

Kirsty Williams AC/AM
Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref P-05-805
Ein cyf/Our ref KW/02302/18

David John Rowlands AM
Chair - Petitions committee.
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

19 October 2018

Dear David,

Thank you for your further letter of 10 October in relation to the Fair Deal for Supply Group's petition.

The responsibility for teachers' pay and conditions transferred to Welsh Ministers on 30 September 2018. The annual cycle and mechanism for determining the future pay and conditions for all teachers and school leaders from September 2019 now falls to the Welsh Government. On 18 July, following public consultation, I announced a new national model for agreeing our approach to determining teachers' pay and conditions in Wales moving forward. A copy of my written statement of 18 July can be found here:

<https://gov.wales/about/cabinet/cabinetstatements/2018/teacherspayconditions/?lang=en>

While that model will address the mechanism for how we will determine teachers' pay I commissioned Professor Mick Waters last December to undertake an independent review of the structure of school teachers' pay and conditions. Professor Waters and his panel published their report and recommendations in September. A copy of that report *Teaching – A valued profession an independent review* can be found here:

<https://beta.gov.wales/independent-review-teachers-pay-and-conditions>

While a copy of my accompanying Written Statement of 21 September can be accessed here:

<https://gov.wales/about/cabinet/cabinetstatements/2018/futureteacherspayconditions/?lang=en>. We are carefully considering the report and recommendations, including those that affect supply teaching, and a formal response will issue in due course.

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Gohebiaeth.Kirsty.Williams@llyw.cymru
Correspondence.Kirsty.Williams@gov.wales

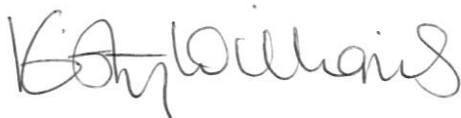
Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

The National Procurement Service (NPS) is currently revising the tender specification for the managed service framework for agency workers. Policy officials and colleagues responsible for the Code of Practice: Ethical Employment in Supply Chains are also working closely with the NPS to ensure that arrangements support our national mission policy priorities, address future needs and abide by our Fair Work principles. The changes will aim to provide positive outcomes for our schools and learners whilst providing fairness to staff placed within Welsh schools via commercial supply agencies. It is my understanding that the NPS are on track to introduce the revised framework arrangements in April 2019 which will apply from academic year 2019/20.

Planned changes will include the contract being let on a geographical lot basis, include minimum pay rates for supply teachers along with a requirement that there is transparency in terms of the fees that can be charged by commercial agencies, including temporary to permanent fees. We are also examining proposals to introduce statutory quality assurance standards which agencies wishing to supply temporary teachers to maintained schools would need to meet. Although this work is at a very early stage of development it will complement the work being undertaken by the NPS to ensure that our temporary workforce is treated and rewarded fairly however they are employed.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kirsty Williams'.

Kirsty Williams AC/AM

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Cabinet Secretary for Education