

C O N F I D E N T I A L



DEPARTMENT OF TRANSPORT
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Jean Nick

I undertook to let you have a note on the arbitration procedures available to the LTE management and unions.

As part of the pay negotiation structure the LTE has a Wages Board. Reference can be either jointly when, providing both sides first agree, any decision would be binding; or unilaterally in which case it would not. The Board is chaired by Sir Roy Wilson QC, former President of the Industrial Arbitration Board. The unions would nominate ~~one~~ representative and the management the other. Management's current nominee, Mr H E Barber (former director of the Old British Aircraft Corporation) is drawn from the ACAS list of arbitrators. The unions customarily choose a Trades Union Official and in recent times this has been Mr Alan Sapper, General Secretary of the Association of Cinematograph Television and Allied Technicians.

In order for the Board to operate it would be necessary for both sides to

- a. agree terms of reference;
- b. prepare their cases;
- c. agree a date for the hearing;
- d. exchange their cases 7 days before the hearing.

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The earliest possible time for a hearing would be 10 days after a decision to go to arbitration. But this timescale would be exceptional and recent experience has been that several months elapse between the decision and the hearing.

As an alternative, ACAS offered at yesterday's meeting between both sides to quickly set up ad hoc Arbitration machinery, which need not necessarily be binding, if both parties agreed to this. LTE would not be averse to this since they consider that Sir Roy Wilson, although much experienced, is at 76, a little unfamiliar with current Arbitration practice.

I have just heard that ACAS have secured provisional agreement from both sides to meet under their auspices on Friday morning for further talks. There will not be any public announcement until tomorrow and then only if the unions do not back out. This is a ray of hope. But we cannot really build on it because it is very much last minute.

I am copying this letter to Private Secretaries of members of CCU, to Martin Vile and to Sir Clive Rose.

Yours

Genie

MRS E C FLANAGAN
Private Secretary

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