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PRIME MINISTER

*12*  
*4/8*

MONITORING REPORTS: PUBLIC SECTOR PAY

Because there will now be no opportunity for consideration by E(PSP), I am circulating with this minute not only the usual monitoring report on the public trading sector, but also the report on the public services which is normally circulated to E(PSP).

2. This does also provide an opportunity to draw attention to some developments in both the public trading and services sectors which have implications for pay in the coming year. A settlement of 13.2 per cent has been reached for the police. The Fire Service Joint Negotiating Council has agreed to honour the index linking agreement for the Fire Service settlement in November, which could well imply a double figure settlement. This may be only an early indication of the problems on pay likely to be caused by the change in the political complexion of local authorities. Already this has led to a settlement totalling 11 per cent for London Transport; and the increase for the local authority manuals in November will be a key settlement. Looking further ahead the commitment on arbitration for the civil service could have an unhelpful effect on the level of settlements not just in the civil service but more widely in the public services.

*3* 3. As regards the nationalised industries, negotiations are continuing for British Rail, with the unions pressing very hard for the full implementation of an arbitration award totalling 11 per cent. And it will not be long before the coal industry pay negotiations are under way.

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4. All this only reinforces the conclusion that it will not be easy to get the deceleration in pay which we need in the coming year if the prospects for output and employment are to improve. I have already let you have a report on the handling of nationalised industry pay negotiations in the months ahead with proposals for further work. But I should also like to reiterate Leon Brittan's request to Norman Fowler (letter of 30 July) for a further report on the British Rail pay negotiations: there are likely to be important questions here which merit early attention. And I think that it would also be very helpful if Willie Whitelaw could circulate a paper to E(PSP) on fire service pay in time for discussion early in September. In consultation with my officials this could cover the question of a no-strike agreement which I mentioned when we discussed police pay on 17 July.

*This is in the box.*

*Agree?*

*72*

5. I am copying this minute to the Home Secretary, the Chancellor of the Duchy, the Secretaries of State for Industry, Employment, Environment, Energy, Trade and Transport, to Sir Robert Armstrong and to Mr Ibbs.

*Yes  
not*

(G.H.)

4 August 1981

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## PUBLIC TRADING SECTOR

### 1. UNITED KINGDOM ATOMIC ENERGY AUTHORITY - Staff (8700)

Settlement date: 1 April

Unions: IPCS, CPSA, SCPS, AGSRO

UKAEA salaries are directly linked to those of civil servants and the settlement of the Authority's scales therefore awaits the conclusion of the central civil service settlement. The main unions are the civil service unions, who have recently voted to accept a revised offer of 7% plus £30.

### 2. BRITISH AIRWAYS (All groups 50,000)

Settlement date: 1 January  
1 April for pilots

Unions: TGWU, AUEW, ACTSS, AUEW (S & T), APEX, ASTMS, GMWU,  
FTATU, UCATT, BALPA

Settlements have now been agreed for the larger part of the work force. Negotiations have been taking place in the National Sectional Panels on the basis of the Board's offer of 8% from 1 April, with no increase from 1 January. The distribution of the available sum has not been the same for all groups, but each Panel has kept within the planned overall cost.

The negotiations have not progressed since the last report, and three groups have not yet finally fallen into line. These are the ramp workers and cabin crews who are negotiating on detail, and the pilots. Negotiations for the pilots, whose increase would be implemented from 1 July, are moving only slowly. The pilots have neither rejected nor accepted the basic principles of the offer and there is the further difficulty in their case that anomalies left over from last year's restructuring need to be corrected and the Board wishes to do this without exceeding the cost for the group of the general pay offer.

### 3. CIVIL AVIATION AUTHORITY (All grades - 8,000)

Settlement date: 1 April

Unions: CPSA, CSU, IPCS, SCPS, UCATT, EETPU, AUEW, GMWU, TGWU, NUSMW

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CAA staff were originally civil servants and remained civil servants until 1975 when they became direct employees of the CAA. Since then their link with civil service pay has been maintained by agreement and increases have been in line with those agreed for civil servants with only minor variations. Four of the unions are civil service unions who have recently voted to accept a revised offer of 7% plus £30.

