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70 Whitehall, London SW1A 2AS Telephone 01-233 8319

Secretary of the Cabinet and Permanent Secretary to the Management and Personnel Office

Sir Robert Armstrong GCB CVO

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21 June 1983

Monitoring Report on Public Service Pay

Pending reconstitution of Cabinet Committees on the economic side, I am sending to you and the Private Secretaries of the other Ministers primarily concerned with public service pay matters the attached copy of the latest monthly Monitoring Report prepared by officials.

R. HATFIELD

(R P Hatfield)
Private Secretary

J O Kerr Esq

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F E R Butler Esq



CABINET OFFICE

With the compliments of
The Private Secretary to the
Secretary of the Cabinet

70 Whitehall, London SW1A 2AS
Telephone 01-233 8319

Mr. Scholar ✓

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MONITORING REPORT ON PUBLIC SERVICE PAY

Note by the Chairman of the
Official Committee on Public Service Pay (PSP(0))

The latest Monitoring Report prepared by officials on public service pay is attached.

Police

2. The Edmund-Davies formula for updating police pay rates by linking them with the increase in the May figure of the Department of Employment's Average Earnings Index is likely this year to result in an increase of about $7\frac{3}{4}$ to $8\frac{1}{4}$ per cent in rates. That would mean an unhelpfully large settlement at the very outset of the next pay round. (The settlement date is 1 September; negotiations begin on 21 July). It will be necessary to consider how to handle police pay so as to minimise the impact on the pay round as a whole. The Home Secretary will be considering this: when he has done so he will no doubt wish to consult colleagues.

Industrial Civil Service

3. The Chancellor of the Exchequer will shortly be considering next steps towards a pay settlement for the industrial Civil Service, the most significant public service group with whom negotiations are currently in progress. He will no doubt wish to inform colleagues how he proposes to proceed.

Signed P L GREGSON

Cabinet Office
20 June 1983

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PUBLIC SERVICE GROUPS

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PUBLIC SERVICE GROUPS

PART I: CURRENT AND FORTHCOMING NEGOTIATIONS

1982/83 Pay Round

Review Bodies

1. Top Salaries Review Body

An announcement on the two reports by the Top Salaries Review Body was made on 12 May. The report dealing with senior civil servants, senior officers in the armed forces and the higher judiciary recommended increases to salaries of about 12%, comprising new average increases of 6.9% plus the shortfall of nearly 5% from last year's recommendations. The other report dealing with the salaries of Members of Parliament and of Ministers recommended increases of up to 47% for Ministers and 30% for MPs. Decisions on both reports were deferred until after the election, although the Prime Minister made it clear in a written answer that as far as Cabinet Ministers were concerned, the increases proposed were of a magnitude which they could not possibly accept, and hoped that Members of Parliament would take a similar view about the recommendations affecting their own salaries.

Comment

The Ministers immediately concerned will be considering what proposals should now be made on both reports. The Government's proposals on MPs' and Ministers' pay will need to be debated in Parliament.

Education

2. University Groups

(a) University Manual Workers (11,000)

Settlement date: 1 April

Unions: NUPE, TGWU, GMBATU, AUEW, CSEU, UCATT

On 17 March, the unions submitted an advance claim for a substantial flat rate increase, a shorter working week and improved conditions of service. This claim was formally presented at a meeting of the Central Council of Non-Teaching Staffs (CCNS) on 30 March. Although it was not quantified, it is estimated to be worth about 15%. At a meeting on 3 June the employers offered a flat-rate increase of £3.30 per week on all scales, worth 4.7% on the paybill, and some restructuring which would add a further 0.1% to the paybill. The effect on average earnings is likely to be similar. The unions are to put the offer to their membership without a recommendation.

(b) University Clerical Consortium (20,000)

Settlement date: 1 July

Unions: NALGO, NUPE, ASTMS

On 17 March the unions submitted an advance claim for a 14% increase on all salary points with a minimum rate of £93 per week; a 5 day increase in holidays; a shorter working week (36½ hours to 35) and grade restructuring. This claim, which is estimated to be worth over 20% on average earnings, was formally presented at a meeting of the CCNS on 28 April. At a further meeting on 9 June an offer was made of 4.6% on salary to those in the lower and top grades and 5.4% to those in the middle grades. The offer is worth 4.95% on average earnings. The unions have accepted the offer and are to put it to their membership without a recommendation.

