



CC/VO
Prime Minister

No new initiative
Proposed to tackle YTS

Caxton House Tothill Street London SW1H 9NF *problem*

Telephone Direct Line 01-213 6400

Switchboard 01-213 3000

AT
16/10

The Rt Hon Patrick Jenkin MP
Secretary of State
Department of the Environment
2 Marsham Street
LONDON
SW1

16 October 1984

Patrick,

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my training
not*

Thank you for your letter of 26 September about the difficulties you are facing with a scheme you are proposing in Bristol under the Youth Training Scheme.

We have been concerned for some time at the lack of progress in introducing YTS in the Civil Service. There are some schemes in the industrial Civil Service but pretty well nothing in the non-industrial Civil Service, the latter despite a framework agreement negotiated with the Council of Civil Service Unions towards the end of 1983 on the application of YTS in the non-industrial sector. This has happened largely because of opposition at Departmental or local level from the Society of Civil and Public Servants and the Civil and Public Servants Association, and this opposition was reflected in motions very hostile to YTS which were passed at their annual conferences earlier this year.

Grey Gowrie and I reviewed the position this summer and we concluded that we should not force the issue at this stage as the MSC have more than enough places on the Scheme for all the youngsters likely to come forward in the next year and because of the possible adverse repercussions on the Scheme as a whole. The Prime Minister, who has taken a particular interest in this, accepted this view. However, from her comments in her Party Conference speech, we can be in no doubt of her disappointment with the negative response of the trades unions in the first place.



I am glad to see that you are making better progress with proposed YTS schemes in your research establishments. I am afraid that for the present at least we shall need to proceed only where we can do so with local support. I know how frustrating you must find it to be baulked by the short-sighted attitude of the Civil Service trade unions, especially as the main losers will be the youngsters concerned.

Grey Gowrie and I will be reconsidering our position before the end of the year.

I am copying this letter to the Prime Minister, Nicholas Ridley and Grey Gowrie.

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Manpower: Employ. Measures Part 10.

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10 DOWNING STREET

From the Private Secretary

19 October 1984

Dear David,

YTS IN THE CIVIL SERVICE

The Prime Minister has seen a copy of your Secretary of State's letter of 16 October to the Secretary of State for the Environment about the Youth Training Scheme.

Your Secretary of State accurately records the Prime Minister's disappointment at the negative response of the civil service trade unions to the Government's proposals for introducing YTS into the civil service. She remains concerned to make progress as soon as possible, in particular with the proposal to allocate one trainee to 10 Downing Street.

BF/1
The Prime Minister has noted that your Secretary of State intends to review the position, with Lord Gowrie, before the end of the year. She would however be grateful to have as soon as possible your Secretary of State's and Lord Gowrie's joint assessment of the scope for making earlier progress.

I am sending a copy of this letter to Paul Thomas (Office of the Chancellor of the Duchy's Office).

Yours ever,
David

DAVID BARCLAY

David Normington, Esq.,
Department of Employment.

BF

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Prime Minister ②
Lamentable

TF 21

cc 90

2 MARSHAM STREET
LONDON SW1P 3EB
01-212 3434

We can use
to point out that
the Unionist are
against
jobs.

AT
26/9

My ref: Civil Service
Your ref: file

Dear Tom,

26 September 1984

I am writing to you about a problem we have encountered with the Youth Training Scheme we proposed in our South West Regional Office at Bristol.

Plans were drawn up for the launch of the scheme to attract this summer's school leavers, and initial discussions with the local Trade Unions gave grounds for optimism. However, the Society of Civil and Public Servants and the Civil and Public Servants Association - the two Unions mainly involved in the Bristol scheme - then decided at their annual conferences that they would withhold cooperation on a national basis unless those in the scheme were offered jobs at the end of their training. I cannot guarantee jobs, which must be gained by fair and open competition and in a situation where our need for recruits may well not match the number of trainees available. While I would have liked to press ahead, the Manpower Services Commission advised us that they would be reluctant to endorse a scheme which did not have Trade Union support, since this could risk prejudicing Union cooperation in the Youth Training Scheme more generally. So, sadly, I have not proceeded with the Bristol proposals. However, I am hopeful that we may be able to progress schemes at the Research Establishments where the main Union involved, the Institution of Professional Civil Servants, is not similarly opposed.