#### 4. BRITISH STEEL CORPORATION (All groups - 140,000)

Settlement date: 1 January

Unions: BSC-ISTC, BSC-NCCC, NUB, GMWU, TGWU, MATSA, ACTSS, APEX, SIMA

Earlier in the year, the Corporation obtained the agreement of all unions except ISTC to its "survival plan" and to pay increases of 7% from 1 July, with no increase from 1 January. As the ISTC decided at its Annual Conference to drop its opposition to the pay proposals and BSC is implementing the increases from 1 July, a settlement has in effect been concluded.

As well as the general increases many steelworkers can be expected to achieve additional earnings of the order of 3% to 4.5% from the renegotiation of local productivity schemes where the initial life of one year is expiring.

#### 5. COALMINING - Manuals (224850)

Settlement date: 1 November

Union: NUM

The NUM Annual Conference on 6 July rejected a proposal calling for a "realistic and reasonable deal" and adopted an alternative Resolution which seeks a £100 a week basic minimum for surface workers with appropriate differentials for all other grades, these rates to be paid as a salary. The National Executive Committee is instructed to call a special Conference to consider the final offer if it does not meet the full demands of the Resolution.

A £100 basic minimum would mean a 23.7% increase on the 1 January 1981 minimum of

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80.85. Because of the characteristics of the wage system with its many variable components there is no simple arithmetical relationship between basic rates and total earnings. However 23.7% on rates would produce a somewhat smaller percentage rise in earnings, assuming constant shifts worked and no change in the other elements of pay.

Negotiations are not expected to begin until September.

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### 6. Passenger Transport Executive Non-Manual Staff (5,500)

Settlement date: 1 April 1981

Unions: NALGO, ACTSS

In September 1980 this group negotiated a staged settlement which gave estimated average earnings increases of 13.29% for the 12 months from 1 September 1980, and changed the ASD from 1 September to 1 April.

In the present negotiations staff voted to accept an increase of 7.5% on rates from 1 April 1981. The estimated average earnings increase is not known.

### 7. British Rail (Clerical and Conciliation grades - 150,000)

Settlement date: 20 April 1981

Unions: TSSA, ASLEF, NUR

Following the unilateral reference of their pay claim to the Railway Staff National Tribunal the unions have accepted the Tribunal's recommendation (published Thurs 16 July) for pay increases of 8% from 20 April 81, with a further 3% from 1 August 81 and a revision of London Weighting Allowance. The approximate cost of the award is 10.5% in a full year.

At the meeting on 23 July the Board held to their view that while the 8% award could be implemented immediately, the additional 3% must be related to a commitment by the unions to changes in working practices. Further discussions are taking place today. The unions have taken the line that productivity is a separate matter to pay and have threatened strike action if the award is not paid in full.

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8. London Transport Executive (Rail Supervisors, Booking Office and Conciliation Grades - 15550)

Settlement date; 20 April 1981  
Unions: ASLEF, NUR, TSSA

The unions claimed 12.5% increases and rejected offers of 8% plus a productivity element and 10% including a productivity element. They threatened an indefinite all out strike from 20 July.

At a meeting on 16 July LT offered to match the recommendations published earlier in the day by the Railway Staff National Tribunal, namely, 8% increase from 20 April 81 plus a further 3% from 1 August 81, costed at approximately 10.5% in the first year. There are no productivity strings.

On 17 July the Union Executives accepted the offer and called off the threatened strike.

The Chairman of the Executive's Transport Committee has publicly announced that the busmen's earlier settlement - 8% on basic pay, improved bonus worth 0.5% and an extra day of annual holiday - will be increased by 3% from 1 August to keep bus and underground pay in line. The offer has now been made (once again with no effort to improve productivity) and the TGWU/NEC voted to accept. As a small face saver LT have insisted that the extra day's holiday is postponed until next year.

Both underground and bus employees are to receive a lump sum payment of £50 as compensation for the erosion in the value of their free travel concession following the planned 25% reduction in fares from next October.

9. London Transport Executive (Rail Workshops Wages Grades - 3000)

Settlement date: 20 April 1981  
Unions: ASBSBSW, AUEW, EETPU, FTATU, NSMM, NUSMWHDE, NUR, TGWU, UCATT

In response to a claim for 12.5% pay increases LT offered a package worth just over 8.5% to which the unions did not respond. Talks will resume now that underground staff have settled.

