



DEPARTMENT OF EDUCATION AND SCIENCE

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FROM THE SECRETARY OF STATE

19 November 1984

Dear Nigel.

SCHOOL TEACHERS' PAY AND CONDITIONS (ENGLAND AND WALES)

Our officials are in touch about the ambitions of local authority employers to negotiate with the teacher unions a package of changes which would quite radically alter the present pay structure and introduce a three year entry period before career appointment, a system of performance appraisal and significantly tighter definitions of teacher responsibilities, those to be expressed contractually. Last week I called in their leaders to review their intentions in the light of a draft document recently completed by them. I wished them to be in no doubt about my position before they might unveil any proposals to the teachers. I also took the opportunity to put my position on the record during the 14 November Education Debate in the House.

On 15 November the employers presented a slightly amended package to the teachers - a copy is being sent to your officials. They have also sent copies to all local education authorities in England and Wales and released the text to the press. The document makes it clear that the proposals are the employers, and their spokesman very properly presented them as such and explicitly reserved my position in the meeting with the teacher unions.

I cannot predict how far these proposals will run. Meantime I shall continue to look at other options, particularly in the area of performance appraisal. Meetings of the working party in which the proposals were presented and of the Burnham Committee

/statutorily

Rt Hon Nigel Lawson MP
Chancellor of the Exchequer
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Parliament Street
London SW1P 3AG

statutorily responsible for negotiating teachers' pay have been fixed for 5 and 7 December respectively. I will write again before those meetings.

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

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Kerr.

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