



Pue Murray

MINISTER OF STATE, PRIVY COUNCIL OFFICE

PRIME MINISTER

DIRECT ENTRY PRINCIPAL COMPETITION

I am most grateful for your agreement that we may run a competition for a limited number of direct entry Principals. There are still a few details to be settled but I plan to launch the competition next week; this should enable us to complete all stages by Christmas.

I thought you would be interested to know the terms of the competition memorandum, which are designed to meet the conditions you attached. Only candidates between 35 and 50 years old will be eligible (I have changed this from an original proposal of 28-50), which makes it clear that we are seeking maturity and experience. And the memorandum will specify the types of acceptable experience in the following terms:-

Candidates must either have held senior or responsible posts in the industrial, commercial or related sectors which have given them considerable administrative, managerial or financial experience or must have acquired by other experience similar skills in resource management.

... I think this, together with the brief specifications for the posts to be filled (attached) give a clear pointer to the kind of people I am hoping to get in.

We cannot hope that the competition will pass without protest from the unions, since it is their policy to object to recruitment at levels above the normal recruitment grades. But I believe that the fact that the competition is so evidently designed to fill gaps in experience not easily provided from within the Service should do much to alleviate the anxieties of both unions and individual

staff (who, if they are suitably qualified, would of course also be able to apply). And we shall make it clear that it is aimed at a particular problem and will not necessarily be repeated in later years.

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LORD GOWRIE
2 September 1983

HOME CIVIL SERVICE

PRINCIPALS

DEPARTMENT OF EDUCATION AND SCIENCE - 2 vacancies

Experience of one or more of the following: financial management; industry and commerce; developments in information technology.

DEPARTMENT OF EMPLOYMENT - 2 vacancies

One post is located in London and the other in the Manpower Services Commission Head Office in Sheffield. Recent industrial and commercial experience, preferably with first hand management or financial skills.

DEPARTMENT OF ENERGY - 2 vacancies

Experience in financial management, investment appraisal and related disciplines.

DEPARTMENT OF THE ENVIRONMENT AND DEPARTMENT OF TRANSPORT - 6 vacancies

Experience in finance, accountancy, commerce, industry (including nationalised industries) or resource control within local authorities.

HOME OFFICE - 3 vacancies

High administrative or managerial ability is essential.

INLAND REVENUE - 2 vacancies

Experience in finance, accountancy or manpower planning are amongst the particular qualities sought.

DEPARTMENT OF TRADE AND INDUSTRY - 5 vacancies

Experience of business or industry, especially high technology, or with qualifications in accountancy, computing or business administration.

LORD CHANCELLOR'S DEPARTMENT - 1 vacancy

A financial or accountancy background.

MINISTRY OF AGRICULTURE, FISHERIES AND FOOD - 1 vacancy

A financial or commercial background.

MINISTRY OF DEFENCE - 1 vacancy

The post is located in London but would have a commitment to travel. A commercial sales background, and some linguistic ability, preferably in Middle Eastern languages, would be desirable.

PROPERTY SERVICES AGENCY (DEPARTMENT OF THE ENVIRONMENT) - 2 vacancies

Experience in financial management, investment appraisal and related disciplines.

TREASURY - 3 vacancies

Candidates with economics or accountancy qualifications are sought, preferably with experience in financial management, in commerce or industry.

WELSH OFFICE - 2 vacancies

Experience in the field of ADP/information technology or a finance or accountancy background.



10 DOWNING STREET

From the Private Secretary

7 September 1983

This is just to record that the Prime Minister has seen and noted Lord Gowrie's minute of 2 September about the proposed Direct Entry Principal Competition.

Timothy Flesher

J. M. Dowling, Esq.,
Office of the Minister for the Arts.

571