Local Authorities

3. Local Authority Building and Civil Engineering Employees (Scotland)
(10,734)

Settlement date: 1 July

Unions: FTATU, UCATT, TGWU, GMBATU

The unions have presented a claim for a substantial increase, a reduced working week, increased leave entitlement and other improvements. Although it has not been quantified, the claim is estimated to be worth about 10%. The next meeting has been arranged for 22 June.

Comment

This group is liable to be influenced by the English local authority building trade operatives' settlement at 4.87%.

4. Greater London Council/Inner London Education Authority - Administrative, Professional, Technical, Executive and Clerical Grades (19,000)

Settlement date: 1 July

Unions: GLCSA, NALGO, NUPE

The unions have submitted a claim for a substantial increase, a change in settlement date to 1 April, a reduction in the working week and some structural changes. Negotiations are expected to continue in mid-June.

Comment

The non-industrial civil service settlement at 4.86% and the settlement at 4.9% for local authority non-manuals are liable to influence the forthcoming negotiations.

Civil Service

5. Industrial Civil Service (135,200)

Settlement date: 1 July

Unions: AUEW, GMBATU, TGWU, UCATT, EETPU, ASBSBSW, APAC, NUSMW, FTATU

The unions have submitted a claim for:-

- (a) a substantial increase in basic rates and an examination of the present pay banding structure;
- (b) an increase in payments under the Special Efficiency Scheme and an examination of the possibility of consolidating bonus into basic pay;
- (c) a minimum of five weeks' annual holiday and the abolition of management discretion over the timing of the two days leave conceded in 1980;
- (d) alignment of the working week with non-industrials (from 39 hours) as a move towards the 35 hour week; and
- (e) a review of all allowances.

A meeting of the pay sub-committee of the Joint Co-ordinating Committee took place on 21 April at which the detail of the claim was considered and the trade unions' priorities were assessed. A further meeting has not yet been arranged. The Chancellor wrote to colleagues on 13 May setting out his view that the negotiations should wait until after the election.

Comment

The settlement concluded for the non-industrial Civil Service will influence these negotiations.

Bank of England

6. Bank of England Banking Staff, Technical and Services Staff (4,430)

Settlement date: 1 July

Union: BESO

The Staff Side has put in a claim for a 7.8% increase in salary, extra leave, reduced working hours and other improvements. The Bank has offered 5% on average earnings, in line with the settlement at this level by the clearing banks, and do not intend to make any improvement in this offer.

7. Minor Groups

(a) Scottish Local Authority Electricians (1,430; SD: 1 January)

This group submitted a claim for a basic rate increase in line with the electrical contracting industry basic rate (requiring an 8% increase). An offer of 4.5% made at a meeting on 2 February was rejected. At a further meeting on 31 March an improved offer of 4.89% was also rejected. The union, which has a unilateral right of access to arbitration, said it wanted to take its claim to arbitration. ACAS suggested that conciliation should be attempted before arbitration was resorted to, and a meeting with ACAS took place on 14 April. No agreement was reached, and the process of formal arbitration has now begun. The hearing was to take place on 17 June.

Comment

This group usually follows the settlement for electricians in England and Wales (who follow other craft groups and not the ECI rate). Electricians in England and Wales have already settled for 4.87%.

(b) Forestry Workers (4,500; SD: 2 February)

A claim for a 7.4% increase on basic rates was submitted, based on the average of the increases awarded to agricultural workers in England and Wales (7.1%) and in Scotland (7.8%). The Forestry Commission was authorised to make an offer of 4%, and this was presented at a meeting on 16 May. The offer was rejected, and no further meeting has yet been arranged.

Comment

Pay is normally settled in line with the recommendations of the Agricultural Wages Boards, although last year 3% was withheld to take account of forestry workers' more favourable superannuation arrangements for which no pay adjustment had previously been made. This was intended as a first step towards bringing forestry workers into line with industrial and non-industrial groups in the Civil Service to whom a pay adjustment is already applied in recognition of superannuation benefits. A similar adjustment is being sought this year. The Agricultural Wages Board in England and Wales has provisionally agreed an extra 5% on basic rates for agricultural workers to come into effect from September on top of the previous increase awarded in January. The new rise will last until the end of next May, and in future the settlement date for agricultural workers' pay will be 1 June instead of 1 January. These changes will have repercussions on the current pay negotiations for forestry workers.

(c) Scottish Chemist Contractors (1,200; SD: 1 April)

The Scottish Home and Health Department distributed a letter to chemists at the end of March, informing them that for 1983/84 it planned to update labour costs and the notional salary of working proprietors by 3.5%. No response has yet been made.

