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The Rt Hon Margaret Thatcher MP  
Prime Minister  
10 Downing Street  
LONDON SW1

15 May 1980

Dear Mrs. Thatcher,

On 6 May the Secretary of State for Education and Science informed the House of Commons that there appeared to be a factual error in our Report No 7 on Teachers; but he went on to say that it was not clear what effect, if any, it had had on our recommendations on teachers' salaries. There was an error; and I must clarify the extent to which it influenced our decisions. I have consulted my colleagues (including those who have now left the Commission) and what follows in this letter has their agreement.

Paragraph 63 reads:

"Currently graduate entrants to schoolteaching are required to have either the Bachelor of Education (BEd) degree or a post-graduate teaching qualification. The BEd without "good honours" (that is, first or second class honours) is credited with two increments on appointment to make a starting salary of £3,492 at 1 April 1979; other graduates without good honours receive three increments (£3,603); the BEd with good honours receives four increments (£3,714); and other good honours graduates five increments (£3,852)."

In fact the position is as follows. The non-graduate Certificate of Education is being phased out for the great majority of entrants. Currently, graduate entrants to schoolteaching are generally required to have either the Bachelor of Education (BEd) degree or a postgraduate Certificate in Education (PGCE) or its equivalent. Apart from those who take a BEd pass degree in three years, these requirements involve four years of higher education. Provided the four years commenced at about the student's eighteenth birthday (as they do for the great majority) those without "good honours" (that is, without first or second class honours) are credited with four increments on appointment to make a starting salary of £3,714; and those with good honours receive six increments (£3,996). The minority of trained graduates who have not spent four full years in education since their eighteenth birthdays start with three increments without good honours (£3,603).



There is one significant exception to the requirement that graduate entrants must have either the BEd degree or a PGCE or its equivalent. Graduates in mathematics or physical sciences may choose to enter teaching without a PGCE or equivalent; that is, untrained. With no more than three full years of education since their eighteenth birthday, they would receive on entry two increments without good honours and four with good honours.

As a consequence our comparisons between graduate teachers' salaries and the salaries of graduates in other occupations at entry and after three years in employment reflected the error; and our objective of ensuring that after three years the trained graduate teacher with a good honours degree should not be paid less than the average figure for private sector graduates with three years' service did not require, as we supposed, an increase in pay of the order of 17 per cent.

Table 4 ("Proposed Revision of Scale 1, for 1 April 1979") should therefore have read:

	Actual	Proposed	Per Cent Increase
	£	£	
Non-graduate entry, 3 years	3231	3780	17
	3381	3921	16
Not good honours, untrained, 3 years	3492	4017	15
(A) Not good honours, trained, 3 years	3603	4107	14
(B) Not good honours, trained, 4 years ) Good honours, untrained, 3 years )	3714	4197	13
	3852	4353	13
(C) Good honours, trained, 4 years ) A three years on )	3996	4515	13
B three years on	4140	4677	13
	4290	4848	13
C three years on	4440	5016	13

Note: "trained" means with BEd or PGCE or equivalent.

"untrained" refers to graduates in mathematics or physical sciences who have chosen to enter teaching without a PGCE or equivalent.

"3 years" or "4 years" denote years spent in full-time education after the eighteenth birthday.





All our other proposals for salaries, both of schoolteachers and of teachers in further education, were related to this scale and would have been reduced by four percentage points. Thus 13 per cent would have been substituted for 17 per cent, 14 per cent for 18 per cent; and so on up to 21 per cent for 25 per cent. The only exception is the Lecturer 1 scale in further education, where the graduate comparison is not directly relevant to the first four points and the percentage increases would have been 17, 16, 15, 14 as for the schoolteachers' scale 1.

On this basis, the cost of our recommendations would, in a full year, amount to about £510 million above the salary rates payable from 1 April 1979 (instead of the £640 million mentioned in paragraph 93 of our report) and would be 14.5 per cent of the salary bill based on those rates (instead of the 18.2 per cent mentioned in our report).

We greatly regret the fact that an error of this kind was made. It occurred in information presented to us and, of course, we accept full responsibility for the conclusions which we drew from it. Our wish is to minimise its consequences. I therefore suggest that a copy of this letter should be sent to the negotiating parties. You may want to consider whether it should be published as a supplement to Report No 7.

*Yours sincerely*

*Hugh Clegg*

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