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Colin Sanders

PRIME MINISTER

PAY AND PERFORMANCE

I support the arguments in the Home Secretary's minute of 2 November in which he commented on the proposals made in the Lord President's minute of 28 October. I agree in particular with his suggestion that we take a little more time to consider the issues involved.

At the same time I am in favour of rewarding merit and encouraging better performances. To this end, may I put forward an alternative suggestion? This would be a system under which there was a range of pay for Under-Secretaries, who would move from one level to the next only after satisfying top management of their suitability for such an increase. This would enable the highly competent Under-Secretary to move steadily up the range, while an Assistant Secretary promoted to Under-Secretary who turned out to be less able, would remain at the bottom.

I am copying this minute to those who received copies of the Lord President's minute.

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2

SECRETARY OF STATE FOR ENERGY

10 November 1980

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