

Police



MINISTRY OF DEFENCE WHITEHALL LONDON SW1A 2HB

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Rmt

D/S of S 103/79

22nd May 1979

Hidden copies to:

PS/Lord President
~~PS/Prime Minister~~ (your
letter of 16th May refer

Dear Mr McCafferty,

Thank you for sending me a copy of your letter of 11th May addressed to the Prime Minister about the pay of the Ministry of Defence Police. The Prime Minister has asked me to reply.

I am already aware of the difficulties we are encountering in the Force, through poor recruitment and increasing wastage; and I agree with you that it is most important to settle new rates of pay as quickly as possible. Since, as you know, the pay negotiations are conducted by the Civil Service Department, I am copying this letter and yours of 11th May to the Lord President of the Council, Lord Soames, who will, I am sure, wish to consider the points which you have made.

*Yours sincerely
Francis Pym*

Francis Pym

J T C McCafferty Esq



Adk
19/5

**DEFENCE
POLICE
FEDERATION**

604

Room 133, Turnstile House
Ministry of Defence
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London WC1

Telephone : Chairman 01 430 5373 5059/5098
Secretary 01 430 5174 5345
Ansafone 01 430 5247 5345

The Rt Hon
Mrs Margaret Thatcher
Prime Minister
10 Downing Street
Whitehall
London SW1

Your Reference

Our Reference

DPF/GS/3/4/79

Date

11 May 1979 *RL*

Dear Prime Minister,

We have followed with great interest the policies contained within your Manifesto leading up to the election of your Government earlier in the month from which two major policies are of extreme concern to this Federation ie Law and Order and Defence.

The previous Government you will recall, set up the Edmund Davies Committee, which recommended for the Police service substantial pay increases. The Government of the day decided that the outcome of the Edmund Davies Recommendations should be phased, but nevertheless, we were delighted to see that your Government has honoured the pledge by implementing the remainder 20% with effect from 1 May 1979.

If you have not already been made aware, I wish to draw to your attention that following the Edmund Davies recommendations the last Government decided the non-Home Department Forces should be subjected to a similar Review which I might add, was not taken lightly by the membership of the Ministry of Defence Police insofar that we had undergone a similar examination only some four years previous ie 1974, the outcome of which gave us the same rates of Pay and Conditions of Service as our colleagues in the Home Department Forces.

The Ministry of Defence Police you will be aware is the only Government Police Force outside the Home Department with a membership of 4,000 plus and who have their own Minister in Parliament (the Right Honourable Francis Pym to whom this is copied) and who is responsible for the Force together with the Defence Council and your Government.

Resulting from the Edmund Davies recommendations and your Government's subsequent decision to implement the Edmund Davies findings in full, this has now placed the members of this Force some 40% odd in salary behind that of their colleagues in the Home Department Forces.

Needless to say since the implementation of the Edmund Davies rates of pay, the Ministry of Defence Police had been faced with a gross unacceptable loss of manpower which is currently running at 15% in the rank of Constable alone. As a result of this you will be aware of the consequences that this has on our recruitment and maintaining existing ranks within the Force.

Bearing in mind your Government's policies on Law and Order and in particular Defence, one shudders to think what implications will arise particularly in respect of Defence and the security of our installations should we not be awarded the full rates of pay as was awarded to the Home Department Forces.

You will understand that in line with all other non-Home Department Police Forces, the Ministry of Defence Police is at the moment being subject to an independent enquiry under the chairmanship of Eric Wright who it is hoped will be reporting in the very near future.

If your Government holds the view that "Police" (and I cannot be seen to be representing other non-Home Department Forces) should be paid to maintain Law and Order!, if it is your Government's decision to strengthen our Defences, then it must follow that your own Police Force, who are responsible for such matters in major Strategic Defence Establishments, be awarded the same rates of Pay and such Allowances as afforded to the Home Department Forces.

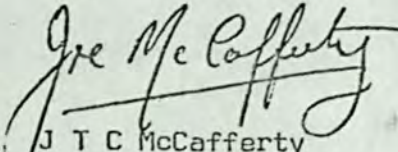
We have from previous Government Ministers received replies to our letters of concern, requesting us to await the outcome of the Wright Committee findings. Such replies have in no way assisted in maintaining the level of recruitment into the Force, or assisted in the retention of the current serving members which has since been further aggravated by the recent 20% award. Some 9 months have now passed since our review date of 1 September 1978 and we are rapidly approaching our anniversary date of 1 September 1979 without any foreseeable conclusion to the Wright Committee's findings on our Force. The Committee you will be aware were given no conclusion date by the previous Government, neither did the previous Government give any form of undertaking that they would honour the outcome of the Committee's findings or that they would be implemented in full.