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10. London Transport Executive (Road Workshops Wages Grades - 3540)

Settlement date: 22 April 1981

Unions: ASBSBSW, AUEW, EETPU, FTATU, NUSMWHDE, TGWU, UCATT

Road Workshops grades accepted the same package as LTE Bus Drivers and Conductors 8% on basic pay, a minor bonus improvement worth some 0.5% and one extra day of annual holiday.

After the agreement for underground staff and the announcement on bus pay the unions await a revised and improved settlement.

11. British Telecom

CPSA: CA, CO, HCO, Typists, Data Processors etc (38,000)

SCPS: HCO, EO, HEO grades (7,000)

British Telecom have offered the above staff a similar deal to that agreed earlier with POEU and SPOE - 9% increase on basic pay, consolidation of an agreed productivity payment and an estimated 2% new productivity payment, replacing present productivity bonuses.

CPSA members have voted to accept the offer. The SCPS have voted narrowly against the offer.

The offer would add 9% to the paybill, estimated to add 10% to average earnings.

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12. British Transport Docks Board (Non-registered manual grades - 3300)

Settlement date: 22 April 1981

Unions: NUR, CSEU, EETPU, TGWU, UCATT

On a claim for increases in line with the annual movement in the RPI, Board offers of 7% and 7.5% have been rejected. 8% is acceptable to unions in principle but the remaining hurdle is to agree the date for the reduction of the working week to 39 hours and the associated changes in the calculation of overtime. Discussions will be resumed some time in August.

13. British Transport Docks Board (Non-Manuals - 1740)

Settlement date: 20 May 1981

Unions: TSSA, NUR, EETPU

Talks on salaried grades' pay opened on 23 June with an 8% offer. Discussions still have to take place on a reduction of 1 hour in the working week (see 12 above).

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## KEY TO ABBREVIATIONS

ABS	Assoc. of Broadcasting Staff
ACTSS	Assoc. of Clerical, Technical and Scientific Staff
AGSRO	Assoc. of Government Supervisors and Radio Officers
AMEE	Assoc. of Managerial Electrical Executives
APEX	Assoc of Professional, Executive, Clerical and Computer Staff
ASBSBSW	Amal. Socty. of Boilermakers, Shipwrights, Blacksmiths and Structural Workers
ASLEF	Assoc. Socty. of Locomotive Engineers and Firemen
ASTMS	Assoc. of Supervisory, Technical and Managerial Staff
BALPA	British Airline Pilots' Assoc.
CPSA	Civil and Public Services Assoc.
CSU	Civil Service Union
EETPU	Electrical, Electronic, Telecommunication and Plumbing Union
EMA	Engineers and Managers Assoc.
EPEA	Electrical Power Engineers Assoc.
FTATU	Furniture, Timber and Allied Trades Union
GLCSA	Greater London Council Staff Assoc.
GMWU	General and Municipal Workers' Union
IPCS	Institute of Professional Civil Servants
ISTC	Iron and Steel Trades Confederation
MATSA	Managerial, Admin., Technical and Supervisory Assoc.
NALGO	Nat. Assoc. of Local Government Officers
NCCC	Nat. Craftsmen's Co-ordinating Committee
NSMM	Nat. Socty. of Metal Mechanics
NUB	Nat. Union of Blastfurnacemen
NUPE	Nat. Union of Public Employees
NUR	Nat. Union of Railwaymen
NUSMWCHEDE	Nat. Union of Sheet Metal Workers, Coppersmiths, Heating and Domestic Engineers
POEU	Post Office Engineering Union
SCPS	Socty. of Civil and Public Servants
SIMA	Steel Industry Management Assoc
SPOE	Socty. of Post Office Executives
TGWU	Transport and General Workers' Union
TSSA	Transport Salaried Staff's Assoc.
TWSA	Thames Water Staff Assoc.
UCATT	Union of Construction, Allied Trades and Technicians

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## PUBLIC SERVICES

1. NHS Administrative and Clerical (123,000)

Settlement date: 1 April

Main Unions: NALGO, COHSE, NUPE

The staff side is claiming a substantial salary increase, restoration for the future of the link with non-industrial civil servants, broken in 1980; recoupment of the money lost since then as a result; annual leave improvements; and (separate from the main negotiations) a 35 hour week. At the meeting on 28 July a 'final' management side offer of 5.9 per cent on basic pay plus other improvements intended to comprise a 6 per cent package was rejected. The next meeting is scheduled for 25 August.

