



HOUSE OF COMMONS
LONDON SW1A 0AA

To All Conservative MPs

13 September 1985

Dear Colleague.

I wrote to you on 6 September reporting developments on the teachers' pay dispute. This letter is to bring you up to date following the Burnham Committee meeting yesterday.

As you will have seen in the press, the unions rejected a new offer and announced that disruption of children's education will be continued. The improved package - which I had welcomed as a very constructive attempt to bring together the employers' own restructuring ambitions and the Government's conditions for increased expenditure on teachers' pay - is set out in full in the paper at Annex A to this letter. It provided an increase averaging nearly 6% over this year and worth over 8% by the year end, coupled with substantially improved promotion opportunities and increased differentials for the most senior teachers, and heads and deputies. The teachers' panel rejected it after 20 minutes consideration, refusing even to consider the detail of what was on offer, or negotiate upon it. Their leader made clear that even if the package had incorporated increases averaging 6.9% for this year - and he noted on the verbatim record that no such offer had been made - the unions would still not be prepared to discuss the structural reforms and the definition of teachers' duties.

I have today issued a press statement in reaction to the breakdown of negotiations, and a copy of this is also attached (Annex B). No doubt you will wish to make use of that in responding to teachers and parents in your constituency. You will also wish to highlight the substantial additional expenditure - £1,250 million - which was offered conditionally on an agreement and the major benefits



HOUSE OF COMMONS
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the package would bring:

- taking into account increments of around 3%, rises by the end of the year totalling at least 9% for all assistant teachers;
- rises by the end of the year for the lowest paid teachers of nearly 10% without taking account of increments;
- more than 50,000 extra promotions for teachers on scales 1 and 2, and more than 20,000 extra for those already on higher scales: overall some 20% of teachers other than heads and deputies could expect to be promoted to higher scales;
- better rewards for senior teachers, heads and deputies;
- extra resources to clear up the mess of lunchtime supervision, so freeing teachers from this responsibility or paying them separately if they are willing to undertake it;
- a clear definition of teachers' duties - duties which ordinary conscientious teachers accept as standard anyway;
- better induction for new teachers and a lightened teaching load in their first year;
- appraisal for all to help professional development and to inform promotion decisions.

In short, the Government and employers joined together to offer a package which would put significantly more money into teachers' pay packets and substantially improve their prospects of promotion to higher pay scales. In doing so it would provide substantial



HOUSE OF COMMONS
LONDON SW1A 0AA

progress towards the Government's objectives for better schools. Everyone must regret that the unions refuse to consider this and threaten to plunge our schools into renewed chaos. I hope you will do all you can to publicise locally the true situation and to make teachers and parents aware of the contents of the package on offer.

Yours ever,

Kevin

P&S Committee
11th September 1985

MANAGEMENT PANEL PROPOSALS FOR IMPROVED
PAY AND CAREER STRUCTURE

1. The Management Panel submits the following set of proposals in an earnest attempt to resolve the current dispute in the interests of the profession itself, local education authorities and, not least, pupils and parents.
2. The Secretary of State's conditional offer to release additional resources of £200 million in 1986/87 rising to £450 million by 1989/90 has made it possible to put forward new proposals, but financial constraints continue to mean that the improvements we are offering will need to be phased over a period.
3. The Secretary of State's proposal to increase the total of LEA expenditure on which rate support grant would be paid in 1986/87 is dependent upon satisfactory progress being achieved by October 11th towards an agreement which meets the government's objectives. The Management Panel feel that it is essential that this offer is grasped so that additional money can find its way into teachers' pockets next year and that the opportunity can be taken of improving career structure and promotion prospects of teachers.
4. The proposals now put forward therefore form a total package which needs to be considered as a whole.

