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AT 9/17

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

The Rt Hon Sir Keith Joseph Bt MP  
 Secretary of State for Education and Science  
 Department of Education and Science  
 Elizabeth House  
 York Road  
 London SE1 7BH

9 July 1984

## TEACHERS' PAY ARBITRATION

You wrote to me on 4 July about the appointment of arbitrators for teachers' pay.

Assuming that ACAS would not impose a Chairman unacceptable to the management side, I agree with the tactics you propose to adopt in the fourth paragraph of your letter. For the employers' side member we need a persuasive negotiator, who is highly cost-conscious. Either Mr Ramsey or Mr Betts would be acceptable from this point of view. The latter, however, is still engaged in British Telecom's pay negotiations. Even if available, he might feel that he was in an awkward position, given that BT management have already offered 4.9 per cent to their workforce.

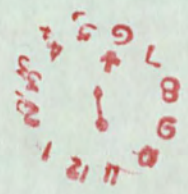
I agree with you that there could be advantage if the primary and secondary arbitration process were to overlap with that for the further education teachers. It should be helpful, as you suggest, if the same individuals handle both arbitrations. I think it will also be important to try to ensure that the primary and secondary teachers' arbitration does not progress very far before the arbitrators turn to the f.e. teachers. As I said in my earlier letter of today, if we cannot achieve a primary and secondary award before the summer recess, it could be to our advantage if the award were to come as late as possible.

I have copied this letter to the Prime Minister, Nicholas Edwards and Tom King; and to Sir Robert Armstrong.

*Handwritten signature of Nigel Lawson*

NIGEL LAWSON

Education: Teachers' Pay Pt 3.



- 9 JUL 1984

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DEPARTMENT OF EDUCATION AND SCIENCE

ELIZABETH HOUSE, YORK ROAD, LONDON SE1 7PH

TELEPHONE 01-928 9222

FROM THE SECRETARY OF STATE

13th July 1984

*Dear Nigel.*

**TEACHERS' PAY ARBITRATION 1984: CHAIRMANSHIP**

Earlier this week there was regrettable public disclosure and discussion of the names under consideration for this arbitration. ACAS, rightly in my view, has decided that the arbitration should not proceed under any of the names which appeared in the Press, and has offered 5 new names for consideration by the two sides. CVs are attached.

Sir Charles Carter was my second choice (after Lord Robens) for the 1982 teachers' arbitration, though in the event he was not appointed. I should be quite content to see the arbitration proceed under him this year, though I doubt if the teachers would share that view. Professor Armstrong, though not such a strong personality, is a knowledgeable and experienced arbitrator and since 1980 has done some local authority arbitrations which had regard to ability to pay and which were seen as favourable to the employers' side.

Professor Drake has much less experience and is not a national figure. But I understand that he has done good work for the EEF at regional level and is regarded by the Department of Employment as incisive, worldly rather than merely academic, and an effective chairman who produces lucid and well considered reports. Professor Thomason has substantial experience as an arbitrator and, I believe, is regarded as businesslike, though not always subtle on big issues. However, he is currently a member of the DDRB. I think this last fact must put him well down my preferred order. Lastly, I have doubts about Mr Singleton on grounds of age and background.

My preferred ranking is therefore Carter and Armstrong (first equal), followed by Drake, Thomason and Singleton, in that order. Unless you or colleagues should express a different view by close of play on Monday 16th July, I will instruct my representatives to try to secure a Management Panel response to ACAS consistent with that ranking. Whether that can be secured will as usual depend on employer views, not yet known.

/I am sending

The Rt Hon Nigel Lawson MP  
Chancellor of the Exchequer  
Treasury  
Parliament Street  
London SW1P

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I am sending copies of this letter to the Prime Minister, the Secretary of State for Employment and Sir Robert Armstrong.

*You can.*

*Ken 2.*

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NAME

Prof. E. G. A. Armstrong BA MCom PhD

DATE OF BIRTH

1923

EDUCATION AND QUALIFICATIONS

Birmingham University BA MCom PhD (Industrial Relations)

LAST MAIN APPOINTMENT

From 1977 Manchester Business School - Professor of Industrial Relations.

