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10 DOWNING STREET

THE PRIME MINISTER

13 December 1982

Dear Lord Plowden,

I was very pleased to have the opportunity when we met on 10 December to thank you personally for the distinguished service you have given as Chairman of the Police Negotiating Board.

As I said when I first invited you to accept this appointment, an effective negotiating body is essential to the morale of the police service, and the impartiality of the independent Chairman is a crucial factor. That the Board has been able to put behind it the acrimony and mistrust which marked the end of the Police Council and that it has negotiated in a constructive manner for the good of the police service is due in no small measure to your wise leadership and the deep respect in which you have been held by both sides. My colleagues and I are very grateful for all that you have done for the police, both as Chairman of the Negotiating Board and in your other recent appointments.

And I am grateful for the advice you gave me yesterday about this whole matter.

Yours sincerely

Margaret Thatcher

The Lord Plowden, K.C.B., K.B.E.

Original in App's.

7 COTTESMORE GARDENS
W8 5PS
01-937 4238

Prime Minister (4)

Ms 14/12

13th December 1982

Dear Michael,

Please thank the Prime Minister for seeing me on Friday and listening so patiently to my fears of certain problems that might arise in the future if the way in which police pay and conditions of employment are settled are changed.

Yours sincerely
Edwin Powell

M. Scholar, Esq.
Private Secretary
10 Downing Street
London SW1



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.

DRAFT LETTER

ADDRESSEE'S REFERENCE

TO	ENCLOSURES	COPIES TO BE SENT TO
<p>The Lord Plowden, KCB., KBE. Bridgewater House Cleveland Row St. James's LONDON SW1A 1DC</p>		<p>Home Secretary S. of S. for Scotland S. of S. for Northern Ireland</p>
(FULL POSTAL ADDRESS)		(FULL ADDRESSES, IF NECESSARY)

LETTER DRAFTED FOR SIGNATURE BY PRIME MINISTER
(NAME OF SIGNATORY)

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