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DEPARTMENT OF EDUCATION AND SCIENCE
ELIZABETH HOUSE YORK ROAD LONDON SE1 7PH
TELEPHONE 01-934 9000

FROM THE SECRETARY OF STATE

Councillor P D Merridale
Chairman
Association of County Councils
Eaton House
66A Eaton Square
LONDON SW1W 9BH

21 May 1985

Jan Philip

Throughout the current round of negotiations in the Burnham Primary and Secondary Committee, and the associated salary structure talks, I have tried to ensure that the Government's position is understood by those concerned, particularly in relation to the possibility that some additional resources might in the Government's view be justified. I think it right to make the Government's present position clear in advance of the meeting of the Burnham Primary and Secondary Committee fixed for 23 May, in relation to both 1985-86 and 1986-87.

In the light of the position reached in this year's negotiations, the Government is not able to make any additional resources available for teachers' pay in 1985-86. The cost in 1985-86 of any settlement must therefore be within what local authorities can already afford to pay, however the settlement is reached.

There has been debate about what should be regarded as the extent of teachers' contractual responsibilities. The Government believes it would be helpful if there were a generally accepted view on this matter, and if the range of teachers' duties was clearly linked with their contracts of employment. I enclose a note setting out the Government's provisional view on these duties. The Government would welcome views on these as a step towards agreement being reached as part of the basis for negotiations about teachers' pay for 1986-87. In the Government's view that agreement could exclude mid-day supervision from the range of teachers' duties from 1986-87. The Government would then provide in the 1986-87 Rate Support Grant settlement some additional resources for mid-day supervision costs.

For 1986-87 the Government would be willing to provide some additional resources for teachers' pay in the Rate Support Grant settlement, if and only if an acceptable and firm agreement in principle can

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reached by October 1985, which would ensure progress towards the Government's objectives. The Government envisages an agreement which would require employers to promote more teachers than under the existing system to the higher salary scales, exercising their discretion in doing so in the light of the quality of teachers' work and the demand for their skills and qualifications elsewhere. The Government believes that increased promotion could benefit a large number of teachers directly over a period and change pay prospects for all teachers.

Because of the wide public interest in these matters, I am making the text of this letter publicly available. I shall of course be glad to have an opportunity of discussing its contents with you at a convenient time, and I shall also let the teacher unions know that I should be happy to discuss its content with them.

I am writing in similar terms to Nicky Harrison.

Kevin

Kevin

STATEMENT OF TEACHERS' DUTIES

Teachers must

Pupils

1. teach assigned timetabled classes
2. take an appropriate share of collective staff responsibility to cover the classes of absent colleagues
3. plan, prepare, evaluate and review personal teaching methods and programmes in accordance with education authority and school policies
4. take an appropriate share of collective staff responsibility to supervise pupils on arrival at and departure from school and during the school day [including the midday break?]
5. mark, record and report on pupils' work (including homework) and progress in accordance with education authority and school policies
6. provide guidance and counsel on educational, social and career matters in accordance with education authority and school pastoral and counselling policies

Parents

7. consult and liaise with parents, attending meetings arranged for the purpose

Curriculum & Examinations

8. take part in arrangements for presenting pupils in public examinations
9. contribute to the preparation and development of courses of study and teaching materials in response to change in public examinations and assessment procedures and in accordance with education authority and school curricular policies

Staff Matters

10. take part in performance appraisal in accordance with education authority arrangements
11. take part in courses of in-service training and other schemes of professional development
12. take an appropriate share of collective staff responsibility for the professional development of colleagues, including new entrants to teaching
13. attend staff meetings

General

14. carry out such other related duties and responsibilities at the school as may be reasonably allocated, as need arises, by the head.



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FROM THE SECRETARY OF STATE

Andrew Turnbull Esq
Private Secretary
10 Downing Street
LONDON SW1

21 May 1985

Dear Andrew,

At the Prime Minister's meeting yesterday evening, it was agreed that my Secretary of State could write today to the Chairman of the AMA and ACC Education Committees setting out the Government's current position in relation to the teachers' dispute about pay and other conditions of service. I attach a draft of this letter. The Annex to that is a draft statement of teachers' duties. That will need to be examined further with the employers. Sir Keith Joseph has concluded that it would be wrong at this stage to set out publicly our ideas about how this should be reflected in contracts. May we please have comments by 4.00pm today?

Sir Keith is writing separately to the Chancellor, with copies to others present at last night's meeting, about how the 5.5% veto level should be applied in Burnham on Thursday 23 May.

I am copying this to Rachel Lomax (HMT), Jim Daniell (NI), John Graham (Scottish Office), Colin Williams (Welsh Office), John Ballard (DOE), Davis Morris (LPS), David Normington (DE), Henry Steel (Law Officer's Department) and Richard Hatfield (Cabinet Office).

Yours,

Elizabeth

MISS C E HODKINSON
Private Office

DRAFT LETTER FROM THE SECRETARY OF STATE TO MR MERRIDALE AND
MRS HARRISON

Throughout the current round of negotiations in the Burnham Primary and Secondary Committee, and the associated salary structure talks, I have tried to ensure that the Government's position is understood by those concerned, particularly in relation to the possibility that some additional resources might in the Government's view be justified. I think it right to make the Government's present position clear in advance of the meeting of the Burnham Primary and Secondary Committee fixed for 23 May, in relation to both 1985-86 and 1986-87.

In the light of the position reached in this year's negotiations, the Government is not able to make any additional resources available for teachers' pay in 1985-86. The cost in 1985-86 of any settlement must therefore be within what local authorities can already afford to pay, however the settlement is reached.

There has been debate about what should be regarded as the extent of teachers' contractual responsibilities. The Government believes it would be helpful if there were a generally accepted view on this matter, and if the range of teachers' duties were clearly linked with their contracts of employment. I enclose a note setting out the Government's provisional view on these duties. The Government would welcome views on these as a step towards agreement being reached as part of the basis for negotiation about teachers' pay for 1986-87. In the Government's view mid-day supervision could be excluded from the range of teachers' duties from 1986-87. The Government would then provide in the 1986-87 Rate Support Grant settlement some additional resources for mid-day supervision costs.

For 1986-87 the Government would be willing to provide some additional resources for teachers' pay in the Rate Support Grant settlement, if and only if an acceptable and firm agreement

in principle can be reached by October 1985, which would ensure progress towards the Government's objectives. The Government envisages an agreement which would require employers to promote more teachers than under the existing system to the higher salary scales, exercising their discretion in doing so in the light of the quality of teachers' work and the market value of their skills and qualifications. Over two to three years the Government believes that increased promotion could benefit a large number of teachers directly, and change pay prospects for all teachers.

Because of the wide public interest in these matters, I am making the text of this letter publicly available. I shall of course be glad to have an opportunity of discussing its contents with you at a convenient time, and I shall also let the teacher unions know that I should be happy to discuss its content with them.

I am writing in similar terms to [Nicky Harrison].

STATEMENT OF TEACHERS' DUTIES

Teachers must

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- Parents
7. consult and liaise with parents, attending meetings arranged for the purpose
- Curriculum & Examinations
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- General
14. carry out such other related duties and responsibilities at the school as may be reasonably allocated, as need arises, by the head.