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30 October 1986

*Dear David*

**TEACHERS' PAY**

I enclose a final version of the statement my Secretary of State will make in the House this afternoon.

Copies go to Jill Rutter and Rob Smith.

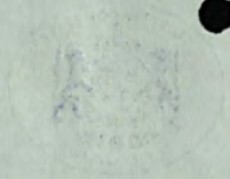
*Yours  
Andy*

**ANDY RINNING**  
Private Secretary

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## STATEMENT BY SECRETARY OF STATE FOR SCOTLAND

### TEACHERS' PAY AND CONDITIONS - SCOTLAND

WITH PERMISSION, MR SPEAKER, I WISH TO MAKE A STATEMENT ABOUT SCHOOL TEACHERS' PAY AND CONDITIONS OF SERVICE IN SCOTLAND.

1. ON 6 MARCH THIS YEAR I TOLD THE HOUSE THAT I INTENDED TO SET UP A COMMITTEE OF INQUIRY TO EXAMINE THE PAY, CONDITIONS OF SERVICE AND MANAGEMENT OF SCHOOL TEACHERS IN SCOTLAND. THE COMMITTEE WAS ASKED TO REPORT BY THE END OF THE SUMMER. I RECEIVED THEIR REPORT TOWARDS THE END OF SEPTEMBER AND IT WAS PUBLISHED ON 2 OCTOBER. I CONGRATULATE SIR PETER MAIN AND HIS COLLEAGUES FOR THE SPEED AND THOROUGHNESS WITH WHICH THEY HAVE DISCHARGED A VERY DIFFICULT AND IMPORTANT TASK.

2. AT THE CORE OF THE COMMITTEE'S REPORT THERE IS A SET OF RECOMMENDATIONS WHICH THE COMMITTEE HAVE SUGGESTED SHOULD BE JUDGED AS AN INDIVISIBLE PACKAGE. THESE RELATE TO PAY LEVEL AND STRUCTURE, THE DUTIES AND CONDITIONS OF SERVICE OF TEACHERS, STAFFING STANDARDS AND NEGOTIATING MACHINERY. I AM PLEASED TO BE ABLE TO TELL THE HOUSE THAT, IN GENERAL, THE GOVERNMENT ACCEPTS THE ASTERISKED RECOMMENDATIONS AS A PACKAGE. I SHALL MAKE THE NECESSARY RESOURCE PROVISION, BACKED BY ADDITIONAL RATE SUPPORT GRANT, TO ALLOW LOCAL AUTHORITIES TO IMPLEMENT IN FULL THE SALARY SCALES PROPOSED IN THE REPORT SO AS TO SETTLE TEACHERS' PAY FOR 1986-87 AND 1987-88. THIS WOULD BE DONE ON THE FOLLOWING TIMESCALE - THAT HALF OF THE FURTHER INCREASES RECOMMENDED BY MAIN WILL BE PAID FROM 1 JANUARY 1987 (MAKING AN AVERAGE INCREASE OF 8.2% FROM THAT DATE ON TOP OF THE 5.5% INTERIM INCREASE PAID FROM 1 APRIL 1986), AND THE REMAINING HALF FROM 1 OCTOBER 1987. BOTH STAGES WOULD DEPEND ON THE SCOTTISH JOINT NEGOTIATING COMMITTEE REACHING AGREEMENT ON A SETTLEMENT WHICH PROVIDES FOR THE FULL IMPLEMENTATION OF THE ASTERISKED RECOMMENDATIONS ON PAY STRUCTURE, DUTIES AND CONDITIONS OF SERVICE. I MUST EMPHASISE THAT MY OFFER IS ENTIRELY DEPENDENT ON REACHING SUCH AN AGREEMENT IN THAT IT CANNOT BE

INCREASED, AND THAT THERE CAN BE NO QUESTION OF ANY PART OF THESE RESOURCES BEING MADE AVAILABLE OTHER THAN ON THIS BASIS. THE SIZE OF THE AWARD AND THE BURDEN IT IMPOSES ON THE RATEPAYER AND THE TAXPAYER, MAKES IT SENSIBLE TO STAGE IMPLEMENTATION, AS HAS BEEN DONE IN THE PAST WITH OTHER AWARDS OF THIS KIND.

