



Prime Minister

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DEPARTMENT OF TRANSPORT
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MUS 22/12

The Rt Hon Norman Tebbit MP
Secretary of State for Employment
Department of Employment
Caxton House
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see AD

21 December 1981

Dear Norma

MB

JOB RELEASE SCHEME

Thank you for your letter of 4 December. I am sorry that my previous letter led you to infer that my Department might have been abusing the Job Release Scheme (JRS). *see below.*

To achieve the manpower savings required in DTp, I have had to restrict recruitment. In the junior non-mobile grades, where releases have mostly occurred, the number of new recruits cannot exceed the number of those who leave (for whatever reason). Thus, what my previous letter sought to describe was a situation in which we may allow job release to an older officer in one part of the Department and use the headroom created by his departure to recruit to another part of the Department. That, as I understand it, is the sort of indirect replacement which is permissible under the present arrangements.

The difficulty is not one of ensuring that each release creates a consequential vacancy, but of demonstrating a clear link between the two, given the wide geographical spread of DTp. The mechanics of having to do so could well prove so cumbersome that we should have to withdraw from the scheme.

David
DAVID HOWELL

21 DEC 1981

