.5. The late publication of the draft version of the Document also leads to concerns about the timescale for publication of the Welsh version of the Document. UCAC urges the Department to ensure that the final version is ready for schools at the same time as the English version of the Document, i.e. as a matter of urgency at the beginning of the new term.

2. Detail of pay rise within the Document

- 2.1 UCAC calls on the Secretary of State to ensure that the 2018 version of the School Teachers' Pay and Conditions Document, as a minimum, entitles every teacher to receive a cost of living pay rise. The wording of the Document should ensure that this is a requirement.
- 2.2 UCAC calls again on the Government, as we have done in the past, to restore individual points on all the pay ranges. The restoration of individual points would help ensure transparency and fairness in the application of the pay framework. It would also help schools to plan more effectively for their future pay bill.
- 2.3 UCAC has called on the Secretary of State to ensure that all teachers receive an increase in September 2018 in line with the STRB recommendations for the relevant pay range and that details of this should be included as a mandatory requirement within the School Teachers' Pay and Conditions Document 2018.
- 2.4 UCAC cautiously welcomes a pay increase of 3.5 % for teachers on the main pay range and unqualified teachers' pay range. We believe, however, that the 3.5% increase should be available to all teachers and school leaders, as recommended by the STRB. We will address this issue in our response to the Consultation on the STRB's 28th Report.

3. The wording of the draft version of The Document (2018)

- 3.1 Part 1 Pay – General (page 7)
The word "statutory" should be included in sub section (iii) in reference to leadership pay ranges: a 1.5 % uplift to the statutory leadership pay ranges (including head teacher groups)
- 3.2 Section 3 – Guidance for Local Authorities, School Leaders, School Teachers and Governing Bodies of Maintained Schools: Page 63, Pay Policy (paragraph 2) Paragraph 5 needs to refer to the statutory minimum and maximum of the respective pay ranges:
..... must uplift their salary by 3.5 % for the statutory minimum and maximum of the main pay range and unqualified pay range, 2 % for the statutory minimum and maximum of the upper pay range and 1.5 % for the statutory leadership pay ranges.

3.3 Annex 1 - Practising Teacher Standards (Wales)

Page 54 needs updating with the use of the future tense changed, e.g. The new professional standards for teaching and leadership were launched in Wales in September 2017 for newly qualified teachers commencing induction on or after 1st September 2017. All post induction teachers move to the new standards by 1st September 2018.

August 2018



UCAC
Undeb
Cenedlaethol
Athrawon
Cymru



Prif Swyddfa **UCAC**, Ffordd Penglais, Aberystwyth, Ceredigion SY23 2EU

ffôn: 01970 639950 | ffacs: 01970 626765 | ucac@ucac.cymru

 facebook.com/AthrawonCymru  twitter.com/AthrawonCymru

www.ucac.cymru