

PRIME MINISTER

(2)

85/113

1 March 1985

*We must put some of this information into written questions*

EDUCATION: FURTHER INFORMATION

You asked recently for information about teachers pay, the timetable of exam reform, and non-teaching costs.

1. Teachers Pay and Conditions

- Total Pay Bill (1984/5): £5.0 billion (including employers' NI and pension contributions)
- Cost of Teachers' Claim: c. £600 million
- Gross Weekly Earnings:

<u>Teachers:</u>		<u>Local Authority</u>		
		<u>Non-Manual Workers:</u>		
	A		B	A/B
April 1978	£102.40	April 1978	£ 92	111.3
1979	£106.20	1979	£101.69	104.4
1980	£125	1980	£130	96.2
1981	£170.90	1981	£154.50	110.6
1982	£173.20	1982	£166.60	104.0
1983	£187	1983	£176.60	105.9
1984	£195.90	1984	£183.50	106.8

ie apart from 1980, teachers have been consistently ahead of average pay for local authority non-manual workers.

- Holidays: School year is typically just over statutory minimum of 190 days. This is equivalent to 38 working weeks, or 6 weeks more holiday than civil servants.

- Pensions Teachers get an annual payment of 1/80 of their salary as a pension for each year of service, plus a lump sum equal to 3 annual payments. Annual pensions are index-linked. The teacher contributes only 6%. These conditions are similar to other generous public sector pension schemes - eg Local Govt and NHS.

- Security of Tenure Unlike managers in the private sector, who are subject to sudden dismissal, teachers have had almost total security of tenure; compulsory redundancy is almost unheard of. Voluntary early retirement carries discretionary additional pension from the employer; for those retiring aged 50 or over, the employer can increase pension by up to 10/80 of final salary, subject only to a maximum pension of 1/2 final salary.

- Applications for Teacher Training:  
(excluding small numbers of applications for university B.Ed)

	<u>Applications</u>	<u>Places</u>
1982	32,300	16,900
1983	32,300	15,650
1984	33,350	16,750

These figures show that there have consistently been roughly twice as many applicants as places for teacher-training. So far this year, applications are slightly down, but still well in excess of places. (NB. there are difficulties in filling places in certain fields such as mathematics).

- Vacancies for teachers: DES surveys show that under 1% of vacancies were unfilled in Jan. 1984.

## 2. Timetable for Exam Reform

You will have seen a draft of Keith Joseph's new White Paper on school standards and our commentary on it. The Paper announces a number of important exam reforms. The timetable is:

- |                  |   |
|------------------|---|
| 1985 (Spring)    | <ol style="list-style-type: none"><li>1. GCE and CSE Boards developing <u>graded tests</u> like piano exams (pilot projects).</li><li>2. DES/LEAs piloting records of achievement for school leavers.</li></ol> |
| 1985 (Summer)    | Draft grade related criteria setting <u>absolute</u> rather than relative standards for new GCSE exams published (first batch of subjects).   |
| 1985 (September) | First courses started leading to Certificate of <u>Pre-Vocational Education</u> (replacing City and Guilds and BTEC).   |
| 1986 (Summer)    | <ol style="list-style-type: none"><li>1. Publication of draft grade related criteria for second set of subjects in GCSE.</li><li>2. First CPVE certificates awarded.</li></ol>                                  |
| 1986 (September) | First GCSE courses begin.   |
| 1987 (September) | First A/S level courses begin.  |
| 1988 (Summer)    | <ol style="list-style-type: none"><li>1. First GCSE <u>certificates awarded</u> (following grade related criteria for some subjects).</li><li>2. Widespread introduction of graded tests.</li></ol>             |

TEACHERS' PAY

85

Teachers

Points to make

I Teachers' pay claim of a minimum flat-rate increase of £1200 would cost about £600 million.

II Teachers' pay has kept pace with inflation since 1979.

III Since 1980 teachers have consistently done better than the average for local authority non-manual workers.

IV Teachers' conditions of service are in many respects extremely favourable. They include

- 6 weeks more holiday than civil servants
- index-linked pensions to which contributions are only 6%  
*Civil service 8 1/2*
- security of tenure.

V Applications for teacher training are running at twice the level of the number of places. Under 1% of vacancies for teachers were unfilled in January.

VI My rt. hon. Friend has made it clear that the current offer by employers of 4% is all that can be afforded.

Restructuring

I My rt. hon. Friend has made it clear that he remains ready to consider a pay reform package which is good for the education service and which can be afforded.

II There has been no such package and indeed the unions have withdrawn from talks on the subject.

III My rt. hon. Friend has never suggested that money would automatically be available for any pay reform package.

Arbitration

The teachers' unions have been offered arbitration and have refused. If the unions agree to arbitration any final settlement would of course have to be within the finance available.

Other points

1984-5  
Primary 5775  
Secondary 7115

I Expenditure per pupil is at record levels. It has increased in real terms since 1978/9 by 16 per cent in primary schools and 8 per cent in junior schools.

II Pupil/teacher ratios have gone down from 19-1 in 1979 to less than 18-1 and are now at their best ever levels.

AUDIT COMMISSION

III The Audit Commission have demonstrated that greater efficiency in schools can make considerable savings, e.g. savings of up to £50 million could be made on cleaning costs. Non-teaching costs for secondary schools amount to £1.35 billion or £285 per pupil. The Audit Commission's annual report in November indicated that polytechnics and colleges of further education could teach an extra 75,000 students a year if teachers taught their agreed quota of hours.