



Prime Minister
 Comment that Mr Baker
 should issue the draft order
 for consultation?

cc BG
 cc BI

PRIME MINISTER

SCHOOL TEACHERS' PAY AND CONDITIONS OF EMPLOYMENT

DW
 24/6.

It is important that we now announce the appointment of the Chairman of the Interim Advisory Committee on school teachers' pay and conditions as soon as possible. This will make it clear beyond doubt that the Interim Advisory Committee will be set up. At your meeting on 28 April we agreed on the names of two potential chairmen. The first turned it down because he lives in the north of Scotland and concluded that it was not practicable for him to take on the responsibilities. I met the second this morning who will let me have an answer soon. If he turns it down I should be grateful for an early word with you about other names.

Sir
 Peter
 Rain

Sir George Jefferson.

On Friday of this week I plan to issue for consultation a draft Order to be made under the Teachers' Pay and Conditions Act 1987 which will bring into effect the second half of the 1987 pay settlement for school teachers. I must move quickly to complete the consultation on various detailed aspects of the new structure so that I am in a position to make and lay the Order by the end of July or very early in August. Unless I can do this, local education authorities will not have adequate time to set up arrangements for the first tranche of new incentive allowances to be paid as from 1 October.

In view of the strike action earlier in the summer I sought advice from the Attorney General on the possibility of delaying or applying selectively the second phase of the pay increase. His advice is that it would be unlawful either to establish pay scales which applied selectively to teachers who have not taken part in industrial action, or to defer making the Order in circumstances where details of the new structure have already been publicised and preliminary consultations have taken place.

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Accordingly I should be grateful if colleagues would let me know by noon on 25 June should they see any difficulties with my proposed timetable which reflects consultation with Treasury officials.

I am sending copies of this minute to the Lord President, the Chancellor of the Exchequer, the Secretaries of State for Wales, Employment, and Scotland, to the Attorney General and to Sir Robert Armstrong.

KB.

A handwritten mark in blue ink, consisting of a horizontal line above a series of wavy, scribbled lines.

KB
Department of Education and Science

23 June 1987

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EDUCATION

TRAVELERS LAY

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10 DOWNING STREET
LONDON SW1A 2AA

From the Private Secretary

25 June 1987

Dear Mr,

**SCHOOL TEACHERS' PAY AND CONDITIONS
OF EMPLOYMENT**

The Prime Minister has seen your Secretary of State's minute of 23 June in which he proposed on Friday this week to issue for consultation a draft Order under the Teachers Pay and Conditions Act 1987 which will bring into effect the second half of the 1987 pay settlement for teachers. Subject to the views of colleagues, the Prime Minister is content.

I am copying this letter to Mike Eland (Lord President's Office), Alex Allan (HM Treasury), Jon Shortridge (Welsh Office), John Turner (Department of Employment), Robert Gordon (Scottish Office), Michael Saunders (Attorney General's Office) and Trevor Woolley (Cabinet Office).

David

(DAVID NORGROVE)

R. L. Smith, Esq.,
Department of Education and Science.

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MR NORRGROVE



cc: BG ✓

From: J B UNWIN
24 June 1987

cc Mr Woolley
Mr Wells

NBRN.
SCHOOL TEACHERS' PAY AND CONDITIONS OF EMPLOYMENT

Mr Baker's minute of 23 June to the Prime Minister seeks authority to go ahead on the draft Order to bring into effect the second half of the 1987 teachers' pay settlement; and warns the Prime Minister that he may wish to have an early word about the appointment of the Chairman of the Interim Advisory Committee on Teachers' Pay and Conditions. WITH DKW

2. On the draft Order, I see no alternative to Mr Baker's proposal, which would in effect treat teachers in the same way as the Chancellor proposes to treat civil servants, whether they have taken part in industrial action or not. With the exception of teachers in inner London and one or two other areas with particularly hostile local authorities, the teachers unions are on the whole lying low and behaving themselves at present. The NUT do not appear to want to attempt any serious disruption before the autumn; and the NAS/UWT clearly do not wish to lose face by proposing industrial action that would not be supported. For the Government to go so far as to withhold the second phase of the pay increase from everyone would, of course, only serve to alienate public opinion and enflame a situation which by and large is going the Government's way.

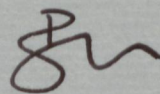
3. I suggest, therefore that, provided the Treasury confirm that they are content with Mr Baker's proposal, the Prime Minister should also assent to it.

4. So far as the Chairman of the Interim Advisory Committee is concerned, I understand that the second candidate is likely to give his answer soon after the weekend. The Prime Minister may, however, wish to have a word about this with Mr Baker when he sees her on other matters on Friday afternoon. We need to be ready with an

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acceptable alternative name or names if precious further time is not be lost. One possibility, which came up at the one of the pre-election discussions, was Henry (now Lord) Chilver. If he can find time for it, I think he would fill this interim role quite well, and be generally acceptable. If the Prime Minister agrees, she might wish to try him on Mr Baker together with any other candidates she may have in mind.



J B UNWIN