CAREER

1940-1942 H. Hope & Sons Ltd, Smethwick - Accounts Clerk.  
 1942-1947 HMF Army  
 1950-1956 Cadbury Brothers Ltd - Management  
 1956-1966 University of Aston - Lecturer in Industrial Relations and Industrial Law.  
 1967-1977 Manchester Business School - Senior Lecturer in Industrial Relations.  
 1967-1974 Various assignments for NPEI + CIR

OTHER INFORMATION

Published works include Books on Industrial Relations and many articles.

From 1977 - Deputy Chairman of the Central Arbitration Committee

Home

Cranbrook  
 High Lea Rd.  
 New Mills  
 Nr Stockport  
 DK 12 3BT.

Work

University of Manchester  
 Booth Street West  
 Manchester  
 M15 6PB.  
 tel - 061 273 8228  
 Ex 117.  
 ~ Ex 114

tel - 0663 42045

Name: CARTER, Sir Charles Frederick,  
MA FBA

Date of birth:  
15 August 1919

Address and telephone number:

Place of work

Policy Studies Institute  
Research and Management  
Committee  
1/2 Castle Lane  
London SW1E 6DR

01-828 7055

Home

'Bankhead'  
The Banks  
Seascale  
Cumbria  
CA20 1QN

Present main appointments:

Chairman, Research and Management Committee, PSI, March 1978

Other appointments

Lecturer in Statistics, University of Cambridge, 1945-1951  
Fellow of Emmanuel College, 1947-1951 (Hon Fellow since 1965).  
Professor of Applied Economics, Queen's University, Belfast,  
1952-1959.

Stanley Jevons Professor of Political Economy and Cobden  
Lecturer, University of Manchester, 1959-1963.

Chairman of a Conciliation Committee between The British  
Textile Employers Association and the Northern Counties  
Textile Trades Federation (appt by parties, not DEP) 1969.

Member of Panel, National Conciliation Board, Co-operative  
Wholesale Society Ltd - 1969.

Secretary General, Royal Economic Society, 1971-1975

Chairman, Centre for Studies in Social Policy, 1972 March 1978  
(merged with PSI).

Director, Friends' Provident Life Office.

Chairman, Research and Management Committee, Policy Studies  
Institute, March 1978-

Vice-Chancellor, University of Lancaster - 1963 September 1978  
(Retired)

Personal particulars

Educated Rugby School; St John's College, Cambridge.

Publications in the field of economics.

Award Clifford Smith Prize, Open Scholar, Christ Church,  
Oxford 1970.

Vice-President, Workers' Educational Association.

Hon DEcon Sc, National University of Ireland.

Official appointments

Various expert committees in scientific, industrial and social  
studies fields 1953-1965.

Member, Committee on Higher Education, Republic of Ireland, 1960.

Member of Independents' Panel of Industrial Court, 1961-1963.  
Independent Chairman, various Boards of Arbitration, 1962-  
Single arbitrator in industrial disputes, 1962-1965 and 1968--  
Member, Working Party to review superannuation arrangements  
of university teachers, 1964.  
Chairman, Schools Broadcasting Council, (DES) 1964-1971.  
Chairman, British Broadcasting Corporation, General Advisory  
Council, (MPT) 1964-1971.  
Member, Advisory Council on Technology, 1964-1966.  
Chairman, North-West Economic Planning Council, 1965-1968.  
Member (part-time), Post Office Board for the North West  
1970-1973.  
Chairman, Committee for the Review of the Post Office (Industry)  
1975-July 1977.

