

Prime Minister

~~cc to Lord Soames
Mr. Hoffmann~~



Mr Pym (Flag A) and Mr Howell (Flag B) are unhappy about the zero percent increase for SPSO's when their rough equivalent in the Administration Group (Senior Principals) are getting about 16%. But this is what the PRU Board recommend (pay research for this group has been in abeyance for 8 years until this year) and SPSO's did receive 3.9% last year. Are you

PRIME MINISTER

Agreed with me.

1980 CIVIL SERVICE PAY: SCIENCE GROUP

There are still two pay negotiations outstanding in the Civil Service. We are in continuing negotiation with the unions about the pay of industrial civil servants on the lines agreed in E Committee on 26 June; and for the Science Group the union concerned, the IPCS, now intend to take their claim to arbitration.

content, and in particular that Lord Soames should authorise arbitration?

The determination of Scientists' pay has been a matter of serious contention for 10 years. They have not been in pay research since 1971. Our offer for the grades up to and including Senior Principal Scientific Officer (SPSO) is based on pay research and the PRU Board's recommendations. The increases average 12.2% and are within the cash limits provision. The increases range from 22.2% for the Assistant Scientific Officer (at the bottom) to nil for the SPSO (at the top). I am advised that these figures can reasonably be defended at arbitration.

12.
9/7

No increase for the SPSO has naturally provoked a strong reaction from the IPCS. But it flows from the evidence and it would not be right to depart from it. There will be a fair amount of Parliamentary pressure but we should not budge.

see also letter from Royal Society in this file

12.
(Flag C) ||

The question to be resolved is whether to allow the SPSO grade to go to arbitration. The IPCS have now sought that. The difficulty is that for the equivalent grades in the Administration Group of Senior Principal and Assistant Secretary we have just denied arbitration. There are a number of arguments for distinguishing the position of the SPSO, but above all I do not see that we can offer no increase at all and at the same time deny arbitration. Subject to your views, therefore, I intend to authorise arbitration.

I am copying this minute to Cabinet colleagues, including the Minister of Transport, and to Sir Robert Armstrong.

S.

SOAMES

8 July 1980