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(d) Bank of England Printing Works Staff (1,200; SD: 24 April)

An offer of 4.6% on rates has been accepted by the majority of staff and it is expected that the rest will follow suit.

(e) Probation and After-Care Service, Probation Officers (5,397; SD: 1 July)

Negotiations for probation officers' pay have begun with the presentation of a claim for flat rate increases for all grades together with a restructuring of scales, the formal implementation of the 37 hour week (previously agreed in principle), and an increase in London weighting. The probation service Joint Negotiating Committee met on 10 May to consider the claim, which is estimated to amount to about 18% on average earnings. The employers' side said that they needed more time to consider their reply, but that they intended to make an offer in line with other relevant public service settlements which, they noted, were running at varying percentage points over 4 per cent. The JNC met again on 13 June when an offer of 4.9% on average earnings was made. The unions are recommending acceptance of the offer, and the Home Secretary will be consulting colleagues on it.

(f) New Towns Staff (7,800; SD: 1 July)

On 11 March the claim was presented for a general increase to recompense staff for the rise in living costs and to recoup for the erosion of real wages in the interval since the report of the Standing Commission on Pay Comparability, the distribution to give special protection to the low paid, a reduction in the working week to 35 hours and structural changes. At a meeting on 13 May an offer was made of a 4.85% increase to salary across the board with a further 0.1% on the pay bill for restructuring. The offer was accepted by the Staff Side at the annual group meeting on 13 June, and the approval of DoE Ministers is now being sought.

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(g) Local Authority Designated Chief Officers and Deputies and Chief Executives (3,609; SD: 1 July)

On 6 April the new Joint Negotiating Committee was established to cover all chief officers and deputy chief officers. The first meeting of the new JNC took place on 10 May, when a 13½% claim was presented. The JNC for Chief Executives also met on 10 May, and an unquantified but substantial claim was submitted. The next meeting is not expected to take place until the end of July.

Comment

The 1983 pay negotiations are likely to prove difficult in the light of the comments made by the arbitrator in his 1982 award about the unsatisfactory relative pay levels of some members of this group. The recommendations of 12% by the Top Salaries Review Body this year are also likely to have an influence on these negotiations.

(h) University Clinical Teachers (3,400; SD: 1 April)

At a meeting of the Staff Side on 27 May it was proposed that the increase which doctors and dentists are to receive should be applied to the salaries of University Clinical Teachers. A response is now awaited from management, who are asking the Government for the additional funds to finance an increase above cash limits.

Comment

Salaries have in the past been adjusted in the light of the recommendations of the Doctors' and Dentists' Review Body. The request by management for additional funds raises the difficult question of an adjustment to a cash limit retrospectively to accommodate a settlement rather than making savings elsewhere to provide for the increase. DES is pursuing this with the Treasury.

(i) University Computer Operating Staff (750; SD: 1 July)

On 4 May the unions presented a claim for a substantial increase on all salary points with the aim of restoring pay to the value set by the 1981 comparability award. A further meeting has been arranged for 1 July.

1983/84 Pay Round

8. Police (138,000)

Settlement date: 1 September

Main Union: Police Federation

Increases in police pay have since 1979 been determined by the updating formula recommended by the Edmund-Davies Committee, which links them with the increase in the May figure of the Department of Employment's Average Earnings Index. The actual figure for May (due to be published in July) is expected to be about 8% although the underlying rate is expected to be around 7%. The difference is due to special factors, mainly back pay and earlier settlements than in the 1981/82 pay round. If the present formula is applied an increase of around 8% would therefore result.

Comment

A high settlement for the police might be unhelpful at the start of a new pay round. Accordingly, consideration might be given to whether it is possible to secure some slight reduction in the likely level of the 1983 settlement without departing from current commitments to Edmund-Davies. The proposals which have been made for changes in rent allowances will also be relevant. Subsequently, consideration could be given to negotiating more radical changes, but these almost certainly could not be implemented before 1984.

Long-Term Pay Arrangements

9. Non-Industrial Civil Service (498,900)

Settlement date: 1 April

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

The Chancellor announced on 21 December that the Government approved the broad approach of the Megaw Committee and that it intended to start negotiations with the unions on long term pay arrangements. A procedural meeting took place on 27 January to launch discussions. The two sides have been meeting regularly.

Comment

A report to Ministers will be made shortly on progress in the discussions with the unions and to seek further instructions.

