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~~PRIME MINISTER~~

There have been frustrating delays in getting the necessary union agreements for the Youth Training Schemes in the Civil Service to go ahead, including the trainee in No.10. The Civil Service unions have agreed at national level, but the MSC procedures also require local branches to agree, and the local branches of the Civil and Public Services Association (including the one in the MPO which also covers No.10) are using this provision to hold the schemes up.

I gather that the Mail on Sunday are running a story about how the local branch of the CPSA are trying to block these schemes with a view to stopping the employment of a trainee in No.10.

The attached letter from Lord Gowrie to the Secretary of State for Employment sets out the ways in which he is proposing to overcome the obstruction of these people.

F.R.B.

13 January, 1984.

Union vetoes No 10 dole job

By CHRISTOPHER LEAKE
Industrial Editor

A LEFT-wing union branch has blocked a plan by the Prime Minister to give a temporary job at 10 Downing Street to an unemployed school-leaver.

Mrs Thatcher wanted a teenager from the Government's £1,000 million-a-year Youth Training Scheme to learn clerical skills at her office. But her wishes have been vetoed by the 400-strong Cabinet Office branch of the Civil and Public Services Association.

A memo to members describes the £25 a week paid to YTS trainees as 'a shameful disgrace' and claims they are being used as 'cheap labour'.

Pressure

Trainees, it adds, should be paid the proper union rate for the jobs — more than £100 a week on average.

Mrs Thatcher was said last night to be 'furious' at what she regards as the purely political decision by the union branch, led by Mr Paul Nicholson.

The 16- or 17-year-old, not yet selected, was to have been one of 15 school leavers given temporary work experience at the Cabinet Office and the Manpower and Personnel Office.

Several hundred more YTS trainees are to be selected shortly to take part in schemes in other Civil Service departments.

Mr Nicholson and his branch have come under pressure to reconsider their decision following a meeting last week between the union's general secretary Alistair Graham and Peter Le Cheminant, the Permanent Secretary responsible for the Civil Service.

Last night Mr Nicholson said his branch is negotiating with officials about al-



Pa
DMS
11/1

Mr. Barclay

10 DOWNING STREET

Have spoken to Mr. le
Cheinant. Lord Gowrie will write
to Mr. King about the next steps

Mr Butler

and I will show that
letter to the PM.

FERB

Peter le Cheinant^{11.1.} phoned
to say that Geoffrey Holland
may not after all be able
to "deliver a youngster" by
the end of the month, if
progress is not possible locally.

He has sent you, under
personal cover, a copy of a
letter from him to Mr Holland.

DMS
9/1



CABINET OFFICE

Second Permanent Secretary
P Le Cheminant CB

MANAGEMENT AND PERSONNEL OFFICE
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London SW1P 3AL
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PERSONAL AND CONFIDENTIAL

12 January 1984

R J Dawe, Esq OBE
Manpower Services Commission
Moorfoot
Sheffield
S1 4PQ

Dear R. J. Dawe

Thank you for your letter of 9 January about the Youth Training Scheme.

I had a useful meeting yesterday with Bill McCall, Alistair Graham and Peter Jones. The CCSU are obviously embarrassed by the situation in the Cabinet Office and made it plain that they want the national Framework Agreement to stand. Their problem is that the CPSA Headquarters feels unable to bludgeon its local branches into agreement without seriously undermining its own position - perhaps to the extent of provoking the CPSA Conference in May to repudiate the Agreement.

It looks as if the most profitable immediate course of action for us is to concentrate on neutralising politically motivated local objections. Alistair Graham could be helpful in this, the Cabinet Office branch of CPSA having already responded to his pressure by agreeing to consult their members on the YTS Scheme. Naturally, we will do all we can to make that a fruitful exercise, and we are hoping for a favourable result; but it will probably take up to 2 weeks to complete so that we shall not be ready to go to the Area Manpower Board on 19 January. If unfortunately we have to go later to the Board without local CPSA support I understand your advice to be that we have a fair chance (but not a guarantee) of approval, so long as the points in dispute are confined to those which are ultra vires because they have been previously agreed at a national level. The attitude of the CPSA branch officers in Cabinet Office does not make the prospect for constructive negotiations now on the other (i.e. the local) issues very hopeful. Nonetheless, we hope that the membership consultation will force a more helpful view upon them.

I am not really clear about the implications of your last paragraph and the way in which they relate to the possibility of Area Board approval in spite of continuing local CPSA opposition (even if that opposition has been ruled ultra vires). You seem to suggest that any public row over the Cabinet Office scheme could

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R J Dawe, Esq OBE

12 January 1984

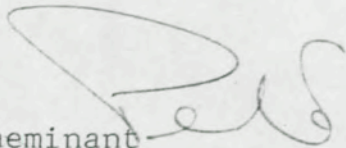
have serious repercussions for YTS as a whole, raising the dispute to a matter of high principle, and possibly negating any favourable publicity that might have flowed from the proposed placement at No 10 Downing Street. We need to be quite clear about the merits of fighting those kinds of battles over this particular scheme before we go too far down that road, and I would appreciate your advice on this issue.

Quite apart from the problems of the Cabinet Office scheme, there are obvious merits in pushing ahead with all speed in those areas of the Service where CPSA opposition is likely to be weakest. One such area is the MSC itself, where I understand that there is now likely to be local CPSA branch acquiescence, since sympathy for the scheme is strongest among your own staff. If you can obtain early agreement - preferably before disputes elsewhere take on too much political significance - it will provide us all with a useful reference, and greatly strengthen Alistair Graham's ability to bring recalcitrant branches into line

I am copying this letter to Robert Armstrong and Robin Butler.

