



CONFIDENTIAL

PRIME MINISTER

POLICE PAY

I have seen Leon Brittan's minute of 21 March with details of manpower trends in the police service in England and Wales for the period 1975-83.

The corresponding Scottish figures underline the immediate effect of the Edmund-Davies pay award. Wastage had outstripped recruitment throughout 1976 and 1977 so that by March 1978 all except one of the eight Scottish forces were operating significantly below authorised establishment (by as much as 11 per cent). Recruitment improved quickly in the latter part of 1978 and throughout 1979 so that by the end of 1979 force strengths were at or near authorised establishment levels.

More recently, there have been only modest establishment increases in Scotland - less than 1 per cent overall between 31 March 1979 and 31 December 1983 when the total police strength stood at 13,208.

As in England and Wales, the quality of recruits has improved. In 1978, only around 40 per cent of recruits had one or two Higher grade passes or better; the figure is now about 55 per cent. Graduate recruitment has shown little change over the period - 30 in 1978 and 31 in 1983.

I am copying this letter to Leon Brittan, Geoffrey Howe, James Prior, Norman Tebbit and Sir Robert Armstrong.

G.Y.

G.Y.

Prime Minister (2)  
Same pattern as in  
England and Wales.

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29 March 1984

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29 MAR 1984

ANNEX

RECRUITMENT, WASTAGE AND POLICE ESTABLISHMENTS AND STRENGTHS IN SCOTLAND 1975-83  
(AS AT 31 DECEMBER)

<u>Year</u>	<u>Recruitment</u>	<u>Wastage</u>	<u>Total establishment</u>	<u>Total strength</u>
1975	1,460	759	13,145	12,376
1976	1,084	1,143	13,163	12,317
1977	944	1,155	13,144	12,046
1978	1,164	766	13,166	12,399
1979	1,505	690	13,274	13,214
1980	688	641	13,259	13,261
1981	465	529	13,262	13,194
1982	511	481	13,267	13,214
1983	474	473	13,321	13,208

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