

cc: H33/415
W3/11AI know nothing of
John Wood. I will have
some enquiries made.

PRIME MINISTER

CLEGG COMMISSION

We have yet to reach decisions on the future of the Commission, but it is very clear that it cannot continue - if at all - in anything like its present form.

The purpose of this minute is however confined to considering the options for maintaining the membership of the Commission to complete its present references.

Initially the Commission had, in addition to the Chairman, five part-time members. Sir Leslie Williams and Sir William Ryland resigned in April and we had hoped to replace them by Derek Gladwin (GMWU) and Parry Rogers (Plessey). After a good deal of delay, I understand Gladwin has now decided to decline appointment and we have postponed Rogers' appointment until Gladwin's decision was known. Harry Urwin (TGWU) is also now to resign from the end of August. Without further appointments, the Commission's members will then be Peter Gibson (late of BP) and Professor Joan Mitchell. Professor Clegg is to resign at the end of September.

The annex to this minute lists the references which could still be before the Commission when Professor Clegg's resignation takes effect. We made all but one of these, the last as recently as last month. In most cases the employers and unions concerned were pressed hard to agree on a reference and in all cases the timing of the implementation of the outcome was negotiated. If we sought to stop any of these references (with the exception of that for university teachers, which in any case is now likely to be withdrawn), immediate and substantial pay claims could be advanced for settlement dates long passed and settlements could prove the more difficult. We could hardly avoid accusations of bad faith.

It is likely that the Commission could report on all the outstanding references by about the turn of the year. That would be the natural time to end its present activities. In the interim, I am sure we would

PRIME MINISTER

The Commission is shrinking. Mr Pridmore wants to let this happen. But a Chairman will be needed to complete outstanding work. He suggests Sir John Wood, subject to Chancellor's comments. ^{new} ^{attached} ^{flag A} agree to sound him? ^{11/1}

not contemplate any further references.

I believe we need therefore to be ready to appoint a caretaker Chairman to overlook the Commission's last references on Professor Clegg's departure. The very limited nature of his task would need to be made clear. This would add to the difficulties of persuading anyone to take it on, but I understand that Sir John Wood (Professor of Law at Sheffield University and Chairman of the Central Arbitration Committee) could be persuaded. He has a healthy scepticism of comparability and would certainly not be interested in a permanent appointment of this kind, but in a variety of ways over many years he has been directly involved in questions of public service pay and his experience is unrivalled. There is no need to announce an appointment for sometime yet, but I would welcome your agreement to an approach being made to Sir John Wood about the possibility.

At this stage, there are obvious difficulties in appointing further part-time members to the Commission. I am sure that we will not now find an able trade unionist ready to serve. We have the option of appointing Parry Rogers whose agreement you have to serve despite the evident uncertainties. But I do not think we should now make the appointment. It could be viewed, whatever explanation we offered, as a signal that the Commission had a future and the membership of the Commission would be unbalanced. From the end of August the Commission would be left to complete the remaining references with two part-time members which should prove - although only just - tolerable.

I am copying this minute to Geoffrey Howe, Christopher Soames and Robert Armstrong.



J P
6 June 1980

STANDING COMMISSION ON PAY COMPARABILITY

References which will not have been completed before the end of September 1980

1. Ambulance Officers (3,000). Referred May 1979; recommendations, which are to be binding, to be implemented in stages from 1 August 1979 and 1 April 1980.
2. Scottish Local Authority Chief Officials (800). Referred September 1979; recommendations to provide a basis for negotiations, agreed staging of a settlement from 1 January 1980 and 1 April 1980.
3. New Towns Staff (8,000). Referred October 1979; recommendations to provide a basis for negotiations with implementation of a settlement from 1 July 1980.
4. University Teachers (37,000). Referred January 1980; recommendations to provide a basis for negotiations with implementation of a settlement agreed in stages from 1 April 1980 and 1 October 1980. Agreed that this reference can now be withdrawn.
5. University Clerical and Computer Staffs (17,000). Referred May 1980; recommendations to provide a basis for negotiations with agreed implementations of a settlement from 1 January 1980.

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