CURRENT SALARIES

5. The first stage in the Management Panel's package is for an offer as follows:-

	<u>Paybill</u>		<u>Increase for</u>	
	<u>Cost</u> <u>1985/86</u>	<u>Cost</u> <u>1986/87</u>	<u>Individual Teacher</u> <u>Highest</u>	<u>Lowest</u>
(i) From 1st April 1985 an increase of £480 or 5% on all scale points and allowances (except London and Social Priority Allowances)	5.43	5.43	8.82	5.00
(ii) From 1st September 1985 the merger of Scale 1 and 2 on the understanding that scale 1 teachers would be expected to undertake the duties of teachers currently on scale 2	-	-	4.09	3.65

	Paybill		Increase for	
	Cost 1985/86	Cost 1986/87	Individual Highest	Teacher Lowest
(iii) From 1st November 1985 a further 1% increase (on the base) on all salary points	0.42	1%	1%	1%
(iv) From 31st March 1986 all teachers on their salary maximum to receive an additional increment. (Teachers on scale 1 will benefit from the merger of scales 1/2 and will not be affected.)	5.85	6.43	4.9	3.4
TOTAL	5.85	8.08		

6. Clearly, the cost of the additional increment takes up part of the additional resources for 1986/87 earmarked by the Secretary of State.

MIDDAY SUPERVISION

7. An additional call on these resources from 1986/87 is to deal with the supervision of pupils during the midday break. The Management Panel has asked the local authority Associations to consider a scheme to enhance the support available to headteachers during the midday break. This will involve payments to teachers, or others, undertaking these duties on separate contracts.

IMPROVEMENTS IN THE CAREER STRUCTURE AND PROMOTION PROSPECTS OF TEACHERS

8. The Management Panel also propose significant improvements to the career structure from September 1986.
9. The Management Panel has designed the following set of proposals drawing on the common understanding of the professional role of teachers in schools. It has taken into account the criticisms and shortcomings of the existing arrangements and built on its strengths. This has had to be done bearing in mind the financial limits set by the Secretary of State.
10. Within these limits the Management Panel has been able to put forward significantly improved promotion opportunities for teachers. These promotions will be used to meet a variety of criteria and will include: rewarding those undertaking additional responsibilities; recognising that the school's curricular requirements call for a greater input of skills and experience which are in short supply; acknowledging that the schools location places special demands on the teachers or where the exceptional performance of the teacher's duties call for additional recognition.
11. The acceptance of a systematic system of appraisal should enhance teaching quality and the professional development of all teachers. In addition the outcomes of appraisal should be directly relevant when judgements are made about promotion. These proposals are put forward in the expectation that all parties will co-operate in the development of a scheme of appraisal. An early start would be needed to make a worthwhile contribution to a national framework for appraisal within which LEAs would develop their own schemes.

12. All the salary figures that follow reflect the employers' offer for improvements in current salaries set out in paragraph 6. The comparative figures are shown in Appendix I.

Entry Grade £7035 to £7278 (points 5 and 6 of Scale 1)

13. All newly appointed teachers will serve two years on this grade. During this time, their performance will be appraised. Provided that they satisfy the criteria for transfer, they will move to the Teacher Grade. During the first year on the grade the teaching load will be reduced to 90% of the normal load in the school.
14. All such teachers will receive counselling, support and induction to afford every opportunity to attain the standard necessary to progress their career.
15. Further development of the Entry Grade arrangements will be needed in discussion with the Teachers.
16. The starting salary matches that currently paid to graduates but additional salary arrangements might be needed for mature entrants.

Teacher Grade £8037 to £10,509 (point 9 of scale 1 to point 7 of scale 3)

17. All teachers currently being paid below the grade minimum will be lifted to that point by the time the first EG teachers arrive there, other teachers will transfer on their existing point. This will benefit teachers on the lower points and give increases up to 14.0% in some cases in the first year.
18. Teachers will be expected to undertake the following duties based on a contractual provision common to all teachers on this grade:-

Pupils

1. teach assigned 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 responsibility to supervise pupils on arrival at and departure from school and during the school day, including before and after 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 and 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.

Senior Teacher Grade £9456 to £12,087 (point 4 of scale 3 to point 6 of scale 4)

19. In addition to those of the Teacher Grade, duties of the Senior Teacher Grade would include:-
 - (a) Acting as a curricular consultant throughout the school.
 - (b) Taking a leading professional role in the review, development and management of assigned curricular, pastoral or organisational activities.
 - (c) Acting as a mentor to newly appointed teachers.
 - (d) Taking responsibility for the school in the brief absence of the head where there are no posts above senior teacher.
20. This promotion post would be available in schools in the ratio of one senior teacher grade for every two posts on teacher grade (including entry grade) with a detailed formula to be worked out.
21. In all but the smallest primary schools, 67% of teachers would be on the teacher grade and 33% on the senior teacher grade. Achieving this proportion would give promotions to 30,000 teachers currently on scales 1 and 2.
22. In the majority of secondary schools, 25% of teachers would be on this grade and lead to promotions for 23,000 teachers in those schools who are currently on scales 1 and 2.
23. This grade would accommodate those teachers on scale 3 who were not promoted to Principal Teacher Grade. Those on the lower points would benefit from being assimilated to the new minimum.

