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

4 December 1984

The Rt Hon Sir Keith Joseph Bt MP  
Secretary of State for Education and Science  
Department of Education and Science  
Elizabeth House  
York Road  
LONDON SE1

*Dear Secretary of State,*

**SCHOOL TEACHERS' PAY AND CONDITIONS (ENGLAND AND WALES)**

Thank you for your letter of 30 November which crossed with mine of the same date.

I agree with the instructions which you plan to give your representatives for the 7 December meeting of the Burnham (Primary and Secondary) Committee, and with the reasoning that lies behind them.

However, I have difficulties with the line you suggest on the employers' proposals on pay structure and conditions of service for the meeting on 5 December. For the reasons set out in my letter of 30 November, I remain convinced that the local authorities' proposals should be dropped as quickly as possible and I should be grateful if you could try to secure this on Wednesday, if necessary by making your own opposition plain.

The Teachers' Panel voted by only a narrow majority to withdraw from the talks. We cannot assume their position will remain unchanged, particularly once their members realise how much many of them would stand to gain financially from the employers' proposals. I am sure you will also be considering how best to take forward the changes you wish to see in the management of the teaching force. But as long as the present proposals remain on the table, it seems unlikely that any other approach which we would regard as acceptable on educational and cost grounds is likely to make much progress.

Copies of this letter go to the Prime Minister, the other members of E(PSP), to the Secretaries of State for Scotland, Wales and Northern Ireland and to Sir Robert Armstrong.

*Yours sincerely,  
Margaret O'Her*

NIGEL LAWSON

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



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2 MARSHAM STREET  
LONDON SW1P 3EB  
01-212 3434

My ref:

Your ref:

5 December 1984

Dear Keith,

Thank you for sending me a copy of your letter of 30 November to Nigel Lawson.

As far as the joint working party meeting on 5 December is concerned I share your general view that we should seek to avoid giving the teachers the opportunity to blame the Government for any breakdown. Whilst the cost of implications of these particular proposals appear to be unacceptable, there seems to me to be much to be gained from some elements of the overall package.

Assuming that there is a breakdown of the talks on 5 December, tactics for the Burnham meeting two days later do present problems. My strong view is that we should do all we possibly can to avoid any quantified offer being made, without recourse to the use of the veto by your representatives. If the vote goes against them then at this very early stage in the pay round I would much prefer to see no offer above 3%, notwithstanding that our pay assumption does not apply directly to local government. But since, as I understand it, your power of veto is exercisable only on total cost grounds, this may be difficult to achieve.

Once one gets beyond the 3% threshold, then it becomes a matter of judgement where to pitch the limit and I appreciate your reasoning for say 4% rather than 3½%. But I very much hope that we can avoid reaching that situation.

I am sending copies of this letter to the Prime Minister, members of E(PSP), George Younger, Nicholas Edwards, Douglas Hurd and to Sir Robert Armstrong.

*Your ever*  
*Patrick*

PATRICK JENKIN

The Rt Hon Sir Keith Joseph MP



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