Comment

Now that the Civil Service has settled there is some hope that the staff side will accept the 5.9 per cent offer in August as on this occasion management side seem determined to preserve a small percentage for resolution of other problems.

2. NHS Ambulancemen (17,000)

Settlement date: 1 January

Main Unions: GMWU, NUPE, TGWU and COHSE

The trade union side of the Whitley Council is now ready to settle within the 6% pay factor but unions need to decide among themselves whether to opt for a 12 month or 15 month settlement (6½% or 7¼% on basic rates) and whether to take flat rate or differential increases. They will decide on 3 August, and thereafter joint secretaries will agree a settlement.

A review of terms and conditions of employment with particular reference to the feasibility of a salaried structure will begin this summer. All official industrial action has been called off.

3 Ambulance Officers (3,300)

Settlement date: 1 February

Unions: NALGO, COHSE, NUPE, TGWU AND GMWU

The Staff Side consulted members on alternative offers made on 15 April for ambulance officers and control assistants. The offers were (1) 6.04% on all basic salaries to cover the 12 months to 31 January 1982; and (2) 6.34% on all basic salaries to run for 14 months to 31 March 1982, together with 1 to 3 days additional leave for certain staff to match levels for ambulancemen taking into account the current offer to ambulancemen. Neither was acceptable to the officers and the Staff Side consulted the membership on their willingness to take part in industrial action in furtherance of an improved offer. Developments in the ambulancemen's Council are expected to produce a more favourable reaction to the offers and the JNC will reconvene on 12 August when it is expected that a settlement within 6% will be reached.

Comment

An offer which broadly preserves relativities with ambulancemen will probably prove acceptable. It seems unlikely that the officers will adopt a militant attitude.

4. Nurses and Midwives (492,000)

Settlement date: 1 April

Main Unions: RCN, COHSE, NUPE

At the Whitley Council meeting on 14 July, the staff side decided - after consulting their membership - to accept the 6% offer on basic pay and allowances linked to it. Other allowances are unchanged. The settlement is consistent with the NHS pay factor. Although DHSS Ministers have written to the Staff Side about future pay arrangements there has so far been no discussion with the Staff Side about the arrangements for next year's settlement.

Comment

The settlement is an important one for the NHS and will probably bring about early settlements in other NHS groups, namely professions supplementary to medicine, and other smaller groups.

6. Professions Supplementary to Medicine (25,000)

Settlement date: 1 April

Unions: various professional bodies

After rejecting three different 6% offers in pursuit of a claim to update salaries in line with New Earnings Survey figures, the staff side's constituent professional associations and trade unions now recommend to members acceptance of a 6% package giving 6% on all salary points and various minor improvements. These include improved emergency duty allowances for radiographers and a  $\frac{1}{2}$  hour reduction in the working week for orthoptists. The offer also provides for the immediate inclusion in the negotiating machinery of certain 'ad hoc' groups such as art and industrial therapists and building instructors.

Comment

A settlement is now possible without further negotiating meetings. The outcome of membership consultation is expected next week.

6. Medical Laboratory Scientific Officers (16,000)

Settlement date: 1 April

Unions: ASTMS, COHSE, NALGO, NUPE

At the fourth meeting of the Committee on 10 July, the Management Side made a final offer of 6% on all salary points and on each emergency duty rate. The Staff Side agreed to put this offer to the staff and reply by the end of the month. A settlement has now been reached.

7. NHS Maintenance Craftsmen and Assistants (24,000)

Settlement date: 1 January

Unions: EETPU, CSEU, NUPE, COHSE, TGWU, GMWU, FTATU, UCATT

The offer earlier accepted by MHS maintenance electricians and plumbers (partial consolidation of bonus earnings giving 6% in new money) has now been accepted by all

remaining groups, namely skilled and semi-skilled engineers and building and civil engineering craftsmen and labourers.

