



FROM THE LEADER OF THE HOUSE
HOUSE OF LORDS

12 March 1983

Dear Adam,

Herein a brief outline of a number of policies which I think might be suitable for inclusion in the manifesto. I would be happy to expand further on any of them if you think that would be helpful.

The list is short, but I don't think that ^{many} ~~most~~ M.P.O. activities have much public interest: i.e. training, and recruitment to the civil service. I have not mentioned our policy of limited monitoring of the ethnic minorities in the civil service. The ^{Leeds} ~~Leeds~~ survey was undertaken in response to the Scarman Report. You might like to include something on it if there is time

LORD PAVY
SECRET

any thing directed towards the elimination in
the manifesto.

I have not talked about the future.
There will be further continuation of the end sentence -
but such a Treasury policy. I also believe, as
stated in M.P.O.'s ^{5 year} forward look that the
Scouting technique could be applied to some part of the
public sector - especially local government, the N.H.S.,
and if we are talking about efficient management
then a word on this should be included. It is not
however for M.P.O. to take the lead in proposals which
could also come from J.H.S.S. or D.O.E.

Yours ever

Tand

MPO

1. The country is fortunate in its Civil Service. Its high professional standards, integrity and impartial advice make it a great asset to us all.

The Civil Service has undergone great changes since 1979. By April 1984 it will be smaller than at any time since 1945 (reduced by [over 10%] already, saving the taxpayer [£600 million] each year; and will be 14% smaller by 1 April 1984). This has been achieved by setting a target on numbers, and by the scrutiny programme under the help and guidance of Lord Rayner. Scrutinies and reviews have now identified savings of over £300m a year.

All this work has been carried out by the civil servants themselves, and much of it has been published. It is therefore an example of open government.

3. This government has made good management a policy in its own right. This is illustrated by the Financial Management Initiative, and by new personnel policies. The latter include:

- improving motivation and morale: we are considering the introduction of merit pay
- greater employment of people with special skills, particularly business experience
- doubling the number of accountants in the next 10 years.

4. Women in the Civil Service. The Civil Service has always been in the forefront of the employment of women. We want to maintain this. We are committed to a policy of equal opportunities, and among other policies, will encourage more part-time work and job-sharing, to enable women to continue their careers while at the same time maintaining their domestic responsibilities.

5. Better service to the public. The government has introduced and sustained a determined campaign both to reduce the number of government forms, and to improve those that are necessary. So far 3600 have been abolished, and 2700 improved. This saves money now estimated at £15 million a year, and gives a greatly improved service to the public.

6. Quangos. The number of quangos has been reduced by over 350 since 1979.

[figures
may change
if
added]