June 1979

NAME

Professor C D Drake MA LL B  
The Faculty of Law  
University of Leeds  
Leeds LS2 9JT

Tel: 0532431751 Ext 6390

DATE OF BIRTH

1.1.1924

EDUCATION AND QUALIFICATIONS

1948 MA Cambridge

1949 LLB Cambridge

1950 Called to the Bar, Middle Temple

PRESENT MAIN APPOINTMENT

Dean of the Faculty of Law, University of Leeds

CAREER

Pupillage at the Bar

Insurance Brokerage firm, Newcastle-upon-Tyne

Law Lecturer, Newcastle Polytechnic

Senior Lecturer in Law, Durham

Professor in Law, University of Leeds

OTHER INFORMATION

Author of Books on Law

Assistant Editor, Industrial Law Journal

ACAS Arbitrator 1975 -



Name: Norman SINGLETON CB Date of Birth: 1913

Address: 34 Willoughby Road  
Hampstead  
London NW3 Tel: 01-435 1504

Present Position: Retired

Qualifications: Emmanuel College, Cambridge

Background details: 1935-69 Ministry of Labour (1956-60  
Under Secretary - Civil Service  
Pay Research Unit)  
1969-74 Secretary/Deputy Chairman -  
Commission on Industrial Relations  
1975- ACAS Arbitrator  
1976- Deputy Chairman Central Arbitration  
Committee

Thomasen, Professor George Frederick, <sup>CBE, MA, PhD</sup> MBIM, CIPM

Date of birth: 27 November 1927

Place of work	Home
University College of South Wales and Monmouthshire Department of Industrial Relations and Management Studies PO Box 78, Cardiff CF1 1XL 0222 44211 Ext 2064/2065	The Red House 12 Mill Road Llanishen Cardiff CF4 5XB 0222 754236

Present main appointments:

Professor of Industrial Relations and Management Studies,  
University College, Cardiff. 1969  
(Dean, Faculty of Economics 1971-1973); (Deputy Principal  
(Humanities) 1974-1977)

Other Appointments:

Held Leverhulme Fellowship for 2 years. (1960/1961)  
Assistant to Managing Director, Flex Fasteners Ltd. 1960-1962  
Employed by the Steel Company of Wales Ltd. November 1966  
Chairman, Committee of Inquiry into Relations within the  
Newport Passenger Transport Undertaking. (1967)  
Acting Head of Industrial Relations Department, University  
College of South Wales and Monmouthshire. 1966-1969  
Reader in Industrial Relations, University College of South  
Wales 1969  
Member of Panel, National Conciliation Board Co-operative  
Wholesale Society. 1969  
Executive Member, Council of Social Service for Wales and  
Monmouthshire  
Chairman of two inquiries (private) into differences between  
the EBC and ABS on grading 1972  
Member Panel of Arbitrators for improvements in pay and  
structure of Job Evaluation Agreement between the  
Banking Staff Council and the NUBE 1972 (Private)  
PM's Chief Examiner in Industrial Relations. Private  
Arbitrator for the Banking Industry

Personal Particulars:

Sociologist - special line in management study  
BA Sheffield; MA Toronto; Phd Cardiff  
Publications: "Personnel Managen's Guide to Job Evaluation."  
(IPM), etc  
Member: BIM; IPM; Royal Society of Arts; Council of Social  
Service (Wales) 1963

Official Appointments:

Served as Dep Chairman/Chairman on various wages councils (DE)  
Member of Panel of arbitration for dealing with demarcation  
disputes within the Boilermakers Society (DE) 1967-1969  
Arbitrator in industrial disputes (DE) 1967-1974 (ACAS) 1974-  
(7 cases between 1971-Dec 81)  
Member, Panel of Arbitrators for South Wales, for dealing with  
demarcation disputes within the Shipbuilding and Shiprepairing  
Industry (DE) 1970-1974; (ACAS) 1974 -  
Chairman, Board of Arbitration between the Guernsey Civil  
Service Association and the States Civil Service Board. 1974  
Member, Panel to consider representations about Employment  
Agency licences (DE) November 1976  
Chairman, Committee of Inquiry into a dispute at Odhams (Watford)  
Ltd. (DE) September 1974  
Chairman, Committee of Inquiry regarding the London Fire Service,  
1976-1977

13 JUL 1984

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~~CCNO.~~

## DEPARTMENT OF EDUCATION AND SCIENCE

ELIZABETH HOUSE, YORK ROAD, LONDON SE1 7PH

TELEPHONE 01-928 9222

FROM THE SECRETARY OF STATE

Rt Hon Nigel Lawson MP  
Chancellor of the Exchequer  
Treasury  
Parliament Street  
London SW1P 3AG

4 July 1984

*Nigel*

**TEACHERS' PAY ARBITRATION**

ACAS are now consulting the two sides of Burnham on possible chairmen and side members of the arbitral bodies for further education and school teachers' pay. Although there must constitutionally be two bodies with two hearings, I think that the management's objectives will be best served by common membership so that there is some prospect of the compromised position of the further education teachers (whose negotiators originally accepted a 4.45% offer) being carried over into the consideration of the school teachers' case.