It was good to hear from you again

P Le Cheminant



P Le Cheminant

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12 JAN 1964

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CABINET OFFICE

Duty Clerk
Pt. ask Mr. Le Cheminant's office if I could have a copy of Roger Dawe's letter of 9 January to him.

PERS 11.1.

Second Permanent Secretary
P Le Cheminant CB

MANAGEMENT AND PERSONNEL OFFICE
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London SW1P 3AL
Telephone 01-233 5009

11 JANUARY 1984

PERSONAL

Robin Butler, Esq
No 10

Dear Robin

Y.T.S.

The attached copy letter from me to Roger Dawe (acting for Geoffrey Holland in the latter's absence sick) is not the letter we spoke about earlier today. That I hope will follow from Lord Gowrie tomorrow.

dated 12.1.84.

A copy goes to Robert Armstrong.

Tamara

Per

PERSONAL



**Manpower
Services Commission**

Our ref

Your ref

Date 9 January 1984

Moorfoot
Sheffield S1 4PQ
Tel: 0742 753275

Director: Geoffrey Holland

P Le Cheminant, Esq
Cabinet Office
Management & Personnel Office
Great George Street
LONDON SW1

P. file

Mr Butler

12/1

Dear Peter,

Thank you for your letter to Geoffrey Holland of 6 January in which you asked him to set in hand arrangements for a YTS trainee to be placed in No. 10, on the lines you discussed with him before Christmas. Unfortunately Geoffrey is now away with 'flu so I am replying on his behalf. He has seen and agrees this reply.

We fully appreciate the desirability of getting the YTS scheme in Cabinet Office under way as soon as possible and envisage no difficulty in obtaining at fairly short notice a small selection of candidates for No. 10 to interview if that were needed. (We would either use the Careers Service, or seek to switch a trainee from another scheme in London - such movement is not uncommon). But as you say, the situation is developing rapidly and we think we need to proceed with care so that we reach a satisfactory solution without a public row.

As you know, YTS schemes need the approval of the Area Manpower Board before they can begin and the Boards look, among other things, for evidence of union support. We have the opportunity to clear your scheme through the relevant Board on 19 January, subject either to the wholesale removal of the CPSA objections (which relies on the CCSU's major policy committee discussion on 10 January and is perhaps unlikely) to to MPO's having disposed of the CPSA's points that are not outside the framework agreement. If, by 19 January, the only outstanding points are outside the general agreement there would be a reasonable chance that the Board would approve the scheme and then an early start could be made on recruitment to No. 10. The CPSA would no doubt seek to make capital out of the situation but if we have stuck to the agreed procedures and they have manoeuvred themselves into the position where they can be seen to be going back on an agreement freely entered into that should not present real problems.

If we are not able to go to the Board on 19 January, then we are in difficulty and the issues go well beyond the Cabinet Office scheme. The question of union support is a highly sensitive one and while unions have no veto over YTS schemes, (indeed some Area Boards have approved schemes in the face of objections) you will want to consider carefully the consequences of pushing your scheme through without at least acquiescence. As you say, there would then be a danger of a public row which could have wider and damaging results. We hope, however, that this can be avoided by going to the Board on 19 January on the lines suggested above. If there is anything more we can do to help, please let us know.

I am copying this letter to Robert Armstrong and Robin Butler.

Yours sincerely
R J DAWE *R J Dawe*

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CABINET OFFICE

Second Permanent Secretary
P Le Cheminant CB

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PERSONAL

4 January 1984

G Holland Esq
Manpower Services Commission
Selkirk House
166 High Holborn
WC1

Dear Selkirk

YTS

You will have seen Robin Butler's letter to me of 29 December.

Our formal meeting with the unions is now due to take place tomorrow but on backstairs information it looks as if we are unlikely to reach a satisfactory resolution then. Time passes and I would be grateful if you could now arrange to set up the fall back position - for a trainee to be provided to No 10 before the end of January under the auspices of the MSC - so that the No 10 timetable can be met. Following our talk before Christmas you no doubt already have this in hand but it would be comforting to both Robin Butler and myself to know the technique you intend to adopt to achieve this - among other reasons - so that No 10 can arrange to take a hand in the selection process.

We are of course walking a tight-rope here and must do everything we can to avoid provoking a public row against the background that the left wing in the CPSA appears to be actively looking for trouble. (Local resistance by them to the Civil Service YTS Scheme appears to be surfacing in other areas than Cabinet Office - including I understand in the MSC itself). They can be expected to exploit any clumsiness on our part in order to damage, discredit or delay, the introduction of YTS into the Civil Service as a whole.

We are all agreed that our over-riding aim is to make the maximum contribution to the training of youngsters under the YTS scheme in the civil service. It is for this reason that, in a rapidly developing situation, my counsel to Robin Butler would be to avoid even going so far now as to say that an early trainee at No 10 "is expected" - and certainly to avoid attaching any date to that expectation. But you will be able to advise on this in the light of your own plans.

PERSONAL

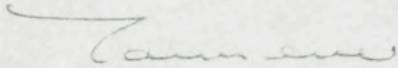
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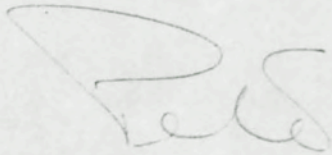
G Holland, Esq

4 January 1984

I understand that you are back in London from Sheffield on Friday. Could we meet then to review the position. I also have it in mind to talk soon to Bill McCall and Alistair Graham but this should I think follow rather than precede our talk on Friday.

I am copying this letter on a personal basis to Robert Armstrong and Robin Butler.





P Le Cheminant

PERSONAL