10. Industrial Civil Service (135,200)

Settlement date: 1 July

Unions: AUEW, GMBATU, TGWU, UCATT, EETPU, ASBSBSW, APAC, NUSMW, FTATU

Ministers have given assurances to the unions representing the industrial Civil Service that the Government would be ready to have full discussions with them about how the principles enunciated by the Megaw Inquiry might be applied to the industrial Civil Service. The unions are now pressing for these discussions to start and will expect an early response now that the election is out of the way.

Comment

A submission will shortly be made to Ministers on whether officials should begin exploratory discussions with the unions on longer-term pay arrangements, possibly along the line of the Megaw Report.

11. National Health Service(a) Nurses, Midwives and Professions Allied to Medicine (519,000)

Settlement date: 1 April

Main representative bodies: COHSE, NUPE, RCN, NALGO, ASTMS

As part of the two year settlement with these groups the Government agreed to set up a review body to advise on pay from 1 April 1984 onwards. The Government proposes that the review body should be along the lines of the Doctors' and Dentists' Review Body and should cover all qualified and unqualified nursing staff and that the Whitley Councils for the relevant groups should be abolished. In future, negotiations on terms and conditions would be between the DHSS and the unions, without involving NHS managers in the negotiations themselves. A consultation document on the detailed arrangements (ie. the composition and membership of the body, the staff to be covered by its remit and its terms of reference), approved by the Prime Minister, was published on 22 February, following an announcement in Parliament. The deadline for comments was 6 April. The responses have shown a clear consensus for the principle of review body coverage, though there have been differences over which groups should be covered by it. The Royal College of Nursing with BMA support, objects to the proposal to include auxiliary nursing grades and has requested a meeting with the Prime Minister to discuss the matter. NUPE and COHSE, however, argue strongly for their inclusion. There is opposition from management and most unions to the suggestion that the Whitley Council negotiating machinery should be abolished, and concern has been expressed about the circumstances in which Government might reject the review's recommendations.

Comment

Although the Royal College of Nursing is pressing its objections to the inclusion of nursing auxiliaries strongly, few new arguments have been raised which might cause the Secretary of State for Social Services to recommend significant changes to the Government's proposals. Both the general principles governing the review body and the membership will need to be settled before the review body can be established and begin work. The review body is not likely to be established until the summer. In 1984 some interim arrangements might be necessary to settle the pay of the groups with which it would deal. An announcement on the latest position is expected to be made shortly after the new Parliament assembles. No doubt the Secretary of State for Social Services will be writing to colleagues in advance of any such announcement.

Recent press reports have suggested that COHSE, the largest health service union, is pressing for this year's pay negotiations to be re-opened for nurses and midwives in the light of the recommendations by the Doctors and Dentists Review Body. The Department of Health and Social Security doubts whether the other unions will join COHSE in its attempt to re-open talks, but affirms that, even if they do, the management side's response to any such demand will be a rejection.

(b) Non-Nursing Groups (414,410)

Settlement date: 1 April (mainly)

Main Unions: NUPE, GMBATU, COHSE, TGWU, NALGO, ASTMS

The Government has also agreed to discussions on long term arrangements (but not a review body) for non-nursing groups. Proposals from the Secretary of State for Social Services about the basis on which discussions with the unions should be opened were considered by E(PSP) on 12 April. However, views were divided on whether the Government's commitment required it to put forward specific proposals to the unions,

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and no agreement was reached. The Secretary of State for Social Services was invited to submit further proposals to allow the Sub-Committee to assess the advantages and disadvantages of the course he was recommending and in particular to provide details of the system of constrained collective bargaining which he favoured. The preparation of this paper was on the understanding that it was without prejudice to the eventual resolution of the difference of view which had emerged in discussion.

The Secretary of State for Social Services wrote to the Chancellor on 29 April reporting that the TUC Health Services Committee intended to seek a meeting with DHSS officials to explore the Government's commitment to enter into discussions about improved pay arrangements for these groups. The Chancellor replied on 9 May suggesting the Secretary of State for Social Services write to colleagues setting out the proposed line to take. There have been no developments during the election period.

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PART II: SETTLEMENTS CONCLUDED SINCE THE LAST REPORT

1982/83 Pay Round

Education

1. Part-time Tutors in Extra-Mural Departments (3,000; SD: 1 October)

An increase of 5% in average earnings following the university non-clinical academic staff's settlement in April 1982.