Each side has the right to tell ACAS that they find inappropriate some or all of the people suggested as chairmen or to indicate preferences. Each side can also suggest other names for consideration by ACAS. In this field the "employers' side" is the management panel of the relevant Burnham Committee. In the end it will be for the management panels to decide what to say to ACAS. I would expect the employer members of those panels to have substantial regard to my views and, as in other panel matters, I have a weighted vote if voting is necessary. But I cannot determine the outcome.

The ACAS shortlist for chairmen is as follows:

Mr S McDowall  
Sir John Wood  
Professor L C Hunter

The particulars provided by ACAS are attached. The list of chairmen is disappointing in both length and composition. In 1982 we were offered five names. As regards those offered this time, Sir John Wood chaired the teachers' arbitrations in 1980 when the school teachers were awarded 14.5% and the further education teachers 14.9%: I hope we can avoid him this time. Professor Hunter is independent Vice-Chairman of the Police Negotiating Board and the teachers have made considerable play

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during this year's negotiations about their earnings relative to those of policemen. I fear that he may tend to think in comparability terms: I also understand that he has something of a reputation as a compromiser. On the other hand I understand that Mr McDowall showed himself receptive to management's arguments based on capacity to pay when he shared the 1982 arbitration on Scottish school teachers' pay. Not surprisingly, our understanding is that he would be unpopular with the NUT. I think that my representatives should argue within the management panel that ACAS should be advised that a list of three, with two unacceptable names in it, is unacceptable as a whole.

Tactically, the panels might seek to improve their chances of securing the appointment of Mr McDowall if they were to suggest other names, ranking those after Mr McDowall but ahead of Professor Hunter and Sir John Wood. Two experienced arbitrators who might be so considered are Professor Tom Johnston, Principal of Heriot-Watt University, and Mr Ian Buchanan of Dundee University (1982 ACAS details attached). Professor Johnston chaired the 1982 (E & W) school teachers' arbitration which awarded 6.0%, compared with the intended "last offer" of 5.9% favoured by the employers but vetoed by my representatives. Mr Buchanan awarded the Scottish further education teachers an increase exactly matching the employers' final offer, in 1980. Both were involved in the 1983 water dispute. Mr Buchanan was the mediator whose report was rejected by the unions: Professor Johnston chaired the subsequent arbitration which produced the final settlement. Subject to your views, I do not think either should be regarded as compromised by his part in that exercise. In favour of Mr McDowall, Johnston and Buchanan is their Scottish connection which means that they will be well aware of the Scottish schools and further education settlements at 4.5% this year. My proposed ranking is therefore McDowall, Johnston, Buchanan, Hunter, Wood. As noted above, we cannot guarantee that ACAS will not appoint from McDowall, Hunter and Wood: my representatives will therefore contend within the management panel that Sir John Wood is particularly unacceptable.

The ACAS shortlist for the management side member is as follows:

Mr C J Hardie  
Mr R J Ramsey  
Mr M J M Clark  
Mr T P Lyons

Of these, Mr Hardie's professional background could be useful (since the management's case rests squarely upon the local authorities' financial position) but his track record (employers' side on the 1981 seamen's arbitration) is not that encouraging. Mr Ramsey was a member of the Megaw Inquiry and should I think be our front runner as the management's side member. Another who might be considered is Mr Michael Bett (1982 details attached). He sat with Professor Johnston on the 1982 arbitration which awarded 6% for school teachers (E & W). I understand that all three are regarded as tough-minded realists, and I propose to advise the management panel that my preferred ranking is Ramsey, Hardie, Bett. However, I would welcome any observations you have on that or on the others suggested by ACAS.

