

Huw Lewis AC / AM
Y Gweinidog Addysg a Sgiliau
Minister for Education and Skills



Llywodraeth Cymru
Welsh Government

Paul Davies AM
National Assembly for Wales
Cardiff Bay

13 November 2014

Dear Paul,

I am responding to your follow up question to the First Minister at the Plenary session on the 4th November regarding supply teachers.

I can confirm that I have not had any discussion with the United Kingdom Government on the issue of supply teachers.

All teachers, including supply teachers, employed directly by a local authority or maintained school are paid in accordance with the statutory School Teachers' Pay and Conditions Document (STPCD). If schools opt to utilise supply teachers from private supply agencies then the contract is between the school and the agency rather than with the teacher. As the teacher is paid directly by the agency they can be paid at any rate as determined and agreed following negotiation between the individual and the agency. It is likely that these rates of pay will be below the equivalent STPCD rates of pay.

Competition law also dictates that rates of pay cannot be imposed on the commercial sector and that the only legal requirement is that private supply agencies cannot pay below the minimum wage.

In terms of the devolving teachers' pay and conditions to Wales, I wish to reiterate that I broadly welcomed the Silk Commission's recommendation regarding devolving pay and conditions for teachers to the Welsh Government.

However, I must stress that there is a significant amount of detail to be discussed and clarified with the United Kingdom Government before any decision is made if this area of policy should become the responsibility of the Welsh Government.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Huw Lewis', written in black ink.

Huw Lewis AC / AM
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Minister for Education and Skills