Principal Teacher Grade £11,298 to £14,658 (point 4 of scale 4 to max.
of senior teacher plus one increment)

24. In addition to the duties set out for other grades, Principal Teachers would duties would include being accountable for:-

supervising, directing, monitoring and appraising the performance of a group of teachers including observing lessons and scrutiny of schemes of work.

25. Such posts would only be established in schools in Group 8 and above. They would be introduced on a sliding scale so that in the average size of secondary school one post in every four will be on this grade. The Management Panel would wish to retain discretion for authorities to exceed the national provision in this respect.

26. The proposals provide for the promotion of some 21,000 teachers as well as for the movement of teachers on the lower points of scale 4 to the new minimum point.

ADDITIONAL ALLOWANCES

27. Even with the changes introduced there will be other specific management duties to be undertaken. These duties will vary in their nature and duration, some may be continuing, others may be completed in a term or year, depending on the circumstances of each school. It is felt to be necessary to set a minimum figure on each allowance and to set a limit to the total expenditure available in each school.

28. It is suggested that the minimum allowances should be set at £500 and be available only in schools in group 8 and above in the following annual amounts:-

Group 8	-	£1,000
Groups 9 & 10	-	£1,500
Groups 11 & 12	-	£2,000
Groups 13 & 14	-	£2,500

29. LEAs would have discretion to appoint Senior Teachers, Principal Teachers and to pay the allowances in paragraph 29 beyond the limits referred to.

30. These allowances would be paid to senior or principal teachers as determined by the authority.

Review of Age Weighting System

31. The Management Panel has been critical of the effect of the existing age weighting system and intends to review this in the near future. There is concern at the effect of the current system on both Primary and Secondary schools. The proposals below are based on the existing system.

DEPUTY HEADS

32. The post and title is retained and differentials improved to produce the following salary levels. These have been phased over two years in the case of Groups 5 to 10 and are based on existing age weightings.

	<u>Proposed Salary Maxima from</u>		<u>Management Panel's increased offer</u>
	<u>1.9.86</u>	<u>1.9.87</u>	<u>from 1.9.86 over scale maxima at</u> <u>1.11.85</u>
	£	£	%
1&2	12,087		16.9
3	12,189		17.9
4	12,300		10.7
5	12,633	12,900	6.2
6	13,167	13,400	7.9
7	14,199	14,400	10.5
8	14,922	15,100	11.0
9	15,433	15,600	9.0
10	16,266	16,400	8.5
11	17,247		10.0
12	18,150		10.0
13	18,669		10.0
14	19,461		10.0

HEADS

33. For head teachers the Management Panel propose to adjust existing pay differentials to recognise the new tasks that will be expected of head teachers.

<u>Group</u>	<u>Proposed Salary Maxima</u>	<u>Management Panel's increased offer</u>
	<u>from 1.9.86</u>	<u>from 1.9.86 over scale maxima at</u> <u>1.11.85</u>
	£	%
1	12,714	12.6
2	13,026	11.0
3	13,572	11.0
4	14,571	11.0
5	15,669	11.0
6	16,689	11.0
7	17,625	11.0
8	18,780	11.0
9	20,133	11.0
10	21,345	11.0
11	22,953	11.0
12	24,363	11.0
13	25,599	11.0
14	26,994	11.0

SPECIAL SCHOOLS

34. These proposals cover the majority of teachers in maintained schools but do not cover the arrangements for special schools. The Management Panel expects the same principles to be applied to special schools.

