



HOME OFFICE
QUEEN ANNE'S GATE
LONDON SW1H 9AT

8 December 1982

Dear Michael

You told me that a short meeting between the Prime Minister has now been arranged for Friday at 3.30 p.m. As you know, Lord Plowden's appointment as Chairman of the Police Negotiating Board expired on 31 December.

Lord Plowden may refer to the long-term arrangements for settling police pay, as he appreciates the difficulties created by the recent high settlements for the police. As the Prime Minister is aware, the future arrangements for police pay are being considered by the Official Committee on Public Service Pay, on the basis that any changes should not involve the abandonment of the recommendations of the Edmund-Davies Committee, since the Government is committed to implementing them.

The Prime Minister may wish to ask Lord Plowden for his assessment of the current state of mind of the police staff associations, since this could influence the prospects for negotiating changes in the next 12 months. In public, they have expressed considerable resentment about the large increase in pension contributions (from 7% to 11%) which the Government imposed in September. They have also registered concern about the future of rent allowances. This is the system of payments to police officers who do not live in police housing. The Association of Metropolitan Authorities wishes to abolish the allowance and its future is being considered by the Official Side of the Police Negotiating Board, who are likely to put proposals for a revised system to the Staff Side in the New Year.

Lord Plowden, who is now 75, has made an outstanding contribution to the police service in recent years. He was Chairman of the Police Complaints Board from its inception in 1976 until December 1980. He was Vice-Chairman of the Edmund-Davies Committee, which produced not only the well-known recommendations on police pay, but also lesser known, though equally important, recommendations for new negotiating machinery at national level and new consultative arrangements within forces. He became the first Chairman of the Police Negotiating Board in July 1979, guided it through the early stages, when memories of the discredited Police Council were still fresh in many minds, and agreed to stay on when his initial appointment expired in July 1982 to see through this year's particularly difficult pay negotiations. The police service (and, indeed, the country as a whole) owes Lord Plowden a deep debt of gratitude.

Original in Appls.

The Prime Minister will no doubt express her thanks personally when she meets him, but she may also wish to write to thank him formally for what he has done. A draft is enclosed.

Yours sincerely
C. J. Walters

C. J. WALTERS

M. Scholar, Esq.

Concise

BF

Prime Minister ①

7 COTTESMORE GARDENS

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01-937 4238

Arranged for
1530 Friday 10th Dec.

Engagement from Home Office
by 1300 9/12

30th November 1982

Shall we arrange
a meeting?

Yes
not

MUS 2/12

From Prime Minister.

At the end of this year I am giving up the chairmanship of the Police Negotiating Board. This will end over six years of close association with the police as Chairman of the Police Complaints Board, Deputy Chairman of the Edmund-Davies Committee of Enquiry into the Police, and Chairman of the Police Negotiating Board. In that time I have learned much about the police and their organisation.

I would be grateful if you could spare me not more than half an hour of your time so that I can tell you of certain problems I foresee might arise in the future in relation to the way that the terms and conditions of their employment are settled.

Yours sincerely
Edwin Hillier

The Rt. Hon. Margaret Thatcher, MP
The Prime Minister
10 Downing Street
London SW1

Original in Appls.