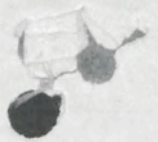
Given our commitment to the expansion of the Youth Training Scheme, I would have liked to continue with the Bristol scheme despite the Trade Union opposition. This is presumably a problem which has arisen elsewhere in the civil service, granted the SPCS/CPSA attitude, and I should be grateful for any thoughts you may have on how to unstick things.

I am copying this letter to the Prime Minister, to Nicholas Ridley (with whom we share the Regional organisation at Bristol), and to Grey Gowrie.

Your ever
Patrick

PATRICK JENKIN

Faint handwritten text at the top of the page.



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26 SEP 1984



copy

CABINET OFFICE

From the Minister of State

Lord Gowrie

MANAGEMENT AND PERSONNEL OFFICE

Great George Street

London SW1P 3AL

Telephone 01-233 8610

1) Mr Butler : to see

2) bpm
26/7

The Rt Hon Tom King MP
Secretary of State for Employment
Caxton House
Tothill Street
LONDON SW1H 9NF

24 July 1984

Dear Tom,

YOUTH TRAINING SCHEME IN THE CIVIL SERVICE

Thank you for your letter of 4 July, advising against forcing the issue on YTS in the Civil Service at this stage.

In the light of that advice, and of comments by Michael Heseltine and Barney Hayhoe, I am willing to leave matters for review later this year when the overall position on YTS places can be considered. In the meantime I intend to continue efforts to promote the scheme in the Service, where this can be done without provoking the kinds of difficulties for YTS highlighted in the responses to my original letter.

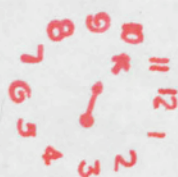
I am copying this to the Prime Minister - who, I believe, has been appraised of the issue informally - as well as to Michael Heseltine, Barney Hayhoe and David Young.

Yours,
L/G

LORD GOWRIE

Spec. Employment Measures: MANPOWER

P#10.



26 JUL 1984



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 Switchboard 01-213 3000

cc
 Ps/ Mr. Morrison
 Ps/ Secretary
 Mr. Derx
 Mr. Brand
 Mr. David
 Mr. Hitchin
 JR 44

The Rt Hon Earl of Gowrie
 Minister of State
 Privy Council Office
 Office of Arts & Libraries
 Room 62/2
 Great George Street
 Whitehall
 LONDON
 SW1

1) Mr Butler: to see

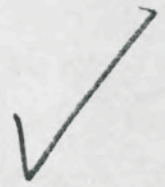
2) Wilson.

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 To note
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July 1984

David Young



YTS IN THE CIVIL SERVICE

Thank you for your letter of 7 June.

You will have seen David Young's letter of 22 June to me in which he advises against taking steps to introduce YTS in the non-industrial Civil Service at this stage. I must say that, in all the circumstances, I agree with that advice. We have more than enough places on the Scheme for all the youngsters likely to come forward in the next year, and thus we do not need more places in the Civil Service. Further, I see little advantage in forcing the issue with the Civil Service unions, so long as they remain so out of touch with reality.

I therefore consider that we should leave things as they stand for the present but that we should review the position later in the year in the light of the actual provision of places on the Scheme and any change in the attitudes of the Civil Service unions. I suggest that you advise the Prime Minister accordingly.

I am sending copies of this letter to Michael Heseltine, Barney Hayhoe and David Young.

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 Hope we are keeping
 busy with the No 10
 Admin under control.

Manpower SEM'S

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