



Education
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Prime Minister

CONFIDENTIAL

The Rt Hon Sir Geoffrey Howe QC MP
Chancellor of the Exchequer
Treasury Chambers
Parliament Street
LONDON
SW1P 3AG

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A.S.C. $\frac{5}{4}$

30 March 1983

Dear Geoffrey,

PAY OF FURTHER EDUCATION TEACHERS IN SCOTLAND

I should report, for the information of my colleagues, the position now reached in pay negotiations for further education teachers in Scotland.

The claim is for a 13 per cent increase to protect lecturers' earnings against inflation, preserve existing relativities with other earnings and go some way to restoring eroded relativities. The Teachers Side also seek agreement for a review of existing salary levels and the present salary structure with a view to ultimate restoration of eroded salaries and simplifying existing promotion and salary structures.

At meetings of the Scottish Joint Negotiating Committee for Teaching Staff in Further Education (SJNC(FE)) on 14 February and 7 March, the Management Side offered a $3\frac{1}{2}$ per cent increase, which was rejected. Following the settlement with school teachers in Scotland last week the local members of the Management Side would have been willing to settle with the further education lecturers at about the same level, ie just under 5 per cent. However, those members of the Management Side who represented the centrally-funded central institutions and colleges of education have remained adamant that, within very tight cash limits, they cannot go above the offer of $3\frac{1}{2}$ per cent already made. After a great deal of discussion in the Management Side, and after some informal exchanges between representatives of the Management and Teachers Sides, the Management Sides eventually offered an increase of $4\frac{1}{2}$ per cent for lecturers employed by local authorities but adhered to the $3\frac{1}{2}$ per cent offer for lecturers in central institutions and colleges of education. I believe the attitude of the centrally-funded institutions may have been stiffened by a letter which Alex Fletcher sent to the Chairman of the Management Side in which he made it clear that we could not promise to underwrite, for the centrally funded sector, any offer beyond $3\frac{1}{2}$ per cent.

The teachers did not accept the offer, indicating that they are looking for uniform treatment over the three sectors of tertiary education in Scotland and that they want an offer more in line with the settlement with the school teachers. The Committee will meet again on 14 or 15 April.

I am copying this letter to the Prime Minister, the Secretaries of State for Education, Employment, Wales and the Environment and to Sir Robert Armstrong.

Yours truly,

Cunneen.