



Civil Service 2  
PRIME MINISTER

X is probably an understatement. The attached (private) circular from the IPCS General Secretary reflects the degree of bitterness the decision has caused. The

PRIME MINISTER

PROFESSIONAL AND TECHNOLOGY GROUP PAY DISPUTE IPCS Executive will meet early

next week to decide what to do. MS 4/1

As you know, there has been a long dispute with the Institution of Professional Civil Servants about the 1979 pay settlement for this Group. I last wrote about it in a letter to the Secretary of State for Industry on 28 November.

We have now received the Civil Service Arbitration Tribunal's Award of new rates of pay for April 1979. Under the staging arrangements the Group have received the first and second stage payments and the balance due from 1 January 1980 can now be paid. These rates are only slightly higher than our open offer but substantially below the amount claimed by the IPCS. In round percentage terms, our offer would have increased their pay bill by 19%, the claim by 43%, and the award represents 23%.

These rates are consistent with the Official Side's stance in this dispute; all other civil servants have settled on the basis of pay research at the median rates and this award is only 3% above the median rates for the P & T Group. There may be some difficulties created by the IPCS as a result of the award.

X

We are committed to accepting the award and are now pressing forward with arrangements to implement it as soon as possible.

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

P.C.

ms

PAUL CHANNON

# IPCS

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To: National Executive Committee, Branch, Section and Sub-Section Secretaries (multiple copies), Professional Groups, Membership and Recruitment Secretaries.

Circ No. 1/80  
NEC/GEN/1/1980

2 January 1980

Dear Colleague

1979 P, & T PAY REVIEW

The Award of the Arbitration Tribunal was announced this afternoon. The Tribunal failed to agree and the Award was therefore made by the Chairman. Full details are appended.

The Award is a disaster for the Institution. It destroys the position of the Professional and Technology grades.

It stands in contrast with all the previous agreements and Arbitration Awards despite the fact that circumstances have not changed and despite the fact that the criteria have not changed. The Chairman has awarded only marginal increases on the CSD's offer and has subverted the well established bases on which the pay of the Professional and Technology Category has been determined in the past.

The Award devalues the Professional and Technology grades in relation to the Administration grades and in every respect poses major issues of policy for the Institution.

The Chairman has in substance supported the Civil Service Department and has established that the pay system as we have known and understood it no longer applies. This new system has done enormous damage to the grades we represent and it is obviously impossible for the Institution to support it. We must see that this new system which the Chairman of the Tribunal had no right or authority to invent is changed as quickly as possible.

The National Executive Committee will be considering the situation at its next meeting on Monday. There will also be a very early special meeting of the General Executive Committee of the Professional and Technology Group. We will be arranging an extensive series of meetings of members and we will be making recommendations for the policy which the Institution must now pursue.

There is no point in diminishing the significance of this defeat. The position of the Professional and Technology grades has been worsened to a degree unknown in living memory. That the position would have been worse had the CSD got their way entirely is no consolation whatever. The Award confirms the need for a strong Institution to stand together in a determined campaign to change the situation and to remove the damage of this incredible Award. A grave injustice has been done and our task now is to put it right as quickly as possible.

Yours sincerely  
WILLIAM McCALL  
General Secretary

SALARY SCALES

Grade	Scale at	Current	Scale	CSD	Tribunal	Percentage	Balance due at	
	1 4 78	Scale 1 8 79	Claimed 1 1 80	Offer 1 1 80	Award 1 1 80	Increase 1 4 78-1 1 80	1 1 80 Amount	%
PPTO	8729	9951	12675	10700	11,021	26.3	1070	10.8
	8389	9563	12275	10410	10,764	28.3	1201	12.6
	8050	9177	11875	10120	10,455	29.9	1278	13.9
	7749	8834	11475	9830	10,146	30.9	1312	14.9
	7448	8491	11075	9540	9,837	32.1	1346	15.9
				10675	9250	9,528	-	
PTO I	7064	8053	(10150)	(8350)	(8,601)	21.8	548	6.8
	6862	7823	(10150)	8350	8,601	25.3	778	9.9
	6670	7604	10150	8150	8,395	25.9	791	10.4
	6484	7392	9750	7940	8,179	26.1	787	10.7
	6298	7180	9350	7730	7,962	26.4	782	10.9
	6112	6968	8950	7520	7,746	26.7	778	11.2
	5926	6756	8550	7310	7,530	27.1	774	11.5
	5739	6542	8150	7100	7,313	27.4	771	11.8
PTO II	5739	6542	7850	6700	6,901	20.2	359	5.5
	5559	6337	7630	6525	6,721	20.9	384	6.1
	5378	6131	7410	6350	6,541	21.6	410	6.7
	5208	5937	7190	6175	6,361	22.1	424	7.1
	5039	5744	6970	6000	6,180	22.6	436	7.6
	4869	5551	6750	5825	6,000	23.2	449	8.1
Professional entry points	4763	5482	6750	5650	5,820	22.2	338	6.2
	4654	5358	6675	5500	5,665	21.7	307	5.7
	4545	5234	6575	5345	5,506	21.1	272	5.2
	4435	5108	6475	5185	5,341	20.4	233	4.6
	4326	4984	6375	5025	5,176	19.6	192	3.9
PTO III	4869	5551	(6750)	(5650)	(5,820)	19.5	269	4.8
	4763	5482	6750	5650	5,820	22.2	338	6.2
	4654	5358	6675	5500	5,665	21.7	307	5.7
	4545	5234	6575	5345	5,506	21.1	272	5.2
	4435	5108	6475	5185	5,341	20.4	233	4.6
	4326	4984	6375	5025	5,176	19.6	192	3.9
PTO IV Main scale	4326	4984	6375	5100	5,253	21.4	269	5.4
	4206	4847	6225	4950	5,099	21.2	252	5.2
	4085	4709	6050	4800	4,944	21.0	235	5.0
	3981	4591	5875	4650	4,790	20.3	199	4.3
	3878	4450	5700	4500	4,635	19.5	185	4.2
Entry scale	3981	4591			(4,790)	20.3	199	4.3
	3878	4450	Abolish	Abolish	(4,635)	19.5	185	4.2
Age 27	3774	4355	entry	entry	(4,635)	22.8	280	6.4
Age 26	3671	4237	scale	scale	(4,635)	26.3	398	9.4
Age 25	3562	4113			(4,635)	30.1	522	12.7
Age 24	3458	3994			(4,635)	34.0	641	16.0
Age 23	3355	3877			(4,635)	38.2	758	19.6
Age 22	3257	3758			(4,635)	42.3	877	23.3
Age 21	3148	3641			(4635)	47.2	994	27.3

NB. The PPTO scale has been lengthened by one point. The new minimum will not apply to any existing staff. The PTO I and PTO III scales have been shortened by one point - assimilation by corresponding points. The entry scale for the PTO IV has been abolished - assimilation is as shown.