

MANAGEMENT IN CONFIDENCE



10 DOWNING STREET

FILE

CAJ

CC PRIVATE SECRETARIES
TO ALL MEMBERS OF
THE CABINET.

From the Principal Private Secretary

16 December 1985

Dear Private Secretary,

PERFORMANCE BONUS EXPERIMENT

The Prime Minister attaches great importance to the success of the performance bonus experiment. She has asked that each Cabinet Minister should make it clear to his Permanent Secretary that while he does not wish to become in any way involved in the administration of the experiment, he attaches considerable importance to the performance bonus experiment being made a success and that he looks to his Permanent Secretary to ensure that it is so.

I should be glad if you could draw the Prime Minister's point to the attention of your Minister so that he can speak to his Permanent Secretary accordingly.

I am sending a copy of this letter to the Private Secretaries of Cabinet Ministers Sir Robert Armstrong and Sir Robin Ibbs.

Yours sincerely
Nigel Wicks

N.L.WICKS

The Private Secretary

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CAJ.



10 DOWNING STREET

From the Principal Private Secretary

1. SIR ROBERT ARMSTRONG
2. MINISTER OF STATE, PRIVY COUNCIL OFFICE

PERFORMANCE BONUS EXPERIMENT

The Prime Minister has now read the minutes of 29 November from the Minister of State Privy Council Office and yourself as well as Sir Robin Ibbs's minute of 6 December.

The Prime Minister has indicated that she attaches great importance to the success of the performance bonus experiment. She certainly agrees that more work needs to be done by Departments and the MPO towards making the experiment the success that is necessary and she looks to Mr Luce and Sir Robert Armstrong to ensure that this work is done. She therefore agrees that Sir Robert Armstrong should proceed as he suggests in his minute and she looks forward to receiving in the spring, after the first distribution of bonuses, the report Sir Robert promises.

The Prime Minister also agrees with Sir Robin Ibbs that action needs to be taken and a clear lead from the top of each Department is essential if this opportunity for improving Civil Service performance is not to be lost. She therefore has asked that I should write, as Sir Robin Ibbs proposes, to Private Secretaries of Cabinet Ministers asking Cabinet Ministers to make it clear to their Permanent Secretaries that without becoming in any way involved themselves, the Cabinet Minister should stress his wish that the performance bonus experiment be made a success and that

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they look to their Permanent Secretaries to ensure that it is so.

Finally, the Prime Minister has noted that Mr Luce will be reviewing the inclusion into the scheme of any Private Office staff left out.

I am sending a copy of this minute to Sir Robin Ibbs.

N. L. WICKS

16 DECEMBER 1985

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