Comment

Conclusion of these and other main settlements with NHS improves the prospects for early settlements in the more senior works staff groups.

8. NHS Area and District Works Staff (3,900)

Settlement date: 1 April

Main Unions: STAMP, ASTMS, NALGO, COHSE, NUPE

At a meeting of the committee on 2 June the management side had offered an increase of 5.4% in basic pay and higher increases in the rates for emergency duties, conditional on the acceptance by the Staff Side of the full PTB council, that a small proportion of the pay factor should be reserved in each committee to fund improvements other than improvements in basic pay. At a subsequent meeting of the Council the full PTB Staff Side had taken the view that this year there should be no reserve fund of the kind proposed.

Management Side reviewed its position in the light of the Council Meeting and at a committee meeting on 22/7 offered an increase of 6% on pay point and on the rates for on-call stand-by-dates. The Staff side indicated that it would consult the staff and respond by the end of the month. It also indicated that staff were anxious that a settlement should be reached without further delay and it therefore seems likely that the offer will be accepted.

9. Police - Home Departments (134,322)

Settlement date: 1 September

Main Union: Police Federation

At the meeting of the full Police Negotiating Board on 22 July, agreement was reached on an increase of 13.2% from 1 September on all salaries of federated ranks and superintendents in line with the Edmund-Davies formula. This permits (May to May) police pay to be adjusted in line with the year on year movement in the average earnings index. The increase between May 1980 and May 1981 is 13.2%. The agreement is the basis of a recommendation to the Home Secretary who will accept in time for implementation on the settlement date. The settlement was announced by the Home Office on Friday 24 July.

10. Fire Service (36,500)

Settlement date: 7 November

Main Unions: FBU,NAFO

At a meeting of the Fire Service Joint Negotiating Council on 24 July the Management Side gave an undertaking that they would honour the index linking agreement for Fire Service pay in the 1981 pay negotiations. The Management Side had previously indicated that it was their intention to discontinue indexation. This change of policy reflects political changes in the GLC and AMC groups.

The indexation agreement has been in operation since 1977 and links Fire Service pay with pay of the upper quartile of Male Manual Workers given in the April New Earnings Survey with adjustment to the account of any further movement between April and their November settlement date.

Comment

Restoration of indexation will almost certainly lead to a settlement in excess of the 6% pay factor in the Rate Support Grant for 1981/82. The Fire Brigade Union had indicated that industrial action would follow if indexation was not honoured.

11. Non-Industrial Civil Service (562,000)

Settlement date: 1 April

Main Unions: CPSA,SCPS, IPCS, IRSF, CSU

Following informal discussions between CSD officials and representatives of the Council of Civil Service Unions (CCSU) the Government put revised proposals to the union side on 17 July. After a reassessment of the amount available within the cash limit, the Government has offered to increase basic rates of pay by £30 per head in addition to the previous 7% offer. The Government has also given an assurance that it will accept recourse to the Civil Service Arbitration Tribunal in 1982, if it proves impossible to achieve a negotiated settlement. This is on the understanding that the Government reserves the right to ask the House of Commons to approve setting aside an award on grounds of overriding national policy.

The Union have consulted their membership and on 30 July the CCSU voted to accept the offer and return to work.



12 Industrial Civil Service (148,000)

Settlement date: 1 July

Main Unions: AUEW, GMWU, GTWU, UCATT, EETPU

The unions' claim is for basic pay to be increased in line with the cost of living since their last settlement; for the number of conditioned hours in the working week to be reduced; and for the holiday entitlement to be increased. They have also made clear that they wish to reserve their position on alignment of their settlement date with that of the non-industrials and that they require a statement of intent on pay determination in the future.

An offer worth 7% to run for the year from 1 July 1981 was made on 1 July. The union side was offered the same assurances about the 1982 pay negotiations as the non-industrial civil service and told that the Government would in due course be ready to discuss pay determination for 1983 and beyond.

The union side said that it had wanted to receive alternative offers which could be put to members: a package worth 7% for 12 months or 5 $\frac{1}{4}$ % for 9 months, the latter enabling alignment of their settlement date with that for the non-industrials. They made it clear that they were not prepared to put the 7% offer by itself to their members.

