



The Royal Society

6 Carlton House Terrace, London, SW1Y 5AG

Telephone 01-839 5561

Telex 917876

4 July 1980

Dear Prime Minister,

We, the undersigned Fellows of the Royal Society, who are heads of profession or senior advisers to Departments of State, wish to express our grave concern over the pay award to scientists proposed by the Civil Service Department.

These proposals, if implemented, would place scientists well below both the Administrative/Executive and the Professional/Technical classes, with gaps so large for the key career grades of Principal and Senior Principal Scientific Officer as to be unworkable. In most Government establishments PSOs and PPTOs, and in some cases administrators, are used interchangeably in fully integrated teams and, as senior line management has made very clear, such a system would be unmanageable if scientists were paid substantially less for doing the same job.

The effect would be to make scientists the third-class citizens of the Civil Service. This would give them a deep sense of injustice, have a disastrous effect on their morale, and greatly jeopardize the efficient management of the Civil Service as a whole. An unworkable situation is arising from division of staff into three rigid categories unrelated to the present-day realities of management.

Perhaps even more serious in the long run would be the impact of Government appearing to value its scientists so much less than its administrators. This would do much to nullify all our efforts to emphasise the importance of science and technology and to persuade more of our able young people to seek careers in these fields.

The Prime Minister,
10 Downing Street.



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The President and Officers of the Royal Society have seen this letter and have authorized us to say that they are in full agreement with it.

Yours sincerely,

(Sir John Mason, FRS)
Director-General,
Meteorological Office, and
Senior Vice-President of
the Royal Society

(Sir Ronald Mason, FRS)
Chief Scientific Adviser
Ministry of Defence

(Sir Hermann Bondi, FRS)
Chief Scientist
Department of Energy

(Sir Alec Merrison, FRS)
Chairman Advisory Board of
the Research Councils

(Sir Sam Edwards, FRS)
Chairman, Scientific Advisory
Council, Ministry of Defence



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ANNEX

THE MOST SERIOUS ASPECTS OF THE CSD PROPOSALS

The Principal Scientific Officer (PSO) at the top of his grade is being offered an increase of only 6.2% compared with 19.1% for the Administrative Principal, placing him £2000 p.a. below the latter and £1150 p.a. below the Principal Professional/Technical Officer (PPTO). It is proposed to give the Senior Principal Scientific Officer (SPSO) no increase at all and to lower the starting salary for this grade from £14,250 to £12,600.