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Pine Hunter

DEPARTMENT OF EDUCATION AND SCIENCE  
ELIZABETH HOUSE, YORK ROAD, LONDON SE1 7PH  
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FROM THE SECRETARY OF STATE

T Flesher Esq  
Private Secretary  
Prime Minister's Office  
10 Downing Street  
LONDON SW1

I think there is a  
mistake. The "new blood"  
should be for a  
specific period. Otherwise this  
soon become old blood. <sup>!!!</sup>  
The money  
must not  
be

January 1983

Dear Sir,

ACADEMIC TENURE

Thank you for your letter of 20 December in which - in the light of Dr Nicholson's letter of 17 December about new blood for research - you ask about the present position on academic tenure. A copy of Sir Keith's reply to Dr Nicholson is enclosed.

In February last year the Committee of Vice-Chancellors and Principals (CVCP) produced their proposals for a new structure for the academic profession. These included proposals for extended probationary periods as well as for the inclusion of provision for redundancy in the contracts of employment of academics holding permanent appointments. I corresponded with Mike Pattison and Willie Rickett about the CVCP proposals at the time, and on 23 March the Secretary of State welcomed them in reply to an inspired PQ. A copy of his reply is enclosed.

We understand from the CVCP that the universities are now considering their proposals, and that the CVCP are organising regular discussions among vice-chancellors about new forms of contract. Even before new arrangements are formally adopted universities are now very reluctant indeed to make any new appointments at all on a tenured basis. The majority of universities are likely to be able to include provision for redundancy in contracts for new appointees under the present provisions of their charter and statutes, but others will need to change their charter or statutes if they wish to adopt the CVCP proposals or some modification of them and the Secretary of State has made it clear that the Government stands ready to facilitate such changes.

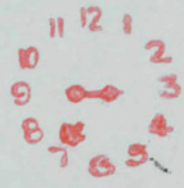
I am sending a copy of this letter to Dr Nicholson.

Yours ever,  
Imogen Wilde

MRS I WILDE  
Private Secretary



11 JAN 1983







DEPARTMENT OF EDUCATION AND SCIENCE

ELIZABETH HOUSE, YORK ROAD, LONDON SE1 7PH

TELEPHONE 01-928 9222

FROM THE SECRETARY OF STATE

Dr R B Nicholson  
Chief Scientist  
Central Policy Review Staff  
Cabinet Office  
70 Whitehall  
LONDON SW1A 2AS

11 January 1983

*Dear Dr Nicholson*

Thank you for your letter of 17 December about the terms of appointment to be attached to the new blood posts. In my announcement last month about the new blood scheme I described the posts as "normal university appointments" to distinguish them from research type appointments for a fixed period of years, but the UGC's letter of invitation to bid for them will emphasise that they will be on the same terms as apply to other new academic appointments. The expectation here is that universities will not be making new appointments with tenure or without provision for redundancy unless, exceptionally, this is precluded by their charter or statutes. The letter will also remind universities of my view that, while universities are considering the proposals of the Committee of Vice-Chancellors and Principals for the structure of the academic profession, any new appointments should be made as far as possible on terms consistent with the long-term arrangements they propose to adopt. I am not inclined to go further than this and specifically impose a "no tenure" condition on these appointments because it is important for the success of the exercise that they should be seen as part of the academic mainstream. But we can if necessary return to this question in the course of the year when I have a better idea of how universities are reacting to the Committee of Vice-Chancellors and Principals' proposals on tenure. You may like to know that we do intend to insist that there must be a redundancy provision for academic appointments in the various proposals for new charters and statutes we shall be considering in the near future.

I am copying this letter to the Prime Minister, Geoffrey Howe, Michael Heseltine, Patrick Jenkin, George Younger, Nicholas Edwards, Kenneth Baker and Sir Robert Armstrong.

*Timothy W. Jones*



### Deaf Children (Teachers)

**Mr. Carter-Jones** asked the Secretary of State for Education and Science how many peripatetic teachers of the deaf are employed by each of the education authorities in England and Wales.

**Dr. Boyson:** The information requested is not available.

**Mr. Carter-Jones** asked the Secretary of State for Education and Science what preparatory work his Department has done for the implementation of the Education Act 1981 in relation to children under the age of five who have hearing difficulties.

**Dr. Boyson:** The Act lays local education authorities the duty to assess and make special educational provision for all children who need it, including the under fives. Authorities are currently engaged in preparatory work in anticipation of the Act coming into force, and most existing good practice will remain relevant. There is no indication at present that preparatory work by the Department is needed in this particular field, but if the hon. Member is aware of specific problems perhaps he would write to me.

### Further Education

**Mr. Whitehead** asked the Secretary of State for Education and Science if he intends to respond to the replies to the consultative document "The Legal Basis for Further Education"; and by which date he expects to do so.

**Mr. Waldegrave:** My right hon. Friend is considering the replies to the consultative document and will announce his conclusion to the House as soon as possible.