2. Further Education Teachers (England and Wales) (80,000)

Settlement date: 1 April

Unions: NATFHE, APC, NSAE, AAES, APT

At a meeting on 6 May a settlement was reached providing an increase of 4.5% on all scales plus an across-the-board increase of £51, worth 4.953% on average earnings overall.

3. University Non-Clinical Academic Staff (40,000)

Settlement date: 1 April

Union: AUT

The agreement reached in Committee 'A' on 28 April for an increase of 4.6% on salary across the board with some adjustments to scales has now been approved by the Government. The deal is worth 4.7% on average earnings.

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4. Youth Leaders and Community Centre Wardens (2,100; SD: 1 April)

A settlement has been reached providing an increase of 4.75% on all salary points (the same on average earnings).

5. Local Authority Inspectors and Advisers (3,000; SD: 1 April)

An agreement has now been reached that this group will follow the Burnham Primary and Secondary Teachers' settlement and receive an increase of 4.98% on average earnings.

National Health Service

6. NHS Maintenance Workers - Engineering Craftsmen (5,530) and Semi-skilled Engineers (3,655)

Settlement date: 1 January

Unions: CSEU, COHSE, TGWU, GMBATU, NUPE

The unions approved the offer, and a settlement was reached for a package, which is to last for 15 months, worth 6.07% on average earnings.

7. NHS Maintenance Workers - Building Operatives (9,300)

Settlement date: 1 January

Unions: UCATT, TGWU, GMBATU, FTATU

The unions have accepted the offer of a 15 month agreement which increases basic rates by 5.6% for craftsmen and 5.3% for labourers. The settlement also includes the payment of premium rates for the first hour of overtime and is worth 6.07% overall on average earnings.

8. NHS Doctors and Dentists (94,950)

Settlement date: 1 April

Unions: BMA, BDA

Following the Government's acceptance of the Doctors and Dentists Review Body's recommendations an offer was made of 6% on salaries from 1 April 1983 with a further 2.7% from 1 January 1984 to restore the abatement from last year's recommendations. In addition junior hospital doctors and dentists were offered higher supplementary payments amounting to a further 1% on the pay bill. The offer has now been formally accepted and will provide an increase in average earnings of 7.7% in the first year (9.7% in a full year).

Armed Forces

9. Armed Forces (334,000)

Settlement date: 1 April

Following the Government's acceptance of the Review Body's recommendations, increases ranging from 3.9% to 9.9% on salary will be paid to personnel up to and including brigadier. The award will increase the pay bill and average earnings by 7.2%.

Broadcasting

10. British Broadcasting Corporation (27,556)

Settlement date: 1 April

Unions: ABS, NUJ, EETPU, NATTKE, SOGAT

Agreement has been reached for an increase of 4.6% on basic salaries, a flat-rate payment of £50 across the board and an increase of £100 in London weighting. The settlement will increase the paybill and average earnings by 5.6%. It is understood that, although EETPU and NUJ have still to accept the offer formally, the BBC is to implement the offer for all staff.

Civil Service

11. Non-Industrial Civil Service (498,900)

Settlement date: 1 April

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

The settlement was formally agreed on 5 May for an increase of 4.86% on average earnings. This provides 4% for staff on the maximum of their salary scale and 3.5% for others, with in addition an across the board increase of £70 for all adult staff. Inner London weighting is to be increased by £30 to £1250 (2.5%), and a new intermediate zone is to be established from 1 October 1983; the rate for this will be £700. There will be no difference to the rate in the remainder of the existing Outer London zone. Proficiency and responsibility allowances are to be increased by 4.5%.

12. Government Teachers (1,740; SD: 1 April)

An increase of 4.98% on average earnings following the Burnham Primary and Secondary Teachers' settlement.

13. Forestry Commission Non-Industrials (2,400; SD: 1 April)

An average increase of 4.86% on earnings following the non-industrial civil service settlement.

Local Authorities

14. Local Authority Administrative, Professional, Technical and Clerical Grades (672,805)

Settlement date: 1 July

Unions: NALGO, GMBATU, NUPE, TGWU, COHSE

On 26 January the unions submitted a claim for an increase of £15 per week plus 3% together with a 35 hour week, certain structural changes and a change of settlement date to 1 April. It is estimated that the effect of this claim on average earnings could be as much as 25%. At a meeting on 26 April the employers rejected the claim to reduce the working week and the proposed change of settlement date, and made an opening offer of 4.25% on basic rates plus 0.15% for structural changes (4.4% on the paybill overall). The unions rejected the offer, and at a further meeting on 18 May an improved offer was made of increases in basic rates ranging from 4.64% to 5.47% (4.819% on the pay bill) and a restructuring of the salary scale which would add a further 0.075% to the pay bill. The overall effect of the offer on average earnings is estimated to be about 4.9%. The offer was accepted by the main union, NALGO, at its annual delegate conference on 13 June.

