

Bill Cockburn, CBE TD
Chairman
School Teachers' Review Body
Office of Manpower Economics
Oxford House
76 Oxford Street
LONDON W1N 9FD

9 January 2004

Dear Chairman

REWARDS AND INCENTIVES FOR POST-THRESHOLD TEACHERS AND MEMBERS OF THE SCHOOL LEADERSHIP GROUP

We are writing to you today to alert you to our draft joint proposals (attached), designed to achieve a lasting resolution of the long-running issues on the upper pay scale. This is in response to your invitation of 10 November that as many parties as possible should collaborate on a new framework.

You will be aware that the Secretary of State has written to you separately today, on a without prejudice basis, with a new remit and a request that you report by 5 March. We all recognise that the final outcome of this process must depend on (i) the recommendations of the STRB; and (ii) the subsequent publication of, and consultation on, proposals by the Government in the light of your recommendations.

In formulating the attached document, we had long and detailed discussions of the points in your 10 November report. From the start, we established that we all shared the long-term vision set out in your report, and this provided the stimulus for us to go on and reach a joint position on more detailed matters. We also considered very carefully each of your proposals on criteria, external assessment and ranking and grading.

The discussions of these matters were critical in arriving at the positions reflected in the document. They will provide an essential reference point for the further discussions we are pledged to have in the coming months to improve the rigour and transparency of the current performance management system; and to develop proposals for the reform and restructuring of the management allowance system.

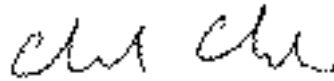
The document attached commands the full support of the signatories to this letter. You should also be aware that, because of the urgent need to submit this document to the STRB, it has not been possible for all parties to seek the endorsement of their governing executive bodies. The General Secretaries of the five teaching unions below will therefore be recommending this draft agreement

to their respective Executive Committees over the course of this month. The NEOST representative will be doing likewise.

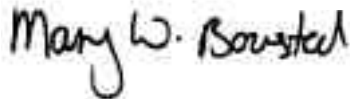
If the various bodies endorse the attached document, as we fervently hope, then it will constitute our joint written evidence in relation to your new remit from the Secretary of State. Moreover, it is our current intention that we should see you jointly when you call for oral evidence, and that none of us will be requesting a separate bilateral session.

At the end of January, once all the relevant executives have met, we shall write to you again with advice about the final status of the attached draft.

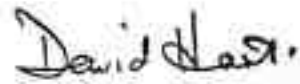
Yours faithfully



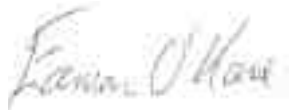
Charles Clarke
DfES
Secretary of State



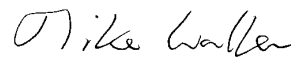
Dr Mary Boustead
ATL
General Secretary



David Hart
NAHT
General Secretary



Eamonn O'Kane
NASUWT
General Secretary



Mike Walker
NEOST
Secretary



Jean Gemmell
PAT
General Secretary



John Dunford
SHA
General Secretary