



*ce J Vercher*

*Prime Minister*

*(2)*

*P. S. Lee*

*MUS 16/10*

QUEEN ANNE'S GATE LONDON SW1H 9AT

*13* October 1981

*Dear Jeffrey*

*Well done!  
ms*

PAY OF CHIEF POLICE OFFICERS

As you know, Edmund-Davies recommended that the pay of chief police officers should be updated in accordance with a combination of changes in the index of average earnings during the previous 12 months and changes elsewhere in the community. The 1981 settlement for the more junior ranks, based on the change in the index of average earnings, was 13.2%. Settlements for senior officers in central and local government have included 7% for TSRB grades (which include the Commissioner of Police of the Metropolis) and 9.5% for local government chief executives and chief officers.

2. In the Police Negotiating Board the Staff Side's claim was for a flat-rate increase of £2,100 for chief constables and increases ranging from £2,100 to £2,600 for their deputies (DCCs) and assistants (ACCs) - an overall increase of 12.5%. Negotiations were complicated by the need to prevent any further worsening of the already inadequate differential (£1,098) between the pay of chief superintendents (who had just had an increase of £2,100) and ACCs, and the differential of only £501 between the lowest paid DCCs and the ACCs. The Official Side offered a flat-rate increase of £2,100 for ACCs and lowest-paid DCCs and 7% to all others. The Staff Side agreed to the flat-rate increase but rejected the 7%. Subsequently, informal consultations established that a settlement could be reached at this flat-rate increase and (subject to a minimum increase of £1,850) 7.75% to the others. This added only 0.5% (some £30,000) to the cost of the initial offer. The Official Side regarded it as a suitable basis for a settlement and a formal agreement has now been negotiated.

3. I am satisfied that this agreement is the lowest that could have been negotiated, and I have thought it right to approve it. Damage would have been done both to the credibility of the Board and to police morale if I had overruled it.

4. Copies of this letter go to other members of E and the Secretary of State for Scotland, and to Sir Robert Armstrong.

The Rt Hon Sir Geoffrey Howe, QC, MP.

*John  
Littin*

*J. Vereker*

*Police*

*NBPM*



Treasury Chambers, Parliament Street, SW1P 3AG  
01-233 3000

*29* October 1981

The Rt. Hon. William Whitelaw CH MC MP  
Secretary of State for the Home Department

*Dear Willie*

PAY OF CHIEF POLICE OFFICERS

Thank you for your letter of 13 October about the pay agreement for chief police officers which you have approved. In all the circumstances I agree that this was a reasonable settlement.

I am copying this letter to other members of E and the Secretary of State for Scotland, and to Sir Robert Armstrong.

*[Handwritten signature]*

GEOFFREY HOWE

130 OCT 1987

