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PRIME MINISTER

POLICE PAY

In his letter of 28 February, which was considered at the meeting of the Ministerial Sub-Committee on Public Sector Pay (E(PSP)) the following day, Mr Turnbull said that you would like to know about the way in which recruitment and retention have been going in the police service.

The Annex to this minute shows the annual recruitment and wastage figures and police strengths for the period 1975-1983. A surge in recruitment, after a very high pay award in 1975, was followed by a period of low morale in the police service, due mainly to discontent over pay. Recruitment began to fall and wastage to increase in the autumn of 1976. Wastage due to resignations and retirements outstripped recruitment in 1977 and the early months of 1978. During this period the police service lost large numbers of experienced officers and the calibre of recruits was generally low. All forces were under strength; some of them had deficiencies of over 10%.

The implementation of the first phase of the Edmund-Davies pay award in September 1978 produced an immediate change in the situation: premature wastage declined to negligible proportions and recruitment immediately improved. The position improved still further when we implemented the award in full in May 1979. From 1980, recruitment began to fall, as forces made up their deficiencies in strength and so were recruiting only to replace wastage, which had itself fallen. By the end of 1981 all forces outside London had reached, or were very close to, their authorised establishments.

Between 1 May 1979 and 31 December 1983 we have approved increases of some 3,000 posts in force establishments. The strength of the service was 121,003 at the end of last year. The average deficiency was less than 1% and most forces are recruiting only to replace wastage caused by retirements and resignations. In these circumstances, forces can be selective in their choice of candidates and the quality of recruits has improved. In 1979, only 41% had five '0' levels or better and only 324 graduates were recruited. In 1982 (the last year for which figures are available), 59% of recruits had educational qualifications of five '0' levels or better and 626 graduates joined the service.

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A total of 2,000 graduates were recruited in the five years to the end of 1982.

We shall be providing information about recruitment and retention for the pay review through the Official Side but most of the information for the review will be produced by the Office of Manpower Economics and the Official and Staff Sides of the Police Negotiating Board.

I am copying this minute to Geoffrey Howe, George Younger, Jim Prior and Norman Tebbit, and to Sir Robert Armstrong.

L. B.

21 March 1984



RECRUITMENT, WASTAGE AND POLICE ESTABLISHMENTS AND STRENGTHS IN ENGLAND AND WALES 1975-1983

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<u>Year</u>	<u>Recruitment</u>	<u>Wastage</u>	<u>Total Establishment</u>	<u>Total Strength</u>	
1975	10,398	5,314	117,176	107,138	91.4
1976	10,042	7,750	118,101	109,476	92.7
1977	8,003	9,280	118,279	108,201	91.5
1978	8,045	7,162	118,967	109,075	91.7
1979	10,475	6,177	119,628	113,309	94.7
1980	9,686	5,797	120,261	117,423	97.5
1981	7,237	5,107	121,353	119,575	98.5
1982	6,507	5,159	121,480	120,951	99.5
1983	4,968	4,980	121,802	121,003	99.3



Force: Lang

May 79

1 2 3 4 5 6 7 8 9 10 11 12

21 MAY 1979





bc: Nick Owen.

10 DOWNING STREET

From the Private Secretary

26 March 1984

Police Pay

br || The Prime Minister was grateful for the Home Secretary's minute setting out the figures on recruitment, wastage and the quality of recruits to the police over the past decade. She has noted that there has been an encouraging improvement in recruitment and retention and she hopes that a way will be found of feeding the full extent of these improvements to the pay review. She wonders whether the point has now been reached, or even passed, where further improvements in the relative position of police pay may run into diminishing returns.

I am copying this letter to Roger Bone (Foreign and Commonwealth Office), John Graham (Scottish Office), Derek Hill (Northern Ireland Office), Callum McCarthy (Department of Trade and Industry), David Peretz (HM Treasury) and Richard Hatfield (Cabinet Office).

(Andrew Turnbull)

Hugh Taylor, Esq.,  
Home OfficeCONFIDENTIAL

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10 DOWNING STREET

Prime Minister ②

- (i) To note X
- (ii) Agree Y? Yes
- (iii) Do you want to go as far as 2? (You may feel this is better put as a question rather than an observation)  
Yes - or - Cuckoo

Mr JT  
22/3



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22 March 1984

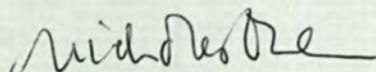
MR TURNBULL

POLICE PAY

X | Leon Brittan's note reveals a satisfactory position on recruitment and retention: the police numbers are now over 99 per cent of their establishment, and the quality of recruits has increased markedly (eg over 9 per cent of new recruits in 1982 were graduates, compared to 3 per cent in 1979). Leon Brittan offers no comment on whether the relative pay of the police is now about right. It is difficult to argue that further improvements in their position are necessary in the light of police strength, which was restored to its proper position by the end of 1981. On quality, there could still be more to go for but, remembering that the bulk of police work is of a traditional kind - an element we wish to emphasise - it is difficult to imagine that a much higher percentage of educated manpower is needed, or could be satisfied in the longer term.

Y | My advice would be to thank Leon Brittan for this information; to note that the improvements in recruitment and retention are encouraging; and that his officials should find a way of feeding in the full extent of these improvements to the pay review. The Prime Minister may wish to add the observation that the point seems now to have been reached - if not passed - where further improvements in the relative position of police pay seem likely to have diminishing returns.

Z |

  
NICHOLAS OWEN

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