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Peter Warry

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MR FLESHER

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Forcing the most militant of the civil service unions (CPSA) to hold a ballot on industrial action which they subsequently lost was a significant victory. There seems little stomach amongst civil servants for a fight over pay this year, and the Government could probably stick on its present 4.4% offer.

Sticking on 4.4% would be wrong: it implies that the only way to get an increased pay offer is to strike. A better message would be given by raising the offer to 4.9% as proposed by the Chancellor. This more reasonable offer would also reduce the level of grievance stored up for later years when electoral pressures will lend strength to the militants.

The Chancellor is right to rule out arbitration this year as we need this up our sleeves for more difficult negotiations in 1986 and 1987. Similar arguments would suggest that discussions about long term pay arrangements should also be held in abeyance. However, the offer of arbitration on the minimal issue of London weighting is neat and should be endorsed.

We recommend:

1. A final 4.9% offer be endorsed.
2. Arbitration, except on London weighting, be ruled out.
3. No steps be taken to initiate talks about pay in the longer term.

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AIDE MEMOIRE

CIVIL SERVICE UNIONS

Civil and Public Services Association (CPSA)	Clerical, typing and secretarial <u>grades</u> ; about 200,000 staff
Society of Civil and Public Servants (SCPS)	Executive and higher administrative grades; about 100,000 staff
Association of First Division Civil Servants/ Association of Inspectors of Taxes (FDA)	Higher administrative grades; Economists; Statisticians; Tax Inspectors; about <u>10,000</u> staff
Civil Service Union (CSU)	Messengers; Security Officers; other basic grades; about <u>30,000</u> staff
Institution of Professional Civil Servants (IPCS)	Professional, Scientific and Technical grades; about 75,000 staff
Inland Revenue Staff Federation (IRSF)	Inland Revenue grades; about 40,000 staff
Prison Officers Association (POA)	Prison Officers; about 21,000 staff

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