13/9/DOC

SALARY SCALES REFLECTING
EMPLOYERS' OFFER

Scale Point Existing Salary Increase of £480/5% + 1%

●	5442	5976
1	5694	6231
2	5883	6423
3	6072	6612
4	6252	6795
5	6489	7035
6	6732	7278
7	6975	7524
8	7230	7782
9	7482	8037
10	7734	8292
11	8004	8565
12	8280	8844
13	8556	9123
14	8886	9456
15	9207	9774
16	9597	10173
17	9915	10509
18	10287	10905
19	10659	11298
20	11031	11694
21	11403	12087
22	11931	12648
23	12363	13104
24	12963	13740
25	13395	14199
26	N/A	14658

NEW STRUCTURE
FROM 1.9.86

(This does not take into account the salary increase payable from 1.4.86).

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£ increase %inc.

534	9.81
537	9.43
540	9.18
540	8.89
543	8.69
546	8.41
546	8.11
549	7.87
552	7.63
555	7.42
558	7.21
561	7.01
564	6.81
567	6.63
570	6.41
573	6.23
576	6.00
594	5.99
618	6.01
639	5.99
663	6.01
684	6.00
717	6.01
741	5.99
777	5.99
804	6.00
N/A	N/A

Deputy Heads Teachers Scale maximum at Offer Level.

<u>Group</u>	<u>Current maximum</u>	<u>Maximum with 6% Increase</u>
	£	£
Below 4	9,753	10,338
4	10,482	11,112
5	11,223	11,895
6	11,514	12,204
7	12,123	12,849
8	12,681	13,443
9	13,356	14,157
10	14,142	14,991
11	14,790	15,678
12	15,567	16,500
13	16,011	16,971
14	16,689	17,691

Head Teachers Scale Maximum at Offer Level

<u>Group</u>	<u>Current Maximum</u>	<u>Maximum with 6% increase</u>
	£	£
1	10,653	11,292
2	11,073	11,736
3	11,535	12,228
4	12,384	13,128
5	13,317	14,115
6	14,184	15,036
7	14,979	15,879
8	15,963	16,920
9	17,112	18,138
10	18,141	19,230
11	19,509	20,679
12	20,706	21,948
13	21,756	23,061
14	22,941	24,318



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Annex B

NEWS

PRESS STATEMENT

13.9.85

The Secretary of State issued the following statement today:

"Everyone must regret that yesterday's meeting of the Burnham Committee did not bring about a solution to the harmful and long-running teachers' pay dispute. The package tabled by the management side was a bold initiative, constructed upon the Government's willingness to see an extra £1,250 million applied to teachers' pay over the next four years, and designed to bring about fundamental and desirable changes in the outdated system which now governs the appointment, career development and promotion of teachers and the management of schools. A great deal was contained in the offer:

- . better induction for new entrants, reduced load, more structured help
- . appraisal for all to help professional development and to inform promotion decisions
- . far more promotions - an extra 70,000 or one-fifth of all scale teachers - opening up the promotion blockage caused by falling pupil numbers
- . better opportunities for rewarding excellence and skills in short supply
- . better rewards for those responsible for running the schools - heads and deputies

Taken together, the package offers immediate and important gains for large numbers; it enhances prospects for all. It would mean a significant boost to the education service's efforts to recruit, retain and motivate the good quality people needed to teach in schools with higher and improving standards.

This would be good news for the country and especially for parents. The set of duties listed in the offer contains nothing which the ordinary, conscientious teacher does not already do. Why then object to it? We need changes which will allow heads to run their schools without any of the uncertainty which so afflicts the everyday operations of the schools at the moment. We all need to be certain that cover will be provided, that parent meetings will be held etc etc. There is nothing unfair about this but the leaders of the NUT persist in labelling it as "worsening conditions of service".

The offer would also clear up the difficulties we now have about midday supervision. We are willing to see teachers and others paid separately for this - it would no longer be a part of the teachers' professional range of duties. This again would be good news for parents whose working and social lives have been so disrupted by the refusal of teachers to help heads supervise at midday.

Yesterday the teachers said "no" to all of this. They took very little time to come to that decision. Now it is time for reflection. I hope that the union leaders will reflect very carefully on the management's package. I do not think that the public will understand continued negative thinking and resumed disruptive action. The Government's willingness to see £1,250 million additional expenditure provides a great opportunity for progress; the teachers should think very hard about what their leaders are at the moment rejecting.