



Prime Minister² Co 26
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CONFIDENTIAL

The Rt Hon Sir Geoffrey Howe QC MP
Chancellor of the Exchequer
Treasury Chambers
Parliament Street
LONDON
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24 March 1983

Gen Chancellor

PAY OF PRIMARY AND SECONDARY TEACHERS IN SCOTLAND

When I wrote to you on ~~22~~²¹ March I promised to let you know the outcome of the conciliation meeting on the pay of Scottish school teachers on 23 March. My officials have already been in touch with officials of my colleagues who are affected, but I now write in confirmation.

After a great deal of coming and going, in which the Management Side very firmly took up the position that it would not concede a settlement at a figure as high as 5 per cent, a settlement was eventually concluded which involved an overall addition to payroll of 4.975 per cent. This involved a basic increase of 4.5 per cent to all salary points on Scales 2 (secondary) and 1 (primary) and to all responsibility allowances and standard pay additions. The foregoing is subject to a minimum increase of £261 per annum. (There is a relatively small number of teachers at the bottom of the primary scale for whom a 4.5 per cent increase would not amount to £5 per week). The difference between 4.5 per cent and the overall 4.975 per cent will be applied as a flat rate increase (amounting to about £75 per teacher) at the maximum of Scale 2 and the top two points of Scale 1. The teachers argued that this constitutes some recognition for highly experienced classroom teachers. Finally, advisers and educational psychologists, who are on consolidated scales, would receive a 4.5 per cent increase on their consolidated scales.

My representatives at the meeting again arranged for it to be recorded that I dissented from any offer in excess of 4.5 per cent. Nevertheless, while the settlement is at a somewhat higher

level than one would have wished, it could have been a good deal worse. I am glad that the Management Side has taken so firmly the view that it will not go to 5 per cent.

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.

Tom Munn

A. M. Kennedy

APPROVED BY THE SECRETARY OF STATE
AND SIGNED IN HIS ABSENCE

Education Teachers pay 143

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