

*FW* *DA*  
PRIME MINISTER

cc: Mr. Sherbourne

The teachers unions and employers are meeting at the moment and there may be an announcement this evening of some sort of "agreement" on a National Joint Council for school teachers' pay and conditions. Some factual briefing from DES is attached. This is being cleared with Mr. Baker and the Treasury this evening.

P. A. Bearpark

1 June 1987

JA(14)

To ● Nigel Wicks by Fax from Rob Smith CC Alex Allan  
DES 1.6.87 Trsq.

● Defensive Briefing against "worst case" outcome of teacher union/employers talks. Assumed outcome - "agreement" on National Joint Council for school teachers' pay and conditions. Membership - some mix of local authorities and unions, possibly with weighted votings, with place (largely unspecified) for Secretary of State.

Q1. Do you welcome this? Will you restore negotiating rights?

A1. Look carefully at what put to me but from what I am told, it looks too like Burnham to be able to deliver acceptable settlements without disruption. Burnham failed. What we must have is something that will work.

Q2. If you reject negotiations, what then?

A2. Government has promised a Green Paper. It will examine all reasonable options - negotiations, advisory committees, review bodies, separate arrangements for heads. All must be seriously examined.

LAAAs and unions have not seriously looked at all these options.

We must find the best option, after full examination and consultation.

Q3. But the unions and the employers have now come up with a formula for restoring negotiating rights.

A3. Others have rights - parents, taxpayers, ratepayers and above all children. They have rights too - to disruption-free education. Old negotiating machinery - Burnham - failed the children. Government wants to guarantee children's rights.

So we want to look at all possibilities and we'll do that with a Green Paper.

Q4. What about 1988?

A4. The Interim Advisory Committee - which I shall appoint very soon after the election - will have time to provide considered independent advice for that as an interim arrangement. And there is a role in this process for the unions and the employers.

That gives us the time to find the right long term solution.