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CEG

The Rt Hon Nigel Lawson MP  
Chancellor of the Exchequer  
HM Treasury  
Parliament Street  
LONDON  
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Pornie Hunter 4

JWS  
13/3

12 March 1986

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Dear Nigel,

FURTHER EDUCATION TEACHING STAFF PAY NEGOTIATIONS 1985

I am writing to report that the Scottish Joint Negotiating Committee for Teaching Staff in Further Education (SJNC(FE)) have now concluded a settlement for the 1985 pay round in respect of lecturers in further education colleges, central institutions and colleges of education. The Management Side offer which was accepted by the Staff Associations after a ballot of their members is slightly higher than the settlement achieved by the Burnham Further Education Committee for lecturers in England and Wales and is in the following terms:-

- a. an across the board increase in the salary scales of 5.7% from 1 April 1985;
- b. a further increase of 1.6% from 1 January 1986 (increasing the pay bill for 1985-86 by 6.1% and the baseline for 1986-87 by 7.3%);
- c. automatic progression from Lecturer B to Senior Lecturer I from the next incremental date ie 1 August 1986.

The Management Side of SJNC(FE) also proposed, and the Staff Side agreed, to a resumption of joint discussions on conditions of service with a view to making speedy progress on a common core of conditions for the whole further education sector; and to reconvene the Joint Working Party on salary structure to report on possible restructuring by 31 March 1986. The Management Side have expressed their willingness to examine the financial implications of any restructuring without commitment.

In the course of negotiations the Staff Side had made it clear that they could not possibly recommend that their members accept an offer which did not at least match the level of inflation at March 1985 (6.1%) and attempted unsuccessfully to persuade the Management Side to increase end-loading to provide an increase in the 1986 baseline of 7.5%. My representatives pointed out that the Government would not provide additional resources for pay increases in 1986 as a result of a settlement for 1985 and that raising the baseline would pre-empt money for the next financial year and would intensify the problems for the employers of funding the next pay award.



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

*Yours ever,  
Malcolm*

MALCOLM RIFKIND