



Consultation on the Draft School Teachers' Pay and Conditions Document 2009 Sections 3 and 4

Governors Wales welcomes the opportunity to submit written representations to the School Teachers' Review Body on Sections 3 and 4 of the draft School Teachers' Pay and Conditions Document 2009

Section 3

Governors Wales notes the new provisions regarding headteachers responsible and accountable for more than one school, headteachers temporarily accountable for more than one school, and extended services; and considers that these are appropriately and helpfully worded (paras 29 to 44).

Governors Wales would appreciate clarification regarding the revised provision in paragraphs 50 and 52 on changes to pay determination arrangements for threshold applications in Wales. These state that a successful application made in the period 1st September 2009 – 31st August 2010 can be paid with effect from 1st September 2009 or 1st September 2010. However, the equivalent paragraph (34) in the 2008 Document referances to the removal of the provision for backdating the award to 1st September in the school year in which the application was made. Does the revised provision mean that such awards can now be backdated?

Governors Wales notes the new section (paragraph 166) on provision of services to other schools. This gives useful guidance touching particularly on the responsibilities of governing bodies. It would be helpful if, when it is published, Local Authorities could be asked to draw this specifically to the attention of their governing bodies.

Section 4

Governors Wales has great concerns regarding the interpretation of "rarely cover". A special resolution was passed at the AGM last month seeking further clarification on "rarely cover" to enable headteachers to make the correct decisions regarding implementation and also to be able to exercise professional judgement. The concern also arises from the cost of implementation if a very restrictive interpretation is applied. It is appreciated that the revised provision in paragraph 49 refers to cover "in circumstances that are not foreseeable", and examples are then given in paragraph 50 of foreseeable circumstances. However, it is evident from recent debate in the national media that there are vastly differing interpretations of "rarely cover". Governors Wales therefore presses for clearer guidance so that governors will know exactly what "rarely cover" means.