

Prime Minister 2

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

3 August 1983

The Rt Hon Leon Brittan, QC MP
Home Office

Handwritten signature: Leon Brittan

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POLICE PAY

attached -

Thank you for your letter of 29 July. I agree that no purpose would now be served by making an announcement about the police pay increase. And in view of the progress which you have already made with the Police Federation representatives on the question of participation in the proposed review, I agree that we need not hold up approval of this year's pay settlement.

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

Handwritten signature: Nigel Lawson

NIGEL LAWSON

MAR 1983



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QUEEN ANNE'S GATE LONDON SW1H 9AT

29 July 1983

Prime Minister (2)

MS 29/7

POLICE PAY

At its meeting on 21 July, the Police Negotiating Board reached agreement on pay increases with effect from 1 September 1983 of 8.4% for police officers below the rank of superintendent, an average of 7.7% (designed to adjust differentials) for superintendents, and 4.5% for police cadets. The Board has now submitted to me a formal recommendation that these increases should be approved.

The Official Side of the PNB proposed that, before the 1984 pay negotiations, there should be a joint examination within the PNB of the pay levels for the various ranks of the police service. The superintendents agreed to take part in such a review, provided the other police staff associations also agreed to participate, but the Police Federations declined. The Official Side invited them to reconsider their position and made it clear that they would not be prepared to enter into negotiations next year unless there had been a thorough review of the appropriateness of the 1983 pay levels.

I met the Chairman and Secretary of the Police Federation of England and Wales on 26 July and warned them that we could not go on indefinitely agreeing to increases based on the average earnings index without taking stock. The Government was committed to fair levels of pay for the public services and we were anxious to ensure that the police were paid the proper rates for the difficult and demanding work they did, but an objective assessment of police pay levels was now essential. We hoped that this could be carried out by the PNB with the full co-operation and participation of the Staff Side, but if they declined to take part in such a review arrangements would have to be made for it to be carried out by some other means. In short, there would have to be a review before the 1984 pay negotiations. The Police Federation representatives accepted this. They said that they would, of course, have to consult their colleagues on the Joint Central Committee, but they would do their best to persuade them that the Federations should take part in a PNB review of police pay levels. The superintendents have already agreed in principle to join in such a review and I have no doubt that the chief officers will also be prepared to take part. I am therefore reasonably optimistic that the review will take place within the framework of the PNB.

Prime Minister

I do not believe that any useful purpose would be served by withholding my approval of this year's pay settlement until the Police Federations have reconsidered their position on the proposed review of police pay levels and I shall set in hand the preparation of regulations to give effect to it. I do

This is not consistent with what

The Home Secretary said at his meeting with you.

The Rt Hon Nigel Lawson, MP

MS 29/7

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not propose to issue a press announcement about my decision: the PNB issued a press release immediately after the settlement was negotiated which referred to the proposed review and there is nothing to be gained at this stage by drawing attention to the size of the pay increase. I shall, however, take some suitable opportunity to make a public statement about the review in the autumn, after the Police Federations have confirmed that they are prepared to take part.

Copies of this letter go to the Prime Minister, the other members of E(PSP), the Secretary of State for Scotland and Sir Robert Armstrong.

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21 JUL 1983

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