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As yet, I have no indication of the local authority associations' opinions on the names now before us. My representatives should make my views known by Thursday if at all possible. I would therefore particularly welcome comments (if any) before close of play on that day.

Copies of this letter go the Prime Minister, Nicholas Edwards, Tom King and Sir Robert Armstrong.

*Edwards.*

*King.*

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CHAIRMAN

Name: McDOWALL Stuart MA CBE

Date of birth: 19 April 1926

Address and telephone number:

Place of work

Department of Economics  
University of St Andrews  
St Salvator's College  
St Andrews  
Fife KY16 9AL

0334 ~~74112~~ 76161

Present main appointments:

Senior Lecturer, Department of Economics, University of St Andrews, 1961-

Other appointments

Formerly Consultant to Glenrothes Development Corporation  
Formerly Consultant to Nairn Williamson Ltd  
Currently Consultant to the Highland and Island Development Board  
Personnel Manager, Michael Nairn and Co Ltd 1956-1961 (Production  
Manager 1951-1956)  
Past Secretary, Scottish Economic Society  
Past Member, Scottish Universities Council on Entrance  
Past Master, United Colleges of St Andrews

Personal particulars

Married

Educated: University of St Andrews (1st Class MA Economics and Modern  
History 1951)

Official appointments

Principal Associate (part-time) Tayside Study (S of S Scot) 1969-1970  
Single arbitrator in industrial disputes (DE) 1972-1974  
Arbitrator (ACAS) 1974-  
A Deputy Chairman, Central Arbitration Committee February 1976-  
Arbitrator - annual pay settlement involving the two sides of the  
NJC for Salaries of Academic Staff in Colleges of Education in Scotland 1981  
Chairman Arbitration - annual pay settlement for the Scottish JNC for  
Teaching Staff in School Education 1982

# CHAIRMAN

Professor Sir John Crossley WOOD CBE LL.M. Date of Birth 3 Jan 1928

Address: Faculty of Law                      Home Address: 44 Ranmoor Cliffe Rd  
The University                                      Sheffield S10 3NS  
Sheffield S10 2TN                                      Tel: 0742-303355  
Tel: 0742-75555

## Present

Appointment: Edward Bramley Chair of Law, Sheffield University 1969-

Background: Senior Lecturer in Law Sheffield University and Lecturer Manchester University to 1964  
General practice as a barrister in Manchester  
Second Chair of Law, Sheffield University 1964-69

## Other

### Details:

Chairman Central Arbitration Committee 1976-  
Single arbitrator (DE) 1967-74 (ACAS) 1974-  
Standing Independent Chairman of the Conciliation Committee for the Spinning Doubling and Weaving Sections of the Cotton and Man-made Fibre Textiles Industry 1970-  
Various Wages Councils Appointments (DE) 1963-  
Independent Chairman of Board of Arbitration for the Yorkshire area JIC for the Freestone and Sandstone Quarrying Industry 1968  
Chairman, Arbitration Tribunal to settle a dispute between BBC and Association of Broadcasting Staffs, March  
Chairman, discussions between British Overseas Airways Corporation and British Air Line Pilots Association, 1968  
Chairman, Commission of Inquiry into the Road Haulage Wages Council (DE) 1969-  
Chairman, Court of Inquiry into a dispute at Standard-Triumph, Liverpool, 1969  
Chairman, Board of Arbitration, Michelin Tyre Co and AEF 1969  
Chairman, Court of Inquiry into a dispute between Newtownabbey UDC and GMWU (appointed by MHSS Northern Ireland) 1970  
Chairman, Court of Inquiry into a dispute at Pilkington Brothers, St Helens, 1970  
Member, Safety and Health Inquiry Panel (DE) 1970-72  
Member, Independents' Panel, Industrial Arbitration Board (DE) 1970 - January 1976  
Chairman, Court of Inquiry into a dispute at Larne Harbour between Transport and General Workers' Union and the General and Municipal Workers' Union (MHSS, NI) 1970  
Member (part-time), Commission on Industrial Relations (DE) 1971 - 1974  
Chairman, Arbitral Body to settle a pay claim by Teachers in Colleges of Further Education (DE) 1971  
Chairman, Committee of Inquiry into a dispute between the Teesside, LEA and the Governors of the Sacred Heart School, and the NAS and UWT (DES and DE) 1973  
Member, Council, Advisory, Conciliation and Arbitration Service, August 1974 - February 1976  
Chairman, Inquiry into a dispute at BLMC, Cowley (ACAS) 1975



