



For Wednesday's meeting
AT 29/4 8
CCOY

SCOTTISH OFFICE
WHITEHALL, LONDON SW1A 2AU

PRIME MINISTER

29 April 1985

SCHOOL TEACHERS

1. Keith Joseph has minuted to you in fulfilment of the remit given to him when we met on 2 April. While I do not disagree with anything he says, and I agree entirely that, for the current year, we must continue to stand firm against the teachers' present demands, the longer-term problem in Scotland is different in some important respects.

2. The most damaging long-term effect of the serious and continuing disruption in Scotland has been the withdrawal of co-operation from our curriculum and assessment reforms and from in-service training. There is no doubt in my mind that curricular development is involving the generality of teachers in more, and more demanding, work.

3. It follows that I see as my priorities for the longer term

(a) tightening up teachers' conditions of service to prevent such disruption in the future, and //

(b) improving incentives for the generality of teachers. //

4. I would therefore want to use any extra resources for salaries to secure acceptance of some sort of formalised description of the professional duties of a teacher. I have already invited the Education Committee of the Convention of Scottish Local Authorities to discuss with me whether it would be practicable and desirable to prepare a written definition of these duties and whether it would be appropriate for such a definition to be incorporated in future contracts of employment. This approach builds on the response I made to this year's claim, which was to offer to look at any package which offered tighter conditions of service in return for improved salaries.

5. While I fully share Keith Joseph's wish to see the introduction in due course of a proper system of teacher appraisal, I should prefer to move a little more cautiously on that front. I am quite clear that in Scotland there can be no question in the early future of obtaining a direct link between appraisal and pay, and, as I have said, I do not see it as a priority in Scotland. I am very anxious that overall motivation should be improved, since the nature of the reforms which we are introducing in Scotland is such that all teachers must be encouraged to reach the standard already attained by the best in the profession.

6. In addition, there are two specific areas related to this whole problem where I am considering the possibility of new legislation at a convenient opportunity:-

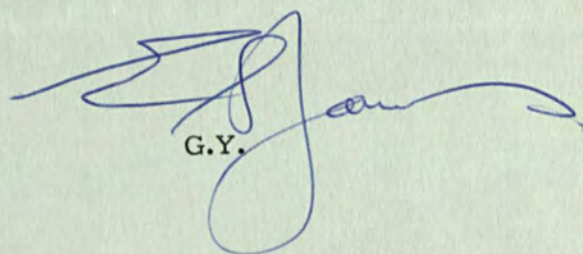
(a) There are statutory provisions (now incorporated in section 88 of the Education (Scotland) Act 1980) which make it peculiarly difficult to secure the dismissal of a teacher in Scotland - involving inter alia the securing of a two-thirds majority in favour of a special resolution for that purpose by the education authority concerned (which is often well nigh impossible to obtain for political reasons). In modern circumstances there is a strong case for repeal, or at least substantial amendment of section 88.

(b) It has come to notice during the present dispute that my powers to deliver a remedy in a case where I find an education authority to be in default (eg of its duty to secure adequate and efficient provision of school education) are defective - section 70 of the Education (Scotland) Act 1980. I have it in mind that these powers might have to be elaborated and strengthened.

7. To sum up - the central point, as I see it, is that it is essential for our educational policies to secure the co-operation and enhanced motivation of teachers. This will inevitably mean some additional resources being made available to local authorities with effect from 1986/87. It remains to be seen whether a settlement of this year's pay round can be achieved within the next few months; this may be particularly difficult in Scotland, since the teachers have not yet even put in a formal claim for fear that this would detract from their demand for an independent inquiry. I entirely endorse, however, Keith Joseph's point that, if we can reach agreement in principle now on how far we might be prepared to go for

1986/87, this would give officials valuable time in which to elaborate contingency plans.

I am copying this minute to the Secretaries of State for Education and Science, Wales and Northern Ireland; the Chancellor of the Exchequer; the Secretaries of State for Employment and for the Environment; the Lord Privy Seal; the Attorney General; and to Sir Robert Armstrong.



G.Y.

(Approved by the Secretary of State and signed in his absence)

EDUCATION P. 4
TEACHERS PAY

29 APR 1985