In order for your Government to maintain the level of security coverage at many of your highly classified establishments and in the interest of National Security, we feel that it is of extreme importance that the question of the pay of the Ministry of Defence Police should be placed high in your Government's priorities to ensure that members of the Ministry of Defence Police are paid the Police rates of Pay and Conditions of Service. Failure to act quickly in this matter, will undoubtedly result in mass exodus from one of your Police Services, thereby placing the security of the nation in jeopardy.

Although maybe a little premature, it would greatly help to halt the exodus of members leaving the Force to join Home Department Forces and other various forms of employment where the remuneration is greater, if we could be informed of when the Committee is likely to report to the Government on its findings, and of your policies in respect of maintaining a viable Force ie the Ministry of Defence Police Force, for the purpose of maintaining the level of security which your Government requires for Defence Establishments and whether your Government will undertake to accept and implement the findings of the Wright Committee without phasing.

I enclose the latest Circular which has been sent to our membership by our Chairman which I hope you will find of some interest.

Yours sincerely


J T C McCafferty
General Secretary

Copy to: 22.5.79
The Lord Soames, Lord
President of the Council

Copy to: Rt Hon Francis Pym



**DEFENCE
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Your Reference

CIRCULAR

To : All Members

Our Reference

DPF/CH/33/3/79

Date
11 May 1979

Dear Colleagues
PAY AND THE MINISTRY OF DEFENCE POLICE

On the morning of Friday 6 May 1979, Mrs Margaret Thatcher MP became our Prime Minister. Among many of her major policies was that of Law and Order and Defence, two vital matters not unconnected to the Ministry of Defence and Police. On the same historical day a Force Order dated 2 May 1979 which included Order 188/79 arrived on my desk. Both these events were not unconnected. I have been reminded of the connection by numerous telephone calls and letters. The theme of my correspondence is, is the lady aware that while she was forcibly following her campaign on those two most important and essential national commitments, the very fabric of defence and security is being eroded by the gross acts of irresponsibility on the part of her predecessors in Cabinet towards the Ministry of Defence Police and its Pay problems? Often repeated to me are the words I used when confronting Mr Charles Morris MP, the then Minister of State for the Civil Service Department as far back as 13 September 1978. My words were, "I am not prepared in any way to assist you or your Government in prolonging this scandalous treatment of my members. My advice to you is the same I believe as that once given by a Prince, "Get your finger out and get this thing over with". It is the nation's security, your Government's security, mine, your children's, your wife's safety you are playing with. Do not renegue on our agreement, it would be far too dangerous".

I am sorry to say, that warning fell on deaf ears. A pity, because I now firmly believe that my warning has become almost a reality which brings me to Force Order 188/79 "Resignations".

What a sordid reflection on the people responsible who have known about our manning problems for so long and which is currently running at 15% below the required numbers in the rank of constable. We acquainted Lord Peart, the then Lord Privy Seal with the details way back in February this year and once again nothing but apologies and platitudes and Rome still burns.

The honouring yesterday by Her Majesty's Government of their pledge to the Home Department Police Forces on pay is bound to have repercussions within our Force causing the exasperation of an already tense and incredible situation.

No one has shown greater loyalty or patience and no one has been rewarded by such disregard and effrontery as this Force. Next week I shall be attending the Annual Conference of the Police Federation of England and Wales together with the General Secretary as fraternal delegates and the present Home Secretary will be there.

On our return a meeting of the General Purposes Committee will be convened and if nothing has been heard from our Paymasters by that time the General Purposes Committee will have to give serious thought as to the actions it will recommend to bring about justice for our members.

REVIEW OF PROTECTION

Some members are showing signs of despair at yet another Committee to pry into the affairs of the Ministry of Defence Police.

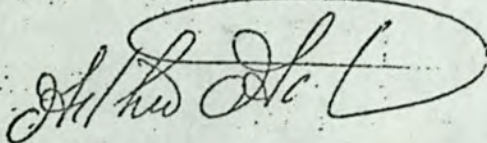
Whether we like it or not, Committees such as those referred to in Force Orders, have in one guise or another, been part of our scene ever since I can remember. Whether it has been the I of E, Fair Value, Defence Cuts, Service Boards, the terms of reference have invariably had the same objectives and it would be wrong for any member of the Force to believe that this kind of thing only happens to the Ministry of Defence Police. It does not! It is normal practice in the public sector of employment.

Whether there is a need for apprehension over this latest Committee, depends on what the new Government policy is to be on defence and how much stress they put on protecting the nation's defence establishments. If anybody believes that the Ministry of Defence Police is going to disappear from the face of the earth, I can reassure them that this is not to be the case.

The Federation itself by the very nature of its aims for better conditions, more advantageous retirement policy, equal pay recognition as a police force, was bound to have the effect of causing our Paymasters to have a closer look at us.

I do not believe there is one among us who would want to revert to the old days of bad pay and conditions and ridicule from other sources just because we are afraid of having ourselves looked at.

Yours sincerely



A.T. Aitchison
Chairman

22 MAY 1979