Member, Legal Studies Board, Council for National  
Academic Awards (DES), 1975-  
Member, Review of the Police Negotiating Machinery  
(Home), August 1977-  
Member, ILO Committee of Experts on the Application  
of Conventions and Recommendations, March 1977-

*Chairman, Standing Commission on Pay Comparability C.S. 1980*  
*March 1981*

CHAIRMAN

NAME

Professor L.C. Hunter MA D. Phil.

DATE OF BIRTH

8.8. 1934

EDUCATION AND QUALIFICATIONS

Hillhead High School, Glasgow  
Glasgow University (MA)  
University College Oxford (D. Phil)

PRESENT MAIN APPOINTMENT

1970 - Professor of Applied Economics, University of Glasgow

CAREER

Formerly Senior Lecturer in Applied Economics, University of Glasgow.

1969 - 70 Professor of Social and Economic Research,  
University of Glasgow

OTHER INFORMATION

1972 Member, Court of Inquiry into a dispute between NCB and NUM (DE)

1974 Chairman, Post Office Arbitration Tribunal (DE)  
Joint Author "Urban Worker"

Name: HARDIE Charles Jeremy Mawdesley BPhil (Econs)

MEMBER

Date of Birth: 9 June 1938

Address and telephone number:

Place of work

Home

The Old Rectory  
Metton  
Norfolk  
NR11 8QX  
Tel: Cromer 761765

Present main appointments:

Partner, Dixon Wilson & Co since 1975

Other appointments:

Junior Resident Fellow, Trinity College Oxford 1967-68  
Fellow and Tutor in Econs, Keble College Oxford 1968-75

Personal Particulars:

Married: 2 sons, 2 daughters

Education: Winchester College, New College, Oxford, Nuffield College,  
Oxford (BPhil Econs). ACA 1965, Peat, Marwick, Mitchell & Co,  
Nuffield College, Oxford 1966-67.

Official appointments:

Director; National Provident Institution 1972-77, Deputy Chairman 1977-80,  
Chairman 1980-;

Alexanders Discount Company Ltd 1978- , Deputy Chairman 1981-

Stockholders Investment Trust Ltd 1979- , Stockholders Investment Trust Ltd 1979-

Unilever Pensions Investment Management Ltd 1980- , IBM UK Pensions Trust  
Ltd 1981- , NAAFI 1981- , John Swire and Sons 1982-

Member, Monopolies and Mergers Commission 1976- , Deputy Chairman 1980- ,  
Council, Oxford Centre for Management Studies 1978- , Hammersmith Health

Authority 1982- , Trustee, Esmée Fairbairn Charitable Trust 1972-

# MEMBER

Name: RAMSEY, Robert John CBE, CIPM, FRSA

Date of birth: 16 August 1921

Address and telephone number:

Place of work

Institute of Personnel Management  
IPM House  
Camp Road, Wimbledon  
London SW19 4UW  
01-946 9100

Home

47 Eastwood Road  
Leigh-On-Sea  
Essex SS9 3AH

070 72884

Present main appointments:

President, IPM October 1981-

Other appointments

Joined Ford Motor Coy as trainee 1937; in 1958 charge of Labour Relations in various sectors of the company's British factories until 1962, when appointed deputy labour relations director until 1969  
Member, Joint Employer/Union Council set up to improve labour relations in the Motor Industry 1969-  
Director, Labour Relations, Ford Motor Company Ltd 1969-1973  
Member, Institute of Directors  
Member, CBI Employment Policy Committee, 1975 - March 1981  
Member, Council of the Industrial Society, 1978-1981  
Director, Ford of Britain Board September 1974 - 25 March 1981 (Retired)  
Director of Industrial Relations, Ford Motor Co Ltd 1973 - 25 March 1981 (Retired)  
Member, Board Yorkshire Television, September 1982-