CSD Ministers have now made a new offer which:

(a) gives the unions a choice between a 12 month and 9 month settlement from 1 July 1981;

(b) Following the recent offer to the non-industrials, increases the level of the offer to 7 $\frac{1}{2}$ % for a 12 month settlement and 5 $\frac{5}{8}$ % for a 9 month settlement.

They have also extended to the industrials the assurance given to the non-industrials that the Government would enter into negotiations in 1982 without a predetermined limit on settlement costs.

13 Local Authority APT and C Group (630,000)

Settlement date : 1 July

Main union : NALGO

An offer worth 7.5% has been accepted. It will give an increase of 7.3% for most staff with the remaining 0.2% being used for the restructuring of lower grades. The union's claim had been for an increase worth 13-14% plus other improvements.

Comment

This settlement is in accordance with the level of settlement reached for other local authority groups. It will be left to individual employing authorities to meet the cost in excess of the 6% pay factor but this may involve further manpower reductions.

14 Registrars of Births, Marriages and Deaths (1,700+)

Settlement date : 1 July

Unions : NALGO, SORO

Discussions continue on this regrading claim. Industrial action is also continuing.

15. Local Authority Chief Executives, Designated Chief Officers and Deputies

Chief Executives (453)

Settlement date: 1 July

Union: ALACE

Designated Chief Officers and Deputies (2,500)

Settlement date: 1 July

Union: Various professional officers associations; NALGO

A settlement has been reached for both groups giving increases of 2% from 1 April 1981, to remove discrepancies with other white collar staff which arose last year following the APT and C arbitration award, and 7.5% from 1 July.

Comment

The 2% increase prevents inverse differentials developing between the Chief Officers represented in the JNC and those Chief and Deputy Chief Officers represented in the JNC for APT and C Staff.

16. GLC/ILEA APT&C Grades (19,000)

Settlement date: 1 July

Unions: GLCSA, NALGO, NUPE

The union side has submitted a claim for an increase of 12.1% based on increases in various cost of living indices. The employers have now formally offered a package worth 7.5%. The unions have agreed to consider this offer, but there is unlikely to be any further discussion until the middle to end of August.

17. Metropolitan Police Traffic Wardens (1,100)

Settlement date: 1 July

Main Union: Civil Service Union

A claim has been submitted for increases (worth 7.5%) in line with those awarded to the Local Authority APT and C miscellaneous grades which cover provincial traffic wardens. Settlements for the Metropolitan Police Traffic Wardens normally follow this group. No offer has yet been made. CSD is considering the claim and no meeting has yet been arranged.

Comment

CSU are claiming a pay link with Civil Service security grades and have requested that the question be put to arbitration.

18. Magistrates Courts and Probation Service

Settlement date: 1 July

Unions: AMO, CPSA, SCPS.

Settlements have now been reached for these groups resulting in an increase of 7.5% for staff in Magistrates Courts and 7.9% for probation service staff. Both settlements are based on the settlement reached for local authority APT and C grades. The 7.9% in the probation service <sup>also</sup> includes provision to go part of the way to restore their traditional link with social workers.

New Town Whitley Council Grades GB (7,800)

Upper Salary Range (800) - Settlement date: 1 April

Union: NALGO

Grades I-IX (7000) - Settlement date: 1 July

Union: NALGO

There are two groups covered by the Whitley Council negotiations: those in the Upper Salary Range and those in Grades I-IX. Staff in the Upper Salary Range are by agreement percentage linked to a third group, the New Town Chief Officers, who have a direct and automatic link with the Civil Service.

The union has submitted a claim for the two groups covered by negotiations in the Whitley Council (the Upper Salary Range and Grades I-IX) which is based on that made by the Civil Service unions. It would give a 15% increase to all staff but also an additional 15% for Grades I-IX to rectify the large differential between the two groups. Other improvements are also claimed. The employers estimate the total cost of the claim as up to 40% of the paybill. They have made an offer worth about 6% based on restructuring which would end the automatic link between the Upper Salary Range and the Chief Officers and therefore with the Civil Service. This was rejected by the union side and it was agreed to make a joint reference to arbitration. It was also agreed that the award would be binding on both sides (technically subject to formal Government approval). ACAS has been asked to make arrangements for the issue to be heard by the Central Arbitration Committee.

