



Treasury Chambers, Parliament Street, SW1P 3AG  
01-233 3000

26 November 1984

The Rt. Hon. George Younger MP  
Secretary of State for Scotland

*Dear Secretary of State*

**SCOTTISH TEACHERS' PAY**

Your letter of 21 November crossed with mine of the same date.

I fear your proposal gives me great difficulty. I recognise that you cannot prevent the two sides in the SJNC(SE) from setting up their own review. But I am concerned that you should not appear to encourage such a review by inviting the two sides to carry it out - that would make it much more difficult for you to distance yourself subsequently from the review's results. It therefore seems to me that your proposal carries almost the same risks, both to public expenditure in Scotland and of repercussions elsewhere, as an independent review conducted with your authority. We need to consider these risks carefully, and I suggest we meet with colleagues concerned as soon as possible. In the meantime, although I recognise the pressures you are under, I must ask you to make no commitments.

This letter has been copied to the Prime Minister, the other members of E(PSP) and Sir Robert Armstrong.

*Yours sincerely,*

*Margaret O'Hare*

NIGEL LAWSON

*(Approved by the Chancellor  
and signed in his absence)*

26 NOV 1984

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CST  
MST  
Sir P Middleton  
Sir T Burns  
Mr Bailey  
Mr Anson  
Mr Evans  
Miss Kelley  
Mr Gordon  
Mr P Davis  
Mr Faulkner  
Mr P Rayner  
Dr Rowlatt  
Mr Riley  
Miss Rutter  
Mr Vernon  
Mr Cropper  
Miss Sinclair  
Mr Gilhooly  
Mr Westwater

Treasury Chambers, Parliament Street, SW1P 3AG  
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21 November 1984

The Rt. Hon. George Younger MP  
Secretary of State for Scotland

#### SCOTTISH TEACHERS' PAY

I see from the current Monitoring Report that you met both the teachers' and management side towards the end of October on the question of an independent review of Scottish teachers' pay.

An independent pay review, set up with your authority, would, of course, have far-reaching implications, not only for teachers in England and Wales, but also for other public service groups such as the NHS, local authority employees and the Civil Service. We should need to consider the issues involved very carefully indeed before taking such a step. I should therefore be grateful if you could give those of us directly responsible for the pay of other public service groups full opportunity to think this matter through before any decision is taken.

I am copying this letter to the Prime Minister, to the other members of E(PSP) and to Sir Robert Armstrong.

NIGEL LAWSON



CCND

SCOTTISH OFFICE  
WHITEHALL, LONDON SW1A 2AU

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The Rt Hon Nigel Lawson MP  
Chancellor of the Exchequer  
Treasury Chambers  
Parliament Street  
LONDON  
SW1P 3AG

27 November 1984

Dear Nigel,

SCOTTISH TEACHERS' PAY

Both you and Keith Joseph have replied today to my letter of 21 November, a common theme being disquiet at my intention to invite the SJNC(SE) to undertake a review embracing pay and conditions of service. I understand the basis for these reservations; but I feel that I must be seen to be offering some form of positive response to the representations I have received if I am to make any impact on teachers' and parents' opinion in a campaign by the former in which they have, hitherto, held the initiative.

I believe that I can do so, while meeting your concerns, by simply referring to the statutory responsibility of the SJNC(SE) for both pay and conditions of service and suggesting that they be exercised together. The attached draft letter to the Teachers' Side Joint Secretary illustrates what I intend.

I must add that I am now under very great pressure on timing, for the reasons set out in the penultimate paragraph of my letter of 21 November. I hope therefore that you will be able to agree to the line I propose in the enclosed draft without need for a meeting.

I am copying this letter to the Prime Minister, Members of E(PSP) and Sir Robert Armstrong.

Yours sincerely,

George

DRAFT OF A LETTER FOR THE SECRETARY OF STATE TO SEND TO:

Robert Beattie Esq  
Joint Secretary  
Teachers' Side  
Scottish Joint Negotiating Committee for  
Teaching Staff in School Education  
46 Moray Place  
EDINBURGH EH3 6BH

#### TEACHERS' SALARIES

You wrote to me on 14 August on behalf of the Teachers' Panel of the Scottish Joint Negotiating Committee for Teaching Staff in School Education (SJNC(SE)) to request that I establish an independent body to review the salaries of Scottish school teachers. Your letter referred only briefly to increased workload arising from recent educational developments and to annual erosion of the relative salary position of Scottish teachers; but at my invitation representatives of the Teachers' Side of the SJNC(SE) met me on 23 October to amplify their case, and I have seen also various documents published by individual teachers' associations. I have had the opportunity too of discussion with representatives of the Management Side of the SJNC(SE), and I have very recently seen an advance copy of a report prepared by a working party of the SJNC(SE) in the matter of teachers' workload. I have received also a number of representations in the matter from other organisations and individuals.