Personal particulars

Married  
Educated: Royal Liberty School, Romford  
Bilingual English/French  
HMF RAF (F/LT) 1939/1945 WAR (POW)  
CBE New Year 1977. CIPM 1977; FRSA 1979

Official appointments

Member, Commission for Racial Equality (HO), April 1977-June 1982  
(He has special responsibility for the Commission's affairs in London)  
Member, Inquiry into Civil Service Pay (CSD), July 1981-July 1982 (Reported)

MEMBER

Name: CLARKE, Michael John Marshall

Date of birth: 3 February 1927

Address and telephone number:

Home

Osbaston House  
Osbaston  
Monmouth  
Gwent, S Wales  
0600 - 3596

Present status: retired

*January* Director, Personnel Policies, BSC, 1977-1983 )

Other appointments

Assistant Director, The Industrial Society 1964 - 1967  
General Manager, Industrial Relations, British Steel Corporation 1967 - 1969  
Director, Personnel and Social Policy, Strip Mills Division, British Steel Corporation 1970 - 1975  
Director, Social Policy, Personnel Planning and Research, BSC. September 1975-1977

Personal particulars

Married

Official appointments

Member, Court of Inquiry into a dispute at Pilkington Brothers, St Helens  
1970  
Member, Employers Panel of the Industrial Arbitration Board 1971 - 1976  
Member, Central Arbitration Committee February 1976-  
Member, Iron and Steel Industry Training Board December 1977-September 1982  
Member, Review Body, Employment and Training Act 1973 1979  
Member, Police Arbitration Tribunal (Home), 1980-  
*Side Member, ACAS Boards of Arbitration, Employers' panel 1979-*

MEMBER

NAME

DATE OF BIRTH

Terence Patrick LYONS

2 September 1919

"Winter Ride"  
2 Rosefield  
Kippington Road  
Sevenoaks  
Kent

Tel Sevenoaks 456989

EDUCATION AND QUALIFICATIONS

Wimbledon College  
King's College, London (Hons Classics)  
London School of Economics (1 year course in Personnel Management)  
Companion - Institute of Personnel Management  
Fellow - Institute of Bankers

PRESENT MAIN APPOINTMENT

Retired  
Senior Consultant - Pauline Hyde & Associates  
Senior Visiting Fellow - City University Business School

CAREER

1948 - 1954	Unilever Limited
1954 - 1960	Philips Electrical Industries Limited
1960 - 1966	Ilford Limited (Group Personnel Manager)
1966 - 1969	Staveley Industries Limited (Director of Personnel)
1969 - 1981	Williams & Glyn's Bank Limited (Executive Director, Personnel)

OTHER INFORMATION

1971 - 1973	President	Institute of Personnel Management
1975 -	Chairman	Manpower Services Advisory Panel, C.B.I.
1976 - 1977	Chairman	Education and Training Committee, C.B.I.
1977 -	Vice Chairman	" " " "
1975 -	Member	Monopolies and Mergers Commission
1981 -	Member	Manpower Services Commission
1980 -	Member	Council of The Open University
1980 -	Director	Industrial Training Services Limited

PUBLICATIONS

1971 "The Personnel Function in a Changing Environment" (Pitmans)

Numerous contributions to Personnel and Banking publications

RECREATION

Sailing Golf and Music

CLUBS

Army and Navy  
Wilderness Golf  
Chipstead Sailing

Volume:- 3

Name: BETT, Michael MA, FIPM

Date of birth: 18 January 1935

On CSD ...Yes  
(DE, PCP, DTI)

Address and telephone number:

Place of work

Home

British Telecom  
2 Gresham Street  
London EC2  
01-432 1234

The Spinney  
10 Lodge Road  
Bromley, Kent  
01-460 2846

Present main appointments:

