

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/02684/18

David John Rowlands AM
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7 December 2018

Dear David

Thank you for your correspondence of 29 November about an all Wales supply model.

I have not ruled out working with employers to support the introduction of arrangements for a centralised or regional supply arrangement in the future. The responsibility for teachers' pay and conditions was devolved to Welsh Ministers on 30 September. As part of the process for establishing robust mechanisms for determining teachers' pay and conditions we are recruiting members for an Independent Welsh Pay Review Body. The review body will consider evidence from all key stakeholders and will produce a report and make recommendations for proposed changes to Welsh teachers' pay and conditions in the future based on the terms of a formal remit letter.

To support the new arrangements we have also established a Teachers' Pay and Conditions Partnership Forum which includes representatives from Welsh Government, employer organisations and union representative bodies. The Forum provides an opportunity to discuss and agree some of the issues that will need to be included in future remit letters to the pay review body.

The recently published independent report on teachers' pay and conditions *Teaching – A Valued Profession* recommended that in taking forward devolved pay and conditions the Welsh Government publish a coherent pay and conditions document that takes account of the need to support a flexible workforce able to deliver our National Mission. It is envisaged that this flexible workforce will include provision for temporary staffing.

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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.

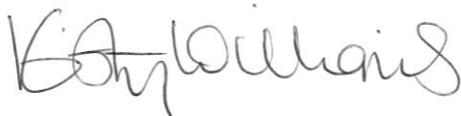
The Welsh Government is unable to direct school governing bodies or local authorities to employ supply staff directly. However, the work being undertaken by the Welsh Government and the National Procurement Service (NPS) will ensure that our temporary workforce is treated and rewarded fairly however they are employed.

Officials have worked closely with colleagues in the NPS to revise the tender specification requirements for the agency worker framework to ensure that it is current, fit for purpose and incorporate the principles endorsed by the *Code of Practice on Ethical Employment in Supply Chains* and our *Fair Work* principles.

The NPS published the Contract Notice for the Temporary Workers and Supply Teachers tender opportunity on 12 November. The revised tender specification will ensure that any future arrangement introduced includes minimum pay rates and transparency of agency fees so schools can make an informed choice. The specification also includes a sliding scale of temporary to permanent fees making it easier for schools to take on agency staff permanently should a vacancy arise, abides by the principles of fair work, and supports supply teachers' professional learning. Attached is a link to the Contract Notice on Sell2Wales: https://www.sell2wales.gov.wales/search/show/search_view.aspx?ID=NOV273861

To complement this development 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. This work will complement the work being undertaken by the NPS and add an additional layer of assurance to all involved in the process.

Yours sincerely

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

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