

VICE-CHANCELLOR'S LODGE
GROSVENOR ROAD
LEEDS LS6 2DZ

29.12.80

Dear Prime Minister,

I saw Edwin Plowden on Christmas Eve, and he told me both that you wanted the Review Body on Top Salaries to continue (which I was delighted to learn) and also that you would like me to continue to be Chairman, with Edwin acting on my behalf.

That is fully acceptable to both of us as a temporary arrangement, but I feel I should point out one difficulty. Edwin is determined - rightly - that this year's Report should be submitted as early as possible after April 1st, ^{the date} to which its recommendations will relate. (Of course the work will be significantly less burdensome than in previous years, both for the members of the Review Body and the office, now that the nationalised industries have been removed from our terms of

reference.) When, however, the Report is completed, I do not see how it can rightly appear over my own signature, since whilst I am still receiving papers, I shall not have been attending meetings, nor have heard any of the relevant evidence. It therefore seems to me that my formal resignation as Chairman of the Review Body should not be delayed beyond, say, the first half of March, and Lord Plowden (with whom I discussed the point on my own initiative) would concur in this view.

I should also like to express the hope, very strongly, that you might find it acceptable to ~~propose~~ make him a formal offer of the chairmanship of the Review Body in succession to myself, either sine die, or alternatively for a fixed period (two years? three years?). I know Lord Plowden will shortly be seventy-four (though he seems far younger). But a) he has a quite unique record of experience and responsibility as a most successful senior civil servant (I am thinking

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Especially of his advice to RAB in the years immediately after 1951), and as chairman, successively, both of a nationalised industry and of a major private company; and b) for a variety of reasons, there is no other ~~exists~~ presently serving member of the Review Body who could, or would, take on the job; Harold Atcherley has served from the beginning, but he is already chairman of the Armed Forces Review Body, and I know he wouldn't want further to extend his responsibilities in this field.

I must also add that I do not believe it would be either right or wise to attempt to bring in an outsider as Chairman, before he had had time to discover for himself the 'inwardness' of much of the work; I'm thinking especially of that part of our remit that relates to the higher judiciary - a very complex area, where we've depended a great deal on the expert advice of Sir George Coldstream.

I am confident that Lord Plowden, if pressed, would agree to take on the chairmanship at least for a fixed term, and strong indications have reached me that such a solution would come as a great relief to the other members of the Review Body. The matter also seems to

me of such importance that I hope you'll forgive an m/s left
as the University, with its typing services, isn't reopening until after
the New Year.

Yours sincerely

Edward Boyle

APPOINTMENTS IN CONFIDENCE



CIVIL SERVICE DEPARTMENT
WHITEHALL LONDON SW1A 2AZ

Telephone 01 273 5400

*Sir Ian Bancroft G.C.B.
Head of the Home Civil Service*

*Copied to Cabinet
Office*

p.a.

Tim Lankester Esq
10 Downing Street
LONDON SW1

27 January 1981

Dear Tim,

TSRB CHAIRMANSHIP

... You wrote to me on 16 January telling me the result of the Prime Minister's conversation with Lord Plowden about the chairmanship of TSRB. In the light of this, I attach a draft reply to Lord Boyle's letter of 29 December.

The Prime Minister cannot yet send a formal letter of appointment to Lord Plowden as Lord Boyle has not formally resigned. However, once he has received the Prime Minister's reply to his letter of 29 December, he is unlikely to delay long before doing so. When he does I will provide both a draft reply from the Prime Minister accepting his resignation and thanking him for his service, and a draft letter formally inviting Lord Plowden to take the job.

*Yours ever,
Jeremy Colman*

JEREMY COLMAN
Private Secretary

APPOINTMENTS IN CONFIDENCE

DRAFT LETTER FROM THE PRIME MINISTER TO LORD BOYLE

TSRB CHAIRMANSHIP

Thank you for your letter of 29 December.

I sympathise with your feeling that the next report of the Review Body should not appear over your signature, much though I regret the circumstances which have led you to take this view. I also agree that the most sensible plan would be for ^{Edwin} ~~Lord~~ Plowden to take over the chairmanship. I have spoken to him informally about this and he is prepared to take on the job though he does not yet feel able to commit himself for a fixed period beyond the publication of the next report.

The way is thus open for you to resign formally when you think it appropriate. I will then appoint ^{Edwin} ~~Lord~~ Plowden.



ECON. VOL.

HS

10 DOWNING STREET

From the Private Secretary

16 January 1981

~~BF~~ 23.1.81

At the end of the Prime Minister's meeting with Lord Plowden yesterday, they had a word about the Chairmanship. Lord Plowden said that, ideally, he would like to leave the Review Body once the present Review on Senior Public Servants was completed - i.e. by about the beginning of April. At least until he had considered further how it would fit in with other activities, he did not wish to take on the Chairmanship for a fixed term. The Prime Minister said that she hoped very much that Lord Plowden would be prepared to serve as Chairman in succession to Lord Boyle, but she accepted that Lord Plowden did not feel able to commit himself to a one or two year term at the present time. She suggested that he should take over the Chairmanship formally at once, and that the question of the term should be left open for the time being.