3. MY PROPOSALS WOULD INVOLVE ADDING £14M IN 1986-87 AND £60M IN 1987-88 TO PLANNED EXPENDITURE ON EDUCATION; THIS REFLECTS THE COST OVER AND ABOVE THE FIGURES I HAVE ALREADY ANNOUNCED AS THE BASIS FOR RSG IN 1987-88. GRANT WILL BE INCREASED BY £8M AND £30M RESPECTIVELY.

4. THIS WOULD REPRESENT A BIG PAY INCREASE FOR SCOTTISH TEACHERS; IT IS JUSTIFIED ONLY BY THE BENEFITS WHICH THE PACKAGE AS A WHOLE WILL BRING: THE RIGHT KIND OF PAY STRUCTURE FOR SCOTTISH SCHOOLS, THE NECESSARY CLARIFICATION OF TEACHERS' DUTIES, WHICH PARENTS WILL FIND PARTICULARLY HELPFUL, AND A MORE PRACTICAL AND REALISTIC APPROACH TO TEACHERS' CONDITIONS OF SERVICE. IN ACCEPTING THESE RECOMMENDATIONS THE GOVERNMENT IS MAKING CLEAR THE IMPORTANCE IT ATTACHES TO SECURING THE FUTURE DEVELOPMENT OF THE EDUCATION SERVICE AND RECOGNISING THE CONTRIBUTION WHICH TEACHERS MAKE TO OUR SOCIETY.

5. THERE IS ONE ASTERISKED RECOMMENDATION ON WHICH I WILL FOR THE TIME BEING RESERVE THE GOVERNMENT'S POSITION - THE RECOMMENDATION THAT AN INDEPENDENT REVIEW BODY BE ESTABLISHED TO SETTLE THE PAY AND CONDITIONS OF SCHOOL TEACHERS. THIS RECOMMENDATION HAS MAJOR IMPLICATIONS FOR THE FUTURE AND I WISH TO GIVE IT FURTHER THOUGHT BEFORE REACHING A FINAL CONCLUSION ON IT.

6. I HAVE CONCENTRATED IN THIS STATEMENT ON THE ASTERISKED RECOMMENDATIONS WHICH LIE AT THE CORE OF THE MAIN COMMITTEE'S REPORT. THERE ARE OF COURSE MANY OTHER VALUABLE RECOMMENDATIONS - ON THE ROLE AND FUNCTIONS OF HEADTEACHERS; ON PROFESSIONAL DEVELOPMENT OF TEACHERS; ON THE ROLE OF PARENTS AND ON THE MORE EFFECTIVE AND ECONOMICAL USE OF

RESOURCES WITHIN THE SCHOOL SYSTEM. I INTEND TO PURSUE ALL THESE MATTERS VIGOROUSLY IN CONSULTATION WITH THE EDUCATION AUTHORITIES AND THE OTHER INTERESTS CONCERNED.

7. SINCE AUGUST 1984 SCOTTISH SCHOOLS HAVE SUFFERED DISRUPTION AS A RESULT OF THE PRESENT TEACHERS' DISPUTE. THE MAIN COMMITTEE'S REPORT OFFERS US AN EXCELLENT BASIS NOT ONLY TO END THAT DISPUTE BUT TO OFFER OUR SCHOOLS AND TEACHERS A POSITIVE WAY FORWARD. THIS IS A ONCE AND FOR ALL OPPORTUNITY WHICH MUST BE SEIZED WITH BOTH HANDS. THE GOVERNMENT IS PREPARED TO DO ITS PART EVEN THOUGH THE COST TO RATEPAYER AND TAXPAYER IS HIGH; NOW IT IS UP TO THE TEACHERS AND THE EMPLOYERS TO DO THEIRS. MEANWHILE I CALL UPON THE TEACHERS' UNIONS TO CALL OFF THEIR CONTINUING BOYCOTTS OF CERTAIN DUTIES AND TO ALLOW SCHOOLS TO FUNCTION NORMALLY; THE IMMEDIATE RESUMPTION OF NORMAL WORKING MUST OF COURSE BE A FEATURE OF THE AGREEMENT I AM ASKING THE SJNC TO REACH. I AM SURE THAT THE WHOLE HOUSE WILL JOIN WITH ME IN URGING TEACHERS AND EMPLOYERS TO REACH SPEEDY AND FULL AGREEMENT ALONG THE LINES I HAVE INDICATED.