

UCAC's response to the draft version of the STPCD 2017

July 2017

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 2017.
- 1.2. We are concerned about the late publication of the STRB's 27th Report and the draft version of the Document which has led to a very short time scale for responses to both consultations. We urge the Secretary of State and the Department to ensure a better timescale for consideration and responses in future.
- 1.3. 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 hopes that this work will be prioritised to ensure that the final version is ready for schools at the same time as the English version of the Document, i.e. before the beginning of the new term.
- 1.4. UCAC has called on the Secretary of State to ensure that the 2017 version of the STPCD contains 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.
- 1.5. UCAC has called on the Secretary of State to ensure that all teachers receive an increase in September 2017 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 2017.

2. The Draft Version of The Document:

2.1. Part 1 Pay – General (page 8).

- 2.1.1. The word “statutory” should be retained and not removed from subsection ii:

“A 1% uplift has been applied to the **statutory** minima and maxima....”

- 2.1.2. Similarly, the word pay should be retained not removed from the same subsection “the national **pay** framework”.

3. Section 3 – Guidance for Local Authorities, School Leaders, School Teachers and Governing Bodies of Maintained Schools

- 3.1. Paragraph 5 (Page 68/ 69): the paragraph needs to note the **2% uplift** for the main pay range – not 1% as noted.

4. Annex 1 - Practising Teacher Standards (Wales)

- 4.1. From September 2017 NQTs in Wales will be working to a new set of Professional Standards and these Standards will replace the existing Practising Teacher Standards for all other teachers in Wales by September 2018.
- 4.2. UCAC suggests that you discuss this issue with officials in Wales in order to decide the best way to include this information within the Document so that the Document reflects requirements for NQTs in Wales and for all other teachers.

<http://learning.gov.wales/resources/collections/professional-standards?lang=cy&sds>

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