



MANAGEMENT AND APPOINTMENTS IN CONFIDENCE

DEPARTMENT OF TRADE AND INDUSTRY

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Secretary of State for Trade and Industry

4 November 1985

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D Norgrove Esq
Principal Private Secretary to the
Prime Minister
10 Downing Street
LONDON
SW1

Dear David,

EXPORT CREDITS GUARANTEE DEPARTMENT - TOP MANAGEMENT

At a meeting of E(A) chaired by the Prime Minister in July a number of decisions were taken about the organisation of ECGD, in the light of the recommendations of a recent Management Review.

2 It was agreed, inter alia, that three of the Department's Under Secretary posts (increased from four to five) should be filled over a period of time by secondments from the private sector. This was instead of the recommendation in the Management Review that there should be a board of external part-time executive directors. However it was noted that if the right people could not be found, or if they failed to achieve the desired results, further consideration might have to be given to the appointment of a board.

3 Applicants for an immediate Under Secretary vacancy are now being scrutinised following a public advertisement, and in line with the E(A) decision, space would need to be created in the coming months to accommodate two other secondees. However there is now a new factor which gives Ministers a further option. The present Head of ECGD, Mr Jack Gill, a Deputy Secretary, has applied for early retirement. As he is in his 40th year of public service there is unlikely to be any difficulty about the application, and my Secretary of State and the Minister for Trade would like to fill the post from outside (probably next March).

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4 They believe that we are much more likely to find a good outside candidate for the top job than for non-specialist Under Secretary posts. It would give the strongest possible signal of the Government's intention to make ECGD more businesslike. My Ministers believe it would be well within the spirit of E(A) decision to fill the top post and one of the Under Secretary posts from outside. The remaining four Under Secretary posts would remain within the Civil Service, but we would want to see more interchange at that level between ECGD and the DTI than there has been in the past.

5 The post could be filled either by a secondment or by a short period appointment, depending on the availability and circumstances of the best qualified candidate. Unless the Prime Minister sees any objection, my Ministers would like the MPO, in consultation with this Department and the Treasury, to set in train immediately the procedures necessary to fill the job. My Ministers are naturally anxious to ensure that all the relevant procedures are scrupulously followed.

6 I am sending copies of this letter to Michael Stark (Cabinet Office), Paul Thomas (MPO), Rachel Lomax (HMT), and to Dennis Trevelyan.

J F MOGG
Private Secretary

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