

Committee of Inquiry
 into the pay and conditions of
 service of school teachers in Scotland

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 Sir Peter Main

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1268/86

NOT FOR BROADCAST, PUBLICATION OR USE ON CLUB TAPES BEFORE 15.00 HOURS
 ON THURSDAY, OCTOBER 2, 1986

MAIN REPORT ON TEACHERS' PAY
 AND CONDITIONS OF SERVICE

Statement by Sir Peter Main, Chairman of the Committee of Inquiry into the Pay and
 Conditions of Schoolteachers in Scotland, on the publication of the Committee's report
 3 pm, Thursday, October 2, 1986:-

Six months ago, this inquiry was launched with a wide-ranging remit and an ambitious timetable to report by the end of the summer. Throughout that time, there has been public anxiety about the continuing dispute and we have been well seized of the need to report promptly. I am pleased therefore that we have been able to achieve our timetable; and I am most grateful to my colleagues on the Committee and to our Secretariat for their unstinting efforts throughout the summer.

This report offers the education system in Scotland an opportunity to make a fresh start after the stagnation and the disaffection of the past two years. Our terms of reference were deliberately framed to allow us to look beyond the immediate concerns of the pay dispute, important as they are, and we have taken full advantage of that freedom. This is a chance to put Scottish education back on the right road.

We have been much encouraged by what we have seen and heard over the past six months. Our visits to schools, our discussions with individual teachers and the progress that has been achieved with major educational reforms have convinced us that there are real grounds for optimism about the future of Scottish education. At the same time, we cannot

ignore the fact that morale within the profession is low, with teachers uncertain about their position in the community and about their future.

Our children are entitled to the best education that we can provide. In the final analysis, the quality of the education they receive will depend on the performance and the motivation of individual classroom teachers. It is important therefore that the self-confidence of teachers should be restored, and our report contains a number of proposals directed towards that objective.

We are quite convinced that a generous pay increase for teachers is justified. We have also proposed a reduction in the length of the basic scale so that in future all teachers can reach the top of the scale more quickly. In addition, there is now the prospect of further rewards in our proposal for a new grade of Senior Teacher. Our report also describes in some detail the full professional role of the teacher. We believe that many people are not aware of the extensive and demanding responsibilities now expected of teachers; and we hope that our description of the teachers' job will help to improve public understanding.

But teachers do not work in isolation. They have to act in co-operation with other teachers in a school and within a framework of objectives and policies laid down by the school or its education authority. We have therefore proposed a number of changes designed to reinforce the role of the profession in the management of schools.

Our recommendations will require substantial additional expenditure. If the taxpayers and ratepayers are to be asked to find this money, they have a right to some assurances that they will get value for money. We believe those assurances are available in our report, particularly in our proposals for enhancing the authority of the headteacher, for a greater commitment to quality staff development programmes, and to our commitment about the teachers' professional responsibilities, particularly as regards their partnership with parents.

What is needed now is a period of peace in our schools and a demonstration of public confidence in the teaching profession. Teaching should be a rewarding and satisfying profession and a respected occupation within the community. Our report addresses those objectives, and we hope that it will be accepted in full and implemented wholeheartedly.

NOTES TO EDITORS

1. The Government's decision to establish a Committee of Inquiry into the pay and conditions of service of schoolteachers in Scotland was announced in the House of Commons on March 6, 1986.

2. The Committee's terms of reference were:

"In the light of the Government's education objectives and the need to observe continuing public expenditure restraint in the interests of taxpayers and ratepayers, to consider:

- (a) the duties, pay structure, pay levels and other conditions of service of school teachers, with particular regard to the need to recruit, retain and motivate teachers of the right quality, to address staffing difficulties in shortage areas such as mathematics and science and in particular localities, and to improve the promotion and career prospects of effective teachers, particularly experienced teachers of proven ability who remain in the classroom;
- (b) teachers duties and responsibilities and their definition in contracts of employment;
- (c) the arrangements for managing schools and the teaching service;
- (d) future arrangements for determining teachers' pay and structure, duties, responsibilities and conditions of service;
- (e) the mechanisms for implementing and enforcing the above arrangements;
- (f) in all respects the need to take into account what can be afforded;

and to make recommendations".

3. Membership of the Committee was announced on March 26.

Chairman: Sir Peter Main, formerly Chairman, The Boots Co plc, member of Scottish Development Agency.

Professor Christopher Blake, FRSE, Bonar Professor of Applied Economics, University of Dundee; Chairman William Low and Co plc.

