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Jeremy Miles, MS  
Minister for Education and Welsh Language  
Welsh Government  
Cardiff  
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from: Shavanah Taj  
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Dear Jeremy,

## **Re: Supply teachers' terms and conditions**

Wales TUC warmly welcomes the acknowledgement in the new Co-operation Agreement that supply teaching should not be run for private profit. Furthermore we welcome the Welsh government's commitment to "work with partners to develop options for a more sustainable model of supply teaching with fair work at its heart, which will include local authority-led and school-led alternatives.

I am writing on behalf of the trade unions in education to emphasise the importance of this issue and present the supply teachers' perspective on this matter.

Whilst the pandemic has highlighted the importance of supply teachers and the crucial role they have played, the experiences of supply teachers during the pandemic, whether working through a local authority, directly for a school and/or through a supply agency, have been mixed.

Many are denied access to the conditions of service, pension and training to which they are entitled, a situation exacerbated by the fact that many agencies are not complying with the terms of the national framework.

This has exposed the disparity between the pay of supply teachers and others, as well as placing supply teachers in a precarious financial situation. This has contributed towards the current severe shortage of supply teachers. A resolution made at Wales TUC's Congress this year recognised that supply teachers were amongst the most detrimentally affected of education workers during the COVID-19 pandemic.

All supply teachers should come under the terms of the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) thereby providing them with statutory terms and conditions, as is the case for the rest of the profession.

It was absolutely clear in the IWPRB's Third Report (May 2021) that they intended the inclusion of supply teachers within the scope of the STPC(W)D to be part of the Comprehensive/Strategic Review of the Structure of Teachers' Pay and Conditions in Wales. This is manifest on pages 86-87 of the Report. We are extremely disappointed that this issue has not been explicitly included in the Terms of Reference for the Review.

Each local authority should follow best practice and reintroduce its own local supply pool. These should employ and remunerate supply teachers in accordance with the provisions of the STPC(W)D, including paying to scale and access to the Teachers' Pension Scheme (TPS). Should schools be permitted to source supply teachers other than via local authority pools, those teachers should again be employed and remunerated in accordance with the provisions of the STPC(W)D.

Software solutions to facilitate local supply systems are already available and in use in certain Local Authorities in Scotland; these ensure a smooth and effective interface for Local Authorities, schools and supply teachers. We would be happy to provide further information.

In the meantime, urgent action must be taken to strengthen the existing framework by taking steps to ensure all agencies comply in all situations. We note that the current National Procurement Service Framework is due to expire in 2022, so we urge you to move swiftly to take advantage of the natural opportunity for change.

I would be grateful if you could consider these proposals and continue to discuss these matters with the unions in education.

Yours sincerely,

**Shavanah Taj**  
General Secretary  
Wales TUC