



PRIME MINISTER

PERSONNEL WORK IN THE CIVIL SERVICE

I am very glad that you have agreed that the further work proposed in Lord Gowrie's minute of 8 November should go ahead; and that we should have a report in 6 months on the apparent discrepancies between Departments in the effort devoted to different areas of personnel work.

The review team were concerned that unnecessary central prescription of rules and procedures should not inhibit sensible management freedom and they recommended that the MPO and Department should pursue vigorously the relaxation of central controls. This is not just a matter of Departments giving more freedom to line management but of relaxing controls in the personnel field by Treasury and MPO over Departments. I understand that Treasury and MPO are reviewing existing rules with a view to reducing central prescription to a minimum. I hope that the further report in 6 months may cover this work also.

Prime Minister

Agree Lord Gowrie's next report should cover relaxation of central controls over personnel matters?

Yes - please keep me in touch

DMG  
28/11

[Copied to Lord Gowrie and RIA]

PJ

P J

25 NOV 83

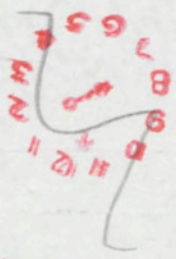


Civil Service Long term Management

PH 1



25 NOV 1988



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10 DOWNING STREET

*From the Private Secretary*

30 November 1983

Personnel Work in the Civil Service

The Prime Minister saw your Secretary of State's minute of 25 November about personnel work in the Civil Service on her return from India.

The Prime Minister agrees that it would be helpful if Lord Gowrie's next report on this subject could cover relaxation of central controls over personnel matters.

I am sending copies of this letter to Paul Cann (Lord Gowrie's Office) and to Richard Hatfield (Cabinet Office).

MR. D. BARCLAY

John Ballard Esq  
Department of the Environment.

A handwritten signature in the bottom right corner of the page.



MR BARCLAY

Original returned  
to Mr Beesley  
30/11.

PERSONNEL WORK IN THE CIVIL SERVICE

A further thought on Mr Jenkin's minute of 25 November <sup>with AT</sup>  
if the Prime Minister wants real progress in slimming down  
central prescription to a minimum in the personnel field.

She might ask the Chancellor and the Minister of State  
(Privy Council Office) to undertake a scrutiny with joint  
examining officers and with terms of reference designed to  
identify the minimum need for central prescription in the  
light of the Financial Management Initiative.

There would be resistance in the Treasury and both  
Departments would argue that the task would take longer than  
90 working days. The central trade unions would also be  
opposed, but there would be widespread support in departments.

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IAN B BEESLEY  
Head of the Efficiency Unit  
29 November 1983

Mr Beesley

I think if you agree that this  
is a proposal which Sir Peter  
Hobs probably ought to put  
formally to the AM in  
New Year when he is  
next round of proposals.