Sister Maire T Gallagher, Headteacher, Notre Dame High School, Dumbarton.

James S Gordon, CBE, Managing Director, Radio Clyde, Member of Scottish Development Agency.

Robert G E Peggie, CBE, Commissioner for Local Administration in Scotland.

The Secretariat of the Inquiry was provided by the Scottish Office.

4. The Committee first met on April 14, following which it issued a general invitation to submit written evidence. Four hundred and thirty submissions were received from individuals or groups of teachers and parents (including 43 parent teacher associations) by May 16. Forty-six submissions were received from national bodies. In addition, the Committee took oral evidence from 12 bodies (listed in the report). Members of the Committee visited 9 schools and one college of education. The Committee met on 21 days.

5. The Committee's principal recommendations are:

Pay

- (a) a radical simplification of the existing pay structure designed to make the structure more flexible, to improve prospects for career earnings, and to provide continuing incentives for good classroom teachers;
- (b) the introduction of a new grade of Senior Teacher for good classroom teachers in primary, secondary and special schools (pay £14,500);
- (c) a pay increase, averaging 16.4% against the pay levels currently applying, to be paid from October 1, 1986 until March 31, 1988, and conditional on acceptance by all sides of the central recommendations of the report;
- (d) replacement of the SJNC (SE) by an independent review body to report on the pay and conditions of school teachers first by April 1988 and thereafter biennially;

Conditions

- (e) clarification of the professional role of the teacher in the Scheme of Conditions of Service;
- (f) a review of staffing levels in primary, secondary and special schools;
- (g) the adoption of a notional standard working week (35 hours) for all planning purposes and to assess staffing implications of new educational developments;
- (h) changes in the teachers' working week, including the provision of time for programmed activities at the direction of school management;

Managoment

- (i) an enhancement of the authority of the Hoadteacher, particularly in the selection and appointment of staff;
- (j) a review by SED of the role of school councils and a re-establishment of the partnership between parent and teacher.
6. Details of the Committtce's recommended pay levels are appended.

RECOMMENDED PAY LEVELS

(with effect from October 1, 1986 until March 31, 1988)

1. Basic Scale

Point	Pay (£)
10 (maximum: secondary and special)	12,900
9 (maximum: primary and nursery)	12,500
8	12,000
7	11,400
6	10,800
5	10,000
4	9,200
3	8,500
2	8,200
1	7,900
0	7,600

Note: Point 0 retained temporarily for primary teachers with diploma in primary education.

2. Promoted Staff (primary and nursery schools)

	School Size	Pay Level (£)
(a) Headteacher	551 +	20,700
	351 - 550	19,400
	151 - 350	18,000
	51 - 150	16,800
(b) Deputy Headteacher	Up to 50	16,000
	551 +	16,300
(c) Assistant Headteacher (all schools)	351 - 550	15,800
(d) Senior Teacher		15,500
		14,500

3. Promoted staff (secondary schools)

	School Roll	Pay Level (£)
(a) Headteacher	1301 +	28,500
	801 - 1300	26,600
	301 - 800	23,900
	181 - 300	20,000
(b) Deputy Headteacher	Up to 180	18,000
	1301 +	21,000
	801 - 1300	20,000
	301 - 800	19,000
(c) Assistant Headteacher (all schools)	181 - 300	18,000
	Up to 180	16,500
(d) Principal Teacher		18,000
	Point	
	6	17,500
	5	17,000
	4	16,500
	3	16,000
	2	15,500
	1	15,000
(e) Assistant Principal Teacher	3	14,500
	2	14,100
	1	13,700
(f) Senior Teacher (all schools)		13,700
		14,500



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NEWS RELEASE

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SECRETARY OF STATE COMMENTS ON PUBLICATION OF MAIN COMMITTEE REPORT

The Rt Hon Malcolm Rifkind QC, MP, Secretary of State for Scotland, today commented on the publication of the Report of the Main Committee into teachers' pay and conditions of service as follows:-

"Sir Peter Main and his colleagues were given a wide remit and were asked to work very quickly. I congratulate them on the thoroughness with which they have tackled their onerous task and for the speed with which they have produced such a wide ranging and comprehensive report.

"When I announced the establishment of the Committee in March I made it clear that we would wish to study its recommendations - and the reactions of the teachers' unions and employers to the report as a whole - before reaching any decisions.

"The Government will now give the Report close and urgent consideration, and I have urged the teachers and the employers to do likewise and to give me their reactions to the whole range of the Report's recommendations as soon as possible."

October 2, 1986