



Prime Minister

*4.95% for Scottish
teachers!*

SCOTTISH OFFICE
WHITEHALL, LONDON SW1A 2AU

MCS 22/3

CONFIDENTIAL

The Rt Hon Sir Geoffrey Howe QC MP
Chancellor of the Exchequer
Treasury Chambers
Parliament Street
LONDON
SW1P 3AG

21 March 1983

Dear Chancellor

PAY OF PRIMARY AND SECONDARY TEACHERS IN SCOTLAND

In my letter of 7 March I reported the position regarding pay of primary and secondary teachers in Scotland following the meeting of the Scottish Joint Negotiating Committee for Teaching Staff in School Education (SJNC(SE)) on 4 March. You will recall that a formal offer of 4.5 per cent by the Management Side was rejected by the teachers, who indicated that they would have been prepared to settle at 5 per cent. The Management Side (with my representatives formally dissenting) then raised their offer to 4.9 per cent, contingent on a settlement being reached at that meeting, but this also was rejected and the meeting broke up. Later the same day, however, the Teachers Side invited ACAS to exercise their role of conciliation.

I am now writing to let you know there is to be a conciliation meeting under ACAS chairmanship on 23 March. It was at first expected that this would be attended by only a few representatives from each Side of the SJNC(SE), and that any settlement which might flow from the meeting would not take place until a subsequent formal meeting of the full SJNC(SE). However, arrangements are now being made for a full attendance of both Sides on 23 March so that, if a settlement does prove practicable, it can be concluded that same day.

I can only speculate on what will emerge, but in the light of previous events it seems quite possible that there may be a move for a compromise agreement at marginally below 5 per cent - say, 4.95 per cent. If this were to happen, my representatives would again formally record dissent from a Management Side offer at this level. They have made it clear throughout that we would want to see a settlement at a lower level. But, as you know, if both Sides were otherwise agreed, there is in the last resort nothing which could be done to prevent such a settlement. The timing is a little

unfortunate in that the Burnham (Schools) Committee is due to meet again on 25 March, but I shall see to it that colleagues are informed immediately of the outcome of the Scottish meeting on 23 March. My officials have of course kept yours fully in touch with the developments outlined in this letter.

I am copying this letter, as before, to the Prime Minister, the Secretaries of State for Education, Employment, Wales and the Environment and to Sir Robert Armstrong.

Yours sincerely,

Alfred Russel

Approved by the Secretary of State
and signed in his absence

EDUCATION
Teachers Pay
P3.

11 12 1
2 3 4 5 6 7 8 9 10

2

11 12 1
2 3 4 5 6 7 8 9 10

11 12 1
2 3 4 5 6 7 8 9 10

22 MAR 1953