

New curriculum - no claim  
- pay review.

2 days ed- from Xmas to Easter  
Pro-teacher

PRIME MINISTER

30 July 1985

TEACHERS' PAY

Both the English and the Scottish proposals are unattractive.

Keith Joseph's new package is too expensive. For £500m, he should be able to get genuine merit bonuses based on yearly performance, rather than mere accelerated promotion.

The Scottish package is even less enticing:

- True, it will cost only £100 million. But that is 15% of the Scots pay bill, compared with 10% for the English deal.
- Instead of a proper system of appraisal, the criteria for promotion will be time-serving and in-service training.
- The additional hundred hours of contractual service is particularly suspect: under the proposals Scottish teachers would be contractually obliged to work for only 27½ hours per week in school (with a maximum of 23½ hours in class for secondary teachers and 25 hours in class for primary teachers); another 5 hours would be spent out of school; and the much-trumpeted 'additional 100 hours' could also be spent out of school - indeed, it could be absorbed in a two or three week vacation training course.
- Moreover, authorities will be able to make nonsense of the proposal by closing secondary schools for an additional 10 days per year and primary schools for an additional 5 days per year to allow so-called curricular development.

But the biggest problem is the timing of the offer:

1. During the holidays there is far less pressure on the unions to settle; both parents and teachers are willing to bide their time.
2. As term approaches, the unions will fear a collapse of the strike, since teachers will be reluctant to renew industrial action for a second year.
3. A rejected offer now will gain no marks with parents or teachers and will merely raise the stakes for September.
4. Memories of the TSRB settlement should be allowed to fade before making any offer.

We recommend that Ministers should do nothing until September, keeping Scotland waiting until England and Wales are back at school. The teachers' unions may then be in a mood to compromise, and a judiciously framed offer may open the door to a more favourable settlement.

*Oliver Letwin*

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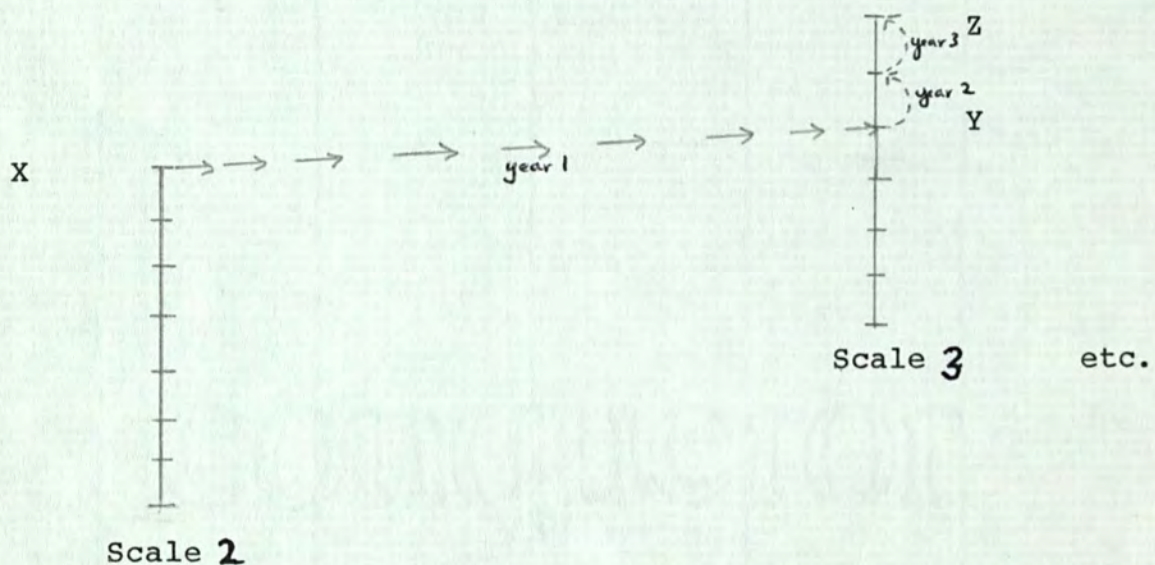
PETER WARRY

- 8,000

*6,500 + 1,500 = 8,000*

DES PACKAGE

1. Definition of duties.
2. A new system of appraisal.
3. Promotions for good classroom teachers:



A teacher who does well on appraisal will be able to hop from point X at the top of his scale to a new point Y on a higher scale in the first year, and then climb to Z in the following two years.

4. £200 million p.a. in 1986/7, rising to £500 million p.a. in 1988/9. The rise in later years is due to teachers moving from Y to Z on the diagram. (The total pay bill, including national insurance and pensions is now about £5 billion.)
5. £35 million p.a. from 1986/7 to pay for lunch-time supervision.

ANNEX B

THE SCOTTISH PACKAGE

1. Definition of duties similar to the DES version.
2. An extra '100 hours' per year of contracted working time. (But subject to the caveats listed above.)
3. New unified pay scales replacing the present system of complicated, uncoordinated scales and special responsibility allowances. The new arrangements would look like this:

Head					'Spinal
Teachers					Column'
	Deputy				(All other
	Head				scales map
	Tchrs				onto this)
		Assistant			
		Head			
		Tchrs	Principal Teachers		
			ie Heads of Depts		
			Assistant		Special
			Principal		scale
			Tchrs	Ordinary	for
				class	exper-
				teachers	ienced
					class
					tchrs
					with
					extra
					train-
					ing

4. An end to the strike.

5. An extra c.£100 million p.a., building up over three years on a total pay bill which is now about £600 million.