



HOUSE OF COMMONS
LONDON SW1A 0AA

To All Conservative MPs

5 August 1985

DEAR COLLEAGUE

Further to my letter of 23 July about the teachers pay dispute, I can now report a significant further step taken by the Government to bring this dispute to an end, and to establish a far better basis for teachers pay and promotion in future years.

On 5 August, the Government announced the level of the additional resources which, upon certain and most important conditions, it will make available for teachers pay for the 4 year period starting next year, 1986/87.

The Offer

1. Up to £200 million extra for England and Wales in 1986/87.
2. Further, additional sums in the following years, rising to a maximum of £450 million in 1989/90, making a total over those 4 years of the order of £1250 million.
3. This to be additional to the normal annual public expenditure planning and pay negotiations.

The Conditions

1. There must be a clear definition of teachers duties linked to their contracts of employment. (A provisional list of these duties was published by the Government on 21 May, and a copy is attached to the statement.)
2. There must be a new pay structure to provide substantially more promotion opportunities for the better teachers to reach higher scales of pay. This is to be combined with promotion arrangements (appraisal) and differentials designed to recruit, retain and motivate teachers of the right quality, including teachers of shortage subjects.
3. Agreement on the above 2 objectives, acceptable to all sides, must be reached by October this year.
4. All disruption in the schools must end.

I have said many times that we were prepared to put more resources into teachers pay in exchange for such an agreement on pay, promotion and conditions of service. I hope we have now broken the current deadlock by spelling out the substantial resources we are prepared to put in, provided the conditions are met.

A similar, but separate offer has been made for teachers in Scotland.

The Government remains firm that it will not put more money in for 1985/86 whatever the pay deal for this year eventually agreed.

to the obvious question "How will this new initiative help to solve the current year's pay dispute?", I would offer the following answer:-

"It will help solve the current year's pay dispute by firming up the financial framework within which negotiations for a longer period can take place. Everybody knows that we need to reform the pay structure (falling rolls have seriously reduced promotion prospects for example), improve opportunities for in-service training and career development (curriculum and examination changes for example) and to end disputes about the scope of teachers' responsibilities. Progress has not been made in time for extra resources to be made available in 1985/86, although the Secretary of State offered to consider proposals as long ago as July 1984. The Government is not willing to make extra resources available without adequate assurances about the desired objectives. This further clarification of the Government's position, and the very large resources that the Government has now undertaken to provide over 4 years (of the order of £1250 million), provided that the conditions are satisfied, should now rapidly lead to a settlement for 1985/86 combined with constructive negotiations for 1986/87 and later years."

I attach a copy of my published statement.

Never since Burnham was reconstituted in 1965, has any Government come forward with such an initiative designed to transform the pay structure.

Please do your best to see that teachers, parents and public are made fully aware of what is now on offer.

Yours ever
Bob Dunn

Signed by Bob Dunn
on behalf of Sir Keith Joseph.

5 AUGUST 1985

STATEMENT BY SECRETARY OF STATE FOR EDUCATION AND SCIENCE

The Government's plans for Better Schools depend on a well qualified and well trained teaching force committed to achieving the planned improvements in curriculum, examinations and standards of achievement. Work in hand to improve initial and in-service teacher training is all directed towards making our schools better.

The recent fall in school rolls has sharply reduced promotion opportunities. The Government believes a substantial improvement in teachers' career prospects is needed. That is why I told the local authority associations and the teacher unions in May - filling out and confirming the offer made in July 1984 - that the Government would be willing to provide conditionally some additional resources for teachers' pay in 1986-87. The condition is an acceptable and firm agreement in principle by October 1985 which would ensure progress towards the Government's objectives. This timing would enable those resources to be incorporated in the Rate Support Grant settlement for 1986-87. Little clear progress has so far been made in response to this initiative, and disruption in the schools has continued. It is essential to achieve a lasting settlement which will enable school work to proceed steadily, and which will support the necessary improvements in quality.

In order to make the position clear the Government has decided to announce the level of the additional resources which, if acceptable progress is made by October, it would be willing to provide for teachers' pay by local education authorities in 1986-87 and over the three following years. These resources are additional to what would be provided in the course of normal annual public expenditure planning and pay negotiations.

// As I made clear in May, the Government is looking for a firm agreement by October which would ensure progress towards two broad objectives.

1. A clear definition of the range of teachers' duties linked to their contracts of employment. (I issued in May a note setting out the Government's provisional view of these duties (of which a copy is attached).)

2. A pay structure providing substantially more promotion opportunities for the better teachers to higher scales than are at present available combined with promotion arrangements and differentials designed to recruit, retain and motivate teachers of the right quality across the whole range of school responsibilities.

The Government looks for an agreement under which it would be explicitly recognised that employing authorities would take account of all relevant factors - including their assessments of the quality of individual teachers' work, the responsibilities attached to particular posts, the demand for specific skills and qualifications, and the difficulty of filling particular posts - in considering promotion to the higher scales. //

Provided acceptable agreements on these issues are reached by October, and there is an end to disruption in the schools, the Government would be willing to provide for up to an additional £200 million expenditure by local education authorities on teachers' pay in England and Wales in 1986-87, rising in broadly equal steps to a maximum of up to £450 million in 1989-90. The Government would be willing to see part of those resources used to help pay for the mid-day supervision of schools by teachers, or by other persons, if it is agreed that such supervision should not form part of teachers' standard duties.

I must emphasise that there will not be any addition for this purpose to the 1986-87 Rate Support Grant settlement unless acceptable agreements are reached by October and there is an end to disruption. There is still time for agreements to be reached. I urge the teacher unions to end their plans for further disruption, and direct their energies to negotiating the necessary agreements and to the education of the pupils in the schools.

Government's provisional view of teachers' duties enclosed in letter from
Sir Keith to Councillor Philip Merridale, 21 May 1985

STATEMENT OF TEACHERS' DUTIES

Teachers must

Pupils

1. teach assigned timetabled classes
2. take an appropriate share of collective staff responsibility to cover the classes of absent colleagues
3. plan, prepare, evaluate and review personal teaching methods and programmes in accordance with education authority and school policies
4. take an appropriate share of collective staff responsibility to supervise pupils on arrival at and departure from school and during the school day [including the midday break?]
5. mark, record and report on pupils' work (including homework) and progress in accordance with education authority and school policies
6. provide guidance and counsel on educational, social and career matters in accordance with education authority and school pastoral and counselling policies

Parents

7. consult and liaise with parents, attending meetings arranged for the purpose

Curriculum &
Examinations

8. take part in arrangements for presenting pupils in public examinations
9. contribute to the preparation and development of courses of study and teaching materials in response to change in public examinations and assessment procedures and in accordance with education authority and school curricular policies

Staff Matters

10. take part in performance appraisal in accordance with education authority arrangements
11. take part in courses of in-service training and other schemes of professional development
12. take an appropriate share of collective staff responsibility for the professional development of colleagues, including new entrants to teaching
13. attend staff meetings

General

14. carry out such other related duties and responsibilities at the school as may be reasonably allocated, as need arises, by the head.