Director of Industrial Relations and Personnel, British Telecom April 1981-

Other appointments

Joined Engineering Employers' Federation as Graduate Trainee IR, 1958.  
Deputy Director, Manchester Engineering Employers Association 1964-1966.  
Joint Secretary, Engineering Employers Federation 1966-1963. Assistant Director  
(Industrial Relations) 1968-1970. Director (Industrial Relations) 1970-1972.  
Member, Management Board, EEF, July 1972- December 1977 (Resigned)  
Personnel Director, General Electric Co Ltd 1972-December 1977  
Chairman, Action Learning Trust  
Director of Personnel, BBC, December 1977 - 3 April 1981

Personal particulars

Married

Educated: Aldenham School; Pembroke College, Cambridge BA (History)  
RAF Army (National Service)

Official appointments

Member, Working Party on Large Industrial Sites (NEDO).  
Member (part-time) Pay Board (DE) 1973-1974  
Member, Board of Arbitration to resolve a difference between the General Council of  
Shipping and the National Union of Seaman (ACAS) 1975.  
Member (Part-time) Levy Exemption Appeal Referees (TSD) (DE) November 1975-  
Member, Civil Service Arbitration Tribunal (DE), November 1977-  
Member, Committee of Inquiry Into the United Kingdom Prison Service (Home)  
November 1978-1979

NAMEDATE OF BIRTH

Professor T L Johnston MA PhD  
14 Mansion House Road  
Edinburgh EH9 1TZ  
Tel 031-225-8432  
EDUCATION AND QUALIFICATIONS

9.3.1927

PRESENT MAIN APPOINTMENT

1981 - Vice Chancellor

CAREER

- 1955-66. Lecturer, Political Economy, Edinburgh University.  
1966-69. First Professor of Economics, Heriot-Watt University, Edinburgh.  
1969-72. Dean of Faculty of Humanities, Heriot-Watt University, Edinburgh (3 year appointment).  
1972-76. Professor and Head of the Department of Economics, Heriot-Watt University, Edinburgh.  
1977-80. Chairman, Manpower Services Committee for Scotland.

OTHER INFORMATION

Member of the list of arbitrators in industrial disputes (DE - now ACAS) 1965-

Member of Panel of Arbitrators dealing with demarcation disputes within the Boilermakers Society.

Member of Panel of Arbitrators dealing with demarcation disputes within the Shipbuilding and Repairing Industry.

Several appointments as Chairman, Board of Arbitration involving the Post Office and Post Office Unions.

Involvement with various Wages Councils.

Carried out enquiry into the reorganisation of Staff Representation in the Banking Industry.



Name: BUCHANAN Ian Loraine BA AIB

Date of birth: 2 January 1930

Address and telephone number:

Place of work  
Department of Economics  
University of Dundee  
Perth Road  
Dundee  
Angus DD1 4HH  
0382 23181 Ext 401

Home  
7 Beechwood Terrace  
West park  
Dundee DD2 1NW  
0382 65276

Present main appointments:

Senior Lecturer, Department of Economics, University of Dundee  
1962-

Other appointments:

Formerly with Lloyds Bank Ltd, Newcastle upon Tyne 1945-1952  
Assistant Sales Control Manager, Imperial Chemical Industries  
1957-1962  
Lecturer in Economics, Queen's College, University of St Andrews  
1962-1969  
Economic Adviser, (seconded) Ministry of Housing and Local  
Government 1968  
Secretary, Inquiry into a dispute between Chrysler (UK) Ltd and  
EETPU (private arbitration) 1973  
Consultant to Tayside Study 1969  
Consultant for Murray Firth Study 1967

Personal particulars:

Married  
Educated: Rutherford Grammar School, Newcastle-upon-Tyne;  
University of Durham; Kings College, Newcastle-upon-Tyne BA  
(Economics)  
Associate of Institute of Bankers

Official appointments:

Single Arbitrator in Industrial Disputes (DE) 1972-1974  
Arbitrator (ACAS) 1974- (55 cases 1972-80, 11 cases 1950-2)  
Chairman, Arbitration on London Underground (LUE) Pay (DE), June  
1979.

Education: Teachers' Pay A3 .