Comment

The principal aim of the restructuring is a desirable one. The employers' case will rest on ability to pay related specifically to the administration cost ceilings imposed by DOE (in lieu of cash limits). The arbitrator might make an award in excess of 6% if he takes account of the traditional relationship (acknowledged by Clegg), with local government APT and C staff. This would be unlikely to have any significant public expenditure or repercussive effects in view of the small size of this group; but internal action may be necessary by the development corporations to keep costs within the ceilings. The Secretary of State could not use his powers of direction to overturn the award without the probability of successful legal challenge.

20. Local Authority Building and Civil Engineering Employees -  
(Scotland) (10,900)

Settlement date: 1 July

Unions: FTAT, UCATT

Agreement has now been reached on a settlement worth 7.5%.

Comment

This settlement is at the same level as that for Local Authority Building Employees in England and Wales.

21. Local Authority Plumbers (Scotland) (1515)

Settlement date: 1 July

Union: EETPU

An offer worth 7.5% has now been accepted.

22. Local Authority Chief Officials in Scotland (800)

Settlement date: 1 July

Main union: Various professional officers associations; NAIGO

An offer of an increase worth 7.5% from 1 July has been accepted.

The settlement also includes restructuring worth an additional 2% which the Standing Commission on Pay Comparability had recommended should be held in reserve for this purpose.

23. University Clerical Consortium (17,500)

Settlement date: 1 July

Unions : NALGO, NUPE, ASTMS

Agreement has been reached on an increase of 7% plus some restructuring at an additional cost of 0.2%. The unions had been claiming a 15% increase plus some restructuring and other improvements. The settlement is for a 12 month period and so involves no change of settlement date.

24. University Computer Operating Staff (750)

Settlement date: 1 July

Unions : ASTMS, NALGO

Agreement has been reached on an offer of 7% plus 0.2% for restructuring. The unions' had been claiming a 15% increase plus some restructuring. The settlement does not involve a change of settlement date.

25. Academic Staff in Central Institutions (Scotland) (1310)

Settlement date: 1 April

Unions : ASTMS, ALSCI

The unions are recommending to their members acceptance of an offer worth 6%. This follows an arbitration award of 6% for lecturers in Colleges of Education the outcome of which had been awaited by this group.

26. Service Medical and Dental Officers (1400)

Settlement date: 1 April

The Armed forces Review Body's supplementary report on the pay of Service Medical and Dental officers has now been received by the Prime Minister. It recommends increases which represent an additional 7% in the paybill. It is consistent with the increase given to doctors and dentists in the NHS and the Government's acceptance of the Review Body report was announced on 31 July.

## KEY TO ABBREVIATIONS

ALACE	Association of Local Authority Chief Executives
ALSCI	Association of Lecturers in Scottish Central Institutions
AMA	Association of Metropolitan Authorities
APT and C	Administrative, Professional, Technical and Clerical grades (Local Authority)
APTEC	Administrative, Professional, Technical, Executive and Clerical Grades (GLC/ILEA)
ASB	Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers
ASTMS	Association of Supervisory, Technical and Management Staff
AUEW	Amalgamated Union of Engineering Workers
COHSE	Confederation of Health Service Employees
CPSA	Civil and Public Servants Association
CSEU	Confederation of Shipbuilding and Engineering Unions
CSU	Civil Service Union
DDRB	Doctors and Dentists Review Body
EETPU	Electrical, Electronic, Telecommunication and Plumbing Union
FBU	Fire Brigades Union
FTATU	Furniture Timber and Allied Trades Union
GLCSA	Greater London Council Staff Association
GMWU	General and Municipal Workers Union
IPCS	Institution of Professional Civil Servants
IRSF	Inland Revenue Staff Federation
JCC	Joint Co-ordinating Committee
NAFO	National Association of Fire Officers
NALGO	National Association of Local Government Officers
NUPE	National Union of Public Employees
RCN	Royal College of Nursing
SCPS	Society of Civil and Public Servants
SORO	Society of Registration Officers
STAMP	Supervisory, Technical, Administrative, Managerial and Professional Section of UCATT
TGWU	Transport and General Workers Union
UCATT	Union of Construction, Allied Trades and Technicians