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FROM THE SECRETARY OF STATE

Mike Pattison Esq
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Dear Mike,

You asked for a note about the article that appeared in the Daily Telegraph on Tuesday 24 March about redundancy arrangements for staff from Middlesex Polytechnic. A note is attached.

Yours sincerely

Pete Shaw

P A SHAW
Private Secretary

The Prime Minister has asked for a note about the article on redundancies at Middlesex Polytechnic which appeared in the Daily Telegraph of 24 March.

Middlesex Polytechnic is run by a Joint Education Committee comprising 3 local education authorities - Barnet, Haringey and Enfield. Reductions in public expenditure on advanced further education, as reflected in the 1981/82 Rate Support Grant Settlement and the associated decisions on the size and distribution of the advanced further education pool, (the arrangement whereby expenditure on AFE is shared between local education authorities), is resulting in redundancies at a number of polytechnics.

It is for each local education authority to derive their own redundancy and compensation arrangements but those outlined in the article in the Daily Telegraph are within what Authorities are enabled to offer under the premature retirement arrangements for teachers.

The Teachers Superannuation Regulations enable accrued superannuation benefits to be paid to teachers aged 50 or over with 5 or more years service and where employment is terminated because of redundancy or in the interests of the efficient exercise of the employer's function.

Local authorities are also enabled to offer compensation at their discretion and subject to certain limits by way of enhancement of the benefits payable. This takes the form of credit for a national period of additional service up to a limit of 10 years if under 55. If over 55 the limit is the number of years until they reach 65. The total reckonable service may not exceed 40 years.

In addition the lump sum payable under the Teachers Superannuation arrangements has since 1956 been $\frac{3}{80}$ of salary for each year of service (including enhancement) payable on retirement.

The article is misleading in that it refers to this as 'salary' rather than pension; otherwise it is broadly correct. In the case of the Teachers Supn. Scheme (which is of course a contributory scheme) administered by DES the Pay Master General on behalf of the Department pays only the pension and lump sum earned; the element in both which is attributable to enhancement is paid by the appropriate local authority.

The salary quoted in the article as average for a lecturer (£12,000) is in fact the maximum of the senior lecturer scale, £14,238 is the maximum for a Principal Lecturer or Reader, and £16,490 the maximum for a grade VI lecturer with effect from 1 April 1981. A truer average salary figure would be £10,000.

£½m READY FOR LECTURERS TO RETIRE AT 50

By JOHN IZBICKI Education Staff

THREE local authorities have clubbed together to raise £500,000 to enable 140 polytechnic staff to be paid off.

Some senior academics can expect lump sums of £24,000 and index-linked salaries of about £8,000 a year for the rest of their lives under the generous conditions offered to all staff aged 50 or more at the Middlesex Polytechnic.

RAIL UNIONS 'LINK' FOR PAY TALKS

By Our Industrial Staff

LEADERS of the three railway unions are to meet today to draw up a common front in their approach to the British Railways Board for pay increases in line with the 13 per cent. inflation rate.

But the chances of unanimity between Aslef, the militant train drivers' union, and the National Union of Railwaymen, are "remote."

For while Mr Sidney Weighell, general secretary of the NUR, may be prepared to accept a productivity deal, Mr Ray Buckton, Aslef's leader, will not trade jobs for pay.

Even so, Mr Weighell is under increasing pressure from his 26-strong executive, which has at least four communists, and a further eight to 12 "fellow travellers," to join forces with Aslef in rejecting any productivity deal.

All three rail unions are still in dispute with the board over last year's pay settlement of about 16 per cent.

The productivity has never been delivered by the unions despite a plea from Sir Peter Parker, British Rail's chairman, who is looking for a reduction of 40,000 jobs by 1985, as part of the industry's corporate plan.

British Rail facing a severe financial crisis, is hoping to put a single figure offer to the unions, and achieve a low pay settlement, with the promise of more if there is productivity.

62 TRAINS CUT

Eastern Region cancelled 62 of its 2,040 commuter trains last week. Southern Region cancelled 36 of 5,225 services; Western cancelled four out of 500, and Midland cut 10 of 675.