PUBLIC SECTOR SETTLEMENT DATES IN THE NEXT FIVE MONTHS

<u>SETTLEMENT DATE</u>	<u>NEGOTIATING GROUP</u>
1 July 1983	Greater London Council/ILEA - APTEC grades (19,000)
1 July 1983	Local Authority - APT & C grades (672,805)
1 July 1983	University Clerical Consortium (20,000)
1 July 1983	Civil Service - Industrials (135,200)
1 July 1983	Bank of England - Banking, Technical and Services Staff (4,430)
1 July 1983	British Nuclear Fuels - Industrials (9,190)
1 July 1983	Post Office - CPSA, Clerical, Typing, Secretarial and Data Processing grades (5,200)
1 July 1983	Post Office - SCPS, HCO, EO, HEO, Programming and Information grades (900)
1 July 1983	Post Office - UCW, Catering grades (1,700)
1 July 1983	British Telecom - POEU grades (130,000)
1 July 1983	British Telecom - UCW grades (36,000)
1 July 1983	British Telecom - SPOE grades (22,500)
1 July 1983	British Telecom - SCPS grades (7,000)
1 July 1983	British Telecom - CPSA grades (35,000)
1 July 1983	British Telecom - CMA grades (6,107)
1 July 1983	Water Service - staff (35,300)
21 July 1983	British Waterways Board - Staff (830)
1 September 1983	Police (138,000)
1 October 1983	UK Atomic Energy Authority - manuals (4,760)
1 November 1983	Coalmining - manuals (198,000)
1 November 1983	Greater Manchester PTE - platform staff (5,595)

KEY TO ABBREVIATIONS

AAES	Association of Agricultural Education Staffs.
ABS	Association of Broadcasting Staff.
ACTSS	Association of Clerical Technical and Scientific Staff
APAC	Association of Patternmakers and Allied Craftsmen
APC	Association of Principals in Colleges
APT	Association of Polytechnic Teachers
ASLEF	Associated Society of Locomotive Engineers and Firemen
ASBSBSW	Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers
ASTMS	Association of Supervisory, Technical and Management Staff
AUEW	Amalgamated Union of Engineering Workers
AUT	Association of University Teachers
BESO	Bank of England Staff Organization
BDA	British Dental Association
BMA	British Medical Association
CMA	Communication Managers Association
COHSE	Confederation of Health Service Employees
CPSA	Civil and Public Servants Association
CSEU	Confederation of Shipbuilding and Engineering Unions
CSU	Civil Service Union
EETPU	Electrical, Electronic, Telecommunication and Plumbing Union
FDA	First Division Association
FTATU	Furniture, Timber and Allied Trades Union
GLCSA	Greater London Council Staff Association
GMBATU	General, Municipal, Boilermakers and Allied Trade Union
IPCS	Institute of Professional Civil Servants
ISTC	Iron and Steel Trades Confederation
LACSAB	Local Authorities' Conditions of Service Advisory Board
MATSA	Managerial, Administrative, Technical and Supervisory Association

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NALGO	National and Local Government Officers Association
NATFHE	National Association of Teachers in Further and Higher Education
NATTKE	National Association of Theatrical, Television and Kine Employees
NCCC	National Craftsmen's Co-ordinating Committee
NSAE	National Society for Art Education
NUB	National Union of Blastfurnacemen
NUJ	National Union of Journalists
NUPE	National Union of Public Employees
NUR	National Union of Railwaymen
NUSMW	National Union of Sheet Metal Workers, Coppersmiths, Heating and Domestic Engineers
POEU	Post Office Engineering Union
RCN	Royal College of Nursing
SAIMA	Shipbuilding and Allied Trades Management Association
SCPS	Society of Civil and Public Servants
SOGAT	Society of Graphical and Allied Trades 1982
SIMA	Steel Industry Management Association
STE	Society of Telecom Executives
TGWU	Transport and General Workers Union
TSSA	Transport and Salaried Staffs Association
TWSA	Thames Water Staff Association
UCATT	Union of Construction, Allied Trades and Technicians
UCW	Union of Communication Workers

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