

## SCIENCE RESEARCH COUNCIL

## AL/RL MERGER WORKING PARTY

## REPORT OF MEETING 9 JULY 1979

1. The Working Party held its first meeting on Monday 9 July 1979 at the Appleton Laboratory and agreed the following Terms of Reference:-

"To provide for a full dialogue between Management and Staff (both non-Industrial and Industrial) on matters concerned with the transfer of work and staff to Chilton and other sites arising as a consequence of the Council decision to merge the Appleton and Rutherford Laboratories so that the views of the staff are known to Management before decisions are taken".

(A list of those attending is attached to the report).

2. Report of the Proceedings of the Working Party

It was agreed that following each meeting of the Working Party a short report would be circulated to all Appleton Laboratory staff and to the RL Staff and Trade Union Side representatives outlining the main points discussed and any conclusions reached.

3. Progress with the Merger

The Director General Designate gave an account of how the merger was progressing, his ideas on the possible management structure for the merged laboratories, and the present position regarding availability of laboratory, office and workshop accommodation. He confirmed that Oxfordshire County Council had raised queries on the planning application for R25 North West Extension and that a meeting had been arranged with representatives of the County Council and local District Councils for 17 July to discuss the position. It is hoped that a provisional timetable for the move of blocks of work together with the details of the new management structure will be available by the end of 1979.

The Secretary to the Council's statement (Council Circular 11/79) that there would be work at Ditton Park for existing non mobile staff until the end of 1980 did not necessarily mean that such work would not continue beyond that date. For example, some workshop and other facilities could well be required for a longer period but the precise nature of continuing requirements had still to be decided.

4. Merger Unit

The Merger Unit has been set up under Mr P S Maxwell, to deal with matters arising from the Merger including the provision of assistance

to staff with their transfers. Visits had been arranged to the Rutherford Laboratory and also to the Chilton area. Information about the area, including schools and education facilities had been made available in the Merger Office. Questionnaires primarily for planning purposes, with no commitment on the part of staff, had been completed by Non Industrial staff on their possible situations regarding transfer, travel and work. A Working Group had been set up to consider applications from staff for Voluntary Premature Retirement (VPR) or for early transfer to Chilton. A notice on the membership and work of the Group would be circulated to staff shortly.

#### 5. Housing Problems

The Rutherford Laboratory own some furnished and unfurnished accommodation in the Chilton area which is used primarily as an aid to recruitment. Special requests from staff with difficult housing problems for the short term use of some of this accommodation would be considered. At the present, however, no unfurnished accommodation is available. Local Authorities in Berkshire and Oxfordshire would be asked if they could provide housing, in particular for those staff already housed in Local Authority accommodation in the Slough area.

Up-to-date information from a wider variety of estate agents would be obtained and placed in the Merger Office, together with information on grants for first-time buyers.

Central Office would be asked to look at the general problem of what was involved when staff who purchased Local Authority housing wished to sell in the period when they could incur penalties. Staff with specific problems in this area should refer them to the Merger Office in the first instance.

The Director General Designate agreed to provide a supporting note for staff, who were approaching Building Societies for a mortgage, stating the transfer position and asking for sympathetic consideration of the staff member's request.

Norman Frizzell Life and Pensions Ltd had volunteered their services and advice to would-be-house-buyers. The Merger Office should be contacted for details.

AERE (Harwell) have a number of hostels, many of which were purpose built, in the area. Management would do its best to obtain access to this accommodation for single staff if requested to do so.

#### 6. Orange Book/Conditions of Transfer

The conditions of transfer set out in detail in the CEM's, had been condensed for ease of reference in the 'Orange Book' and circulated

to staff. This book was intended for guidance only. The transfer terms applied equally, in full, to Industrial as well as Non-Industrial staff as stated in General Notice 67/74. At the request of Staff and TU Sides it was agreed that Central Office should, nevertheless, also circulate copies of the CEM Chapter 5D which dealt with transfers, to all Appleton Laboratory staff with a covering note drawing attention to any necessary amendments.

Central Office would be asked to check on the interpretation of CEM 5D, para. 15.2 which referred to non-payment of a passenger supplement during the 1,000 miles which transferred staff could drive in the area of the new establishment whilst looking for accommodation.

Central Office in consultation with Dr Valentine would also be asked to consider CEM 5D, para. 93.3 last sentence, which concerned non-payment of interest on bridging loans taken out to cover advance stage payments on a house being built at the new establishment.

#### 7. Staff Problems

- (i) Work for non-mobile staff at Chilton. The questionnaire returned from Non-Industrial staff in non-mobile grades indicated that most of them did not intend to transfer to Chilton. It seemed unlikely therefore that there would be a problem in providing suitable work for those staff who did wish to transfer.
- (ii) Redundancy. Management would follow the criteria for redundancy as set out in the existing Whitley agreement. Compassionate cases would be considered through the Merger Working Group. At present no redundancy agreement existed for Industrial staff, but is being negotiated. It is hoped it will be agreed before it is required.
- (iii) Visits to Chilton area. It was agreed that if there was sufficient demand, visits of staff and their spouses to the Chilton area would be arranged for a week-day. The Merger Office would organise the visits.
- (iv) Administration Group staff in Mobile Grades. The requirement for such staff at Rutherford would be known by the end of 1979. Some such staff would be required at Ditton Park until the site closed.
- (v) Flexible Working Hours (FWH). Dr Stafford recognised the importance AL staff attached to the continuation of FWH for themselves on transfer, and he agreed to discuss the situation with his local Staff Side and report back to the Working Party at the next meeting.

- (vi) Transfers to Civil Service. It was agreed that Central Office would be asked to contact the CSD to see what opportunities existed for AL staff to transfer to Civil Service Departments in the London area. Prior to this, however, staff interested in such a transfer would be requested to contact the Merger Office so that the demand for such transfers is known.
- (vii) Transport from and to Didcot. It was agreed that transport from and to Didcot Station would be provided for several years. Such transport would take account of conditioned hours of staff and the cost involved would be accounted for in calculating any excess fares payable to those staff using the service. Other arrangements for transport from the Slough area to Chilton would also be investigated.
- (viii) Accommodation Standards. Dr Stafford said that office accommodation would conform as close to Civil Service standards as possible. The usual arrangements for joint consultation on accommodation matters would be continued.

The next meeting would be held in early September 1979.

MERGER WORKING PARTY - 9 July 1979

List of participants

G H Stafford	(RL)	(Chairman)
J M Valentine	(RL)	
P S Maxwell	(RL)	
G L Addison	(AL)	
G N Pickles	(CO)	
T Paterson	(AL)	(Secretary)

Staff Side

J H Aram	Staff Side Chairman
W Bray	Staff Side Secretary
C P Chaloner	(AL)
J Diserens	(RL)
Mrs E S Faulkner	(AL)
C J Gibbins	(AL)
J Reader	(RL)
D Sandcraft	(AL)
R Street	(AL)
M Weston	(CO)

Trade Union Side

A Ferrari	(RL)
R L Halton	(AL)
C W Nowell	(AL)
D J Price	(RL)