



Prime Minister

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2 MARSHAM STREET
LONDON SW1P 3EB
01-212 3434

Good.

MUS 23/2

My ref:
Your ref:

23 February 1983

D. Norman,

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In your minute to the Prime Minister of 11 February, about the Review Body for Nurses and Related Groups, you deal again with the point about what you see as the inevitable separation of the negotiations for terms and conditions of service and those for pay.

While I understand the difficulties that there are over this, and that this has been the practice in the other Review Bodies, I really feel I must emphasise again how difficult I think this is in terms of seeing any real improvements over terms and conditions of service. This point has been continually brought home to me in connection with the teachers pay arrangements which operate in exactly this separated way. Local authority leaders have always said how impossible it is to get any effective bargaining over terms and conditions because there is no opportunity to use any pay arrangements to help achieve improvements.

I recognise that what I am seeking to change is the accepted practice for the other Review Bodies as well, but I do regard it as so important that I hope no final decision will be taken on this and that we can consider it again at the end of the consultation.

I am sending copies of this letter to the Prime Minister, the members of E(PSP), the Secretaries of State for Scotland, Northern Ireland and Wales, and to John Sparrow and Sir Robert Armstrong.

TOM KING

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Mat Health - Denver Pg 172



22 FEB 1963



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cc

DEPARTMENT OF HEALTH & SOCIAL SECURITY

Alexander Fleming House, Elephant & Castle, London SE1 6BY

Telephone 01-407 5522

From the Secretary of State for Social Services

The Rt Hon Tom King MP
Secretary of State for the Environment
Department of the Environment
2 Marsham Street
LONDON
SW1

Thank you for your letter of 23 February about the Review Body for nurses, midwives and professions allied to medicine.

As I said in my minute to the Prime Minister, I see very real disadvantages in asking the Review Body to deal also with terms and conditions of service - the problems Sir Robert Clark identified, the danger that the Review Body would be turned into a negotiating forum and the potential loss of control. I pointed out also that our experience of the DDRB has shown that, provided close contacts are maintained between those who negotiate terms of service and the Review Body about changes which have been agreed or are in prospect, the arrangements operate satisfactorily. I suspect that this is considerably easier where Government itself is doing the negotiation than for a third party like the local authority employers.

We can of course look at this again at the end of the consultation period if grounds emerge to suggest that there may be problems; but my present view is that the approach we are proposing to adopt is the right one.

I am sending copies of this letter to the recipients of yours.

NORMAN FOWLER

Nat Health
Nurses Pay
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DEPARTMENT OF HEALTH & SOCIAL SECURITY
BUREAU OF LABOR RELATIONS
WASHINGTON, D. C. 20540

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