Lord Plowden said that he was content to take over on this basis.

In the light of this, I would be grateful if you could now let me have a draft letter for the Prime Minister to send to Lord Boyle, and also - presumably - she will need to send a formal letter of appointment to Lord Plowden.

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Jeremy Colman, Esq.,
Civil Service Department.

GB

APPOINTMENTS IN CONFIDENCE



CIVIL SERVICE DEPARTMENT

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*Sir Ian Bancroft G.C.B.
Head of the Home Civil Service*

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10 Downing Street
LONDON SW1

9 January 1981

Dear Tim,

TSRB CHAIRMANSHIP

You wrote to me on 31 December asking for Sir Ian Bancroft's advice on a letter to the Prime Minister from Lord Boyle. Lord Boyle had suggested that he should resign as Chairman of the Top Salaries Review Body not later than the first half of March and that Lord Plowden should be appointed to replace him.

... Sir Ian agrees with the Prime Minister that Lord Boyle's advice should be accepted. It is true that none of the other members of TSRB (a list of whom is attached) could or would take on the job and that it would be unwise to bring in an outsider who knew nothing of the work. Sir Ian also feels that Lord Plowden would make a suitable chairman.

As for the length of time Lord Plowden should be asked to serve, Sir Ian is sure that it should be a fixed term and suggests either one or two years after the end of the current review. The shorter period is suggested by Lord Plowden's age (nearly 74) and his desire to cut down on his public commitments. However the longer period would give more time to get a successor properly settled in and is favoured by Lord Boyle. As the arguments are finely balanced Sir Ian feels, subject to the Prime Minister's views, that Lord Plowden should be offered the choice of serving for one or two years from the end of this review.

Lord Boyle is confident that if pressed Lord Plowden would accept the Chairmanship. Sir Ian believes that the chances of persuading him would be greatest if the Prime Minister had a word with him. An opportunity would arise following the meeting between the Prime Minister and Lord Plowden already arranged for 15 January.

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It would be best if the reply to Lord Boyle could await the outcome of the Prime Minister's informal word with Lord Plowden. I will send you a draft as soon as we know what this is.

It is possible that there will be several changes in TSRB membership following the current review, and we have already started to consider possible new members. We will now extend this search to include future candidates for the chairmanship.

Yours, Jeremy Colman

JEREMY COLMAN
Private Secretary

APPOINTMENTS IN CONFIDENCE

TOP SALARIES REVIEW BODY

<u>Member</u>	<u>Date of Appt.</u>	<u>End of Appt.</u>	<u>Age</u>
<u>Chairman</u>			
Lord Boyle	2.11.78	indefinite	57
<u>Members</u>			
Andrew Leggatt QC	12.2.79	unspecified	50
Sir Harold Atcherley	Concurrent with AFPRB membership		62
Sir George Coldstream	2.11.78	indefinite	73
Lady Seear	2.11.78	indefinite	67
Lord Hirschfield	2.11.78	indefinite	67
Lord Plowden	3.11.77	3.11.80	73 (74 in Jan '81)



GC/PA

10 DOWNING STREET

From the Private Secretary

31 December, 1980.

~~JE 7.1.81~~

I enclose a letter from Lord Boyle in which he suggests that Lord Plowden should take over formally from him as Chairman of the Top Salaries Review Body not later than 1 March. The Prime Minister's initial reaction is that this would be the right solution, but she would be grateful for Sir Ian Bancroft's advice. Could you also please let me have a draft letter for the Prime Minister to send to Lord Boyle.

T. P. LANKESTER

Jeremy Colman, Esq.,
Civil Service Department.

jfh

Eum PA.

30 December 1980

I am writing on behalf of the Prime Minister to thank you for your letter of 29 December which I will place before her at once.

TPL

The Rt. Hon. Lord Boyle of Handsworth.

PRIME MINISTER

At Flag A is a letter from Lord Boyle saying that he hopes you will agree that Lord Plowden should take over formally from him as Chairman of TSRB not later than the first half of March. At Flag B is a letter from the Lord Chancellor making the same point but also drawing your attention to the likelihood that some very left wing Labour people will be elected to the GLC next year.

You have already told Lord Plowden that he should continue as acting Chairman of TSRB for the time-being. If Lord Boyle really thinks he must stand down - and if he is not going to be able to attend the meetings before next year's Report I think we must accept this - I imagine you will agree with him that Lord Plowden should take over as formal Chairman. However, we would normally take Ian Bancroft's advice on this; and if you agree, I will seek his advice. Although Lord Boyle's letter is written in manuscript, it is not a particularly "personal" letter, and I hope you will agree that I should show Bancroft a copy of it.

Yes please
Shall I ask David Wolfson to follow up Lord Hailsham's point about the GLC election and the suggestion that the Party organisation in London should report? I attach a draft reply which you may wish to send to Lord Hailsham.

S. J. Pike

pp TZ

30 December 1980