### Secondary School Staffing Survey

**Mr. George Gardiner** asked the Secretary of State for Education and Science when he expects to publish further information from the secondary school staffing survey undertaken in 1977.

**Sir Keith Joseph:** The Department has today published a second statistical bulletin which gives further information from the survey. Topics include the characteristics of teachers showing the variations between teachers qualified in different subjects, the deployment of teachers, the match between teachers' qualifications and

the subjects they teach, and about average class sizes for different subjects and year groups. Copies of this bulletin are available in the Libraries of both Houses.

### Academic Profession (Structure)

**Mr. Proctor** asked the Secretary of State for Education and Science if he has seen the proposals of the Committee of Vice-Chancellors and Principals for the structure of the academic profession; and if he will make a statement.

**Sir Keith Joseph:** I have seen the proposals of the Committee of Vice-Chancellors and Principals for the structure of the academic profession in the universities. The CVCP has, very responsibly, recognised that institutions that are significantly dependent on the annual voting of public funds by Parliament for their support must be able to respond flexibly to changes in the level of that support, and that it is inconsistent with this need for flexibility that academic and related staff should be appointed until retirement age on terms which protect them against dismissal for reasons of redundancy or financial exigency. I welcome the CVCP's initiative in putting forward proposals designed to achieve the necessary flexibility without inhibiting academic freedom in teaching and research. These proposals are now for individual universities to consider. I hope that this consideration will lead them to bring forward in due course, where necessary, proposals for appropriate amendments to their charters and statutes. I hope also that from now on, in making appointments of new academic staff, they will do this as far as possible consistently with the long-term arrangements which they propose to adopt.

## AGRICULTURE, FISHERIES AND FOOD

### Food Prices

**Mr. Austin Mitchell** asked the Minister of Agriculture, Fisheries and Food, further to his reply of 24 February, *Official Report*, c. 402, concerning the effect of the common agricultural policy on United Kingdom food prices, whether he will publish the table in the *Official Report* in a revised form showing the prices in the first column adjusted to take account of any changes during each year in the value of the green pound.

**Mr. Buchanan-Smith:** The information requested is as follows:

Percentage increase in:

	European Community Institutional prices* (1)	Institutional prices arising from Green Pound changes† (2)	Columns 1 and 2 combined (3)	United Kingdom Retail Food Index‡ (4)	United Kingdom Retail Price Index‡ (5)
1973	5.1	n.a.	n.a.	15.1	9.2
1974	14.5	7.9	23.5	18.0	16.1
1975	9.6	14.2	25.2	25.6	24.2
1976	7.7	0	7.7	20.0	16.5
1977	3.9	3.0	7.0	19.0	15.8
1978	2.1	8.1	10.4	7.1	8.3
1979	1.3	12.0	13.5	12.0	13.4
1980	4.8	5.3	10.4	12.1	18.0
1981	9.4	0	9.4	8.4	11.9

\* Percentage increases over previous season in European Community institutional prices, excluding the effects of green rate changes or of transition.

† Percentage increases in institutional price levels due to all green pound changes occurring in each calendar year, with the exception of the Green



Education, Nov 81, New Blood  
For Research



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Education *FW*

10 DOWNING STREET

*From the Private Secretary*

18 January 1983

Thank you for your letter of 11 January about the question of academic tenure generally and the position of the new blood posts in particular. The Prime Minister very much hopes that the new blood posts will either not carry tenure or will be for a limited period. Otherwise, they might soon become "old blood". In this context, she notes the position on these posts set out in your Secretary of State's letter to Dr. Nicholson of 11 January. Like your Secretary of State, she will wish to return to the question of tenure during the course of this year when we have a clearer idea of how the universities are responding to the proposals of the Committee of Vice Chancellors and Principals.

I am sending a copy of this letter to Dr. Nicholson.

(TIMOTHY FLESHER)

Mrs. Imogen Wilde,  
Department of Education and Science.

*FW*



PRIME MINISTER

Academic Tenure

You commented on the attached letter from the Department of Education and Science that you thought the decision not to make the "new blood" appointments either specifically non-tenure posts or limited term posts was a mistake. I am afraid however that in his Parliamentary Answer announcing the new posts, Sir Keith had said that "the posts will be normal university appointments" without a special or new form of contract. In these circumstances he is committed to the arrangements set out in the DES letter of 11 January.

In these circumstances do you agree that I should indicate:

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- (i) that Sir Keith should make clear to the universities and UGC the Government's preference that the "new blood" posts should be without tenure; and
  - ✓ (ii) you will wish to return to the question of tenure (and limited term posts) when there is more evidence of how the universities are reacting to the Committee of Vice Chancellors and Principals' proposals on tenure.

Dr. Nicholson and DES tell me that most of the universities whose statutes permit them to offer non-tenure posts are likely to do so for the "new blood" posts.

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Dr. Nicholson agrees with the strategy outlined above.

17 January 1983