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C(67) 199

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## CABINET

RACE RELATIONS LEGISLATIONMemorandum by the Minister of Labour

I wish to make suggestions on three points in the Home Secretary's paper (C(67) 196).

I The Crown (Paragraph 10)

2. The Bill is to bind the Crown. Is it intended that this should cover the police? It hardly seems right to cover other services for which Ministers are responsible if the police (including the Metropolitan Police) are not covered.

3. If the Crown is to be bound it will be necessary to provide for special procedures for handling complaints. It would not be appropriate for me to handle employment complaints against other Ministers; and for complaints against Ministers who provide services a procedure modelled on that of the Parliamentary Commissioner would probably be appropriate.

4. To include procedural modifications in the Bill would weaken its impact. Would it not be preferable, therefore, for the Crown to submit its actions to the scrutiny of the Race Relations Board, not in the Bill, but by the more usual practice of a Government undertaking?

II Small Employers (Annex I, Paragraph 10)

5. I agree that the Bill should not apply initially to the smaller employers so as to give the machinery for handling complaints a chance to get run in. But would it not be desirable to make it clear to all employers that they will eventually be covered by providing, in the Bill, that the lower limit will be reduced to five employees after two years and removed altogether after three?

III Machinery for Handling Employment Complaints (Annex I, Paragraph 20)

6. It is essential that the machinery for handling employment complaints should have the confidence of industry, and in particular of the Confederation of British Industry and the Trades Union Congress. I think the best way of achieving this would be to appoint the President of the Industrial Court *ex officio* Vice-Chairman of the Board and to make him responsible for the machinery for handling employment complaints.

R. J. G.

Ministry of Labour, S.W.1.

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