This involves 60 academics and 80 non-academic staff out of a total of 1,200.

And midnight was the deadline for them to tell Dr Raymond Rickett, the Polytechnic's Director, whether they were offering to accept early retirement.

Because Middlesex Polytechnic is based on some 15 different sites that stretch across three local authorities the £500,000 has been made available by the three London boroughs concerned—Barnet, Enfield and Haringey.

10-year 'enhancement'

The terms include a 10-year "enhancement" — in other words a lecturer with, say, 12 years' service will be compensated as if he had served 22 years. And "service" does not have to be confined to the polytechnic, but includes all previous teaching posts.

A lecturer earning an average £12,000 a year, with 30 years in teaching, would be eligible for a salary of £4,500 plus the 10 years' enhancement giving a total of £6,000 a year for life, index-linked from the age of 55.

He would also receive a lump sum calculated at three-eighths of his salary for each year of service which, along with the 10-year enhancement, would bring in £18,000.

More senior lecturers earn up to £14,238 and a Grade Six lecturer, equivalent to a university professor, earns up to £16,490 (£2,000 less than a professor's average salary).

Tighter reins

Like other polytechnics, Middlesex has been seriously affected by public expenditure cuts and will have to tighten the reins on student admissions for the next academic year, starting in September.

It will also have to cut its many support services and maintenance will have to be allowed to slide.

Port watch for flying pickets

By JOHN PETTY Shipping Correspondent

SPECIAL watch will be mounted at 18 ports today in fear that flying pickets will descend from Southampton where 1,600 strike for 12 days.

Militants want to spread the dispute and some have urged a national stoppage.

The port is deserted of ships, apart from ferries which are allowed only to take passengers. About 1,000 containers, holding a wide variety of goods, are trapped. Any ship diverted to other ports faces blacking.

The dispute began because dockers say their pay has not kept pace with the income of other workers in the port. But there is now an additional issue in that the port wants 200 redundancies among dockers.

Came to a head

Some port workers are getting £40 a week more than registered dockers. But unlike the dockers they do not get the guarantee by law of a job for life.

The clash between the dockers and the rest came to a head when non-registered workers struck in January to get more pay for unloading a Japanese car carrier.

After that the dockers showed increasing anger that they were falling behind in the pay-race. Employers agreed there was a problem and joint efforts were made to close the gap.

But then the dockers decided to step up the pace by applying extra pressure. The employers call it a strike and the dockers call it a lock-out.

Southampton is owned by the British Transport Docks Board, a nationalised body.

'RIGHT-TO-WORK' PROTEST

A group of "right-to-work" demonstrators began a protest yesterday against a visit by Mrs Thatcher to South Wales, five days before she is due to arrive.

The protesters plan a round-the-clock vigil outside Cardiff City Hall all this week as the Conservative party prepares for its annual Central Council Conference. The conference, which opens on Friday, is to be addressed by Mrs Thatcher and several Cabinet colleagues.

PAY RISE DELAYED

A thousand workers employed by Peter Brotherhood Engineering at Peterborough have been asked to forgo their annual pay rise for six months because of the recession. The delay will affect every employee from directors to production workers.



Troops from the commando falling victim to the civil service yesterday as they waited to go in Plymouth—after being eight. Some men had to wait

Gasmen walk smaller holes

By IAN GLOVER-JA

GAS workers in Northampton yesterday demanding the same for digging smaller holes in the road.

The row has been simmering for some two years ever since East Midlands Gas planned to use new plastic gas pipes and argued the holes no longer had to be so big.

With the old steel pipes workmen dug a trench for each 15 foot section and then made enough room to stand at the end and join the pipes together.

But the plastic pipes are joined above ground and can be fed into a tapered trench of exact length. The gas workers get a basic wage for digging trenches and a bonus for each foot after that.

The East Midlands Gas set a new level for bonuses and the gas workers had to dig more to boost their earnings.

"This was accepted by the unions, but there were un-

official places." The workers return to work with a clarification system. The price to £80 and increased to £100 with

NEW

"The route from Stoke Newington planning member Mr adopted preferential moves from h near Ut