I have taken careful note of all the points made. It appears to me that the case being advanced by the Teachers' Side depends essentially upon the claims (i) that the salaries of teachers have been eroded in recent years and (ii) that teachers have over the same period experienced considerable increases in workload. On pay, it is of course no part of the Government's policy that salary increases should be indexed either to the rate of inflation or to some measurement of pay increases in the economy generally. Such an approach would be inconsistent both with the determination of the Government to defeat inflation and with our general policy of seeking to limit local authority expenditure. However, pay awards to teachers over the last 10 years or so have in fact been very closely comparable with those made to other groups of local authority employees in Scotland.

It has been put to me that teachers nevertheless constitute a special case, in that they have experienced substantial additions to their workload in recent years. It must, however, be borne in mind that teachers are by no means alone in having had to come to terms with new technologies and new methods of working. I recognise that new curricular developments have involved individual teachers in increased work; but I am not satisfied that the extent of this is as great as has sometimes been suggested, that it affects more than a minority of teachers at any one time or that this is more than a temporary phenomenon. It should be remembered also that I have already made provision in rate support grant settlements for the employment of additional teachers in secondary schools and that I have agreed to a shortening of the school year in order to facilitate additional days of in-service training for teachers.

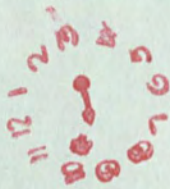
In all the circumstances I am not persuaded that I would be justified in establishing an independent review of the sort requested. There is, however, another possible way forward. Under statute, it is the responsibility of the SJNC(SE) to determine not only the salaries but also the conditions of service of school teachers in Scotland, and in my view it is only right that these two aspects of employment should be considered together. Thus, it would be open to the SJNC(SE) itself to conduct a wide-ranging review in an attempt to reach agreement on a package of measures covering both pay and conditions of service.

As you will appreciate, I cannot give any advance guarantee on funding. If, however, as a result of a review of this kind the SJNC(SE) were to recommend to me a package of proposals which I considered acceptable, I would be prepared to consider with my Ministerial colleagues the case for any provision - over and above Government guidelines on pay - that might be necessary to implement it. I envisage that, in relation to conditions of service, the review would have to deal specifically with areas where existing arrangements appear not to be in keeping with present-day requirements - including the definition and prescription of teachers' responsibilities in relation to preparatory work for teaching duties, lunch-time and playground supervision of pupils and attendance at meetings with parents, and the question of control by employers of time within conditioned hours when teachers are not in contact with classes. While the review was in train, I would of course expect all disruptive action by teachers within the schools to cease.

I am sending a copy of this letter to the Management Side Joint Secretary of the SJNC(SE). I am also making its terms public by means of a Parliamentary statement and a press announcement.

Education      PTS  
Teachers Pay

12 NOV 1984





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DEPARTMENT OF EDUCATION AND SCIENCE

ELIZABETH HOUSE, YORK ROAD, LONDON SE1 7PH

TELEPHONE 01-928 9222

FROM THE SECRETARY OF STATE

The Rt Hon George Younger MP  
Secretary of State for Scotland  
Dover House  
Whitehall  
LONDON SW1A 2AU

26 November 1984

*Geo George.*

SCOTTISH TEACHERS' PAY

Thank you for copying to me your 21 November letter to Nigel Lawson. The problems you face in Scotland in connection with the pay and other conditions of service of teachers are similar in kind, if different in detail, to those which face us in England and Wales. The differences in the statutory positions may mean that we cannot follow identical courses of action, but I think it must be desirable for us to respond in broadly similar ways.

With that in mind I am glad to see you have decided against setting up an independent review of teachers' pay or an independent review of both pay and other conditions of service.

I quite see, however, that you do not wish to be thought to be taking a wholly negative attitude in the face of current pressures. Moreover, I can see that you share my view that it is going to be important for the employers to bring about improvements in other conditions of service so that they can manage their schools more effectively. Nevertheless, I wonder whether it is necessary for you to go as far as to invite the SJNC(SE) to undertake a wider review of pay and conditions of service. Would it not be sufficient for you to indicate to both the employers and the teachers that you think it would be right for the SJNC(SE) to undertake this work if they think a review desirable? That would seem to me to be consistent with the statutory functions of the SJNC(SE); it would enable you to distance yourself a little further from any commitment to the outcome of the review; and it would I think be analogous to the position I have taken in relation to the Burnham Committees. I have not invited either of them to undertake reviews, although I have indicated that I welcome their work on the salary structure and related conditions of service. I have also indicated, that without any commitment to the outcome, I shall be prepared to consider any package of proposals they may wish to put forward, and if I judge them sufficiently worthwhile, to bring them before colleagues.

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I am sending copies of this letter to the Prime Minister, members of E(PSP), the Secretaries of State for Wales and Northern Ireland and Sir Robert Armstrong.

*Emerson.*

*Keir.*

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