

## MERGER WORKING PARTY REPORT

4/80  
Feb. 1980

The Fifth Meeting of the AL/RL Merger Working Party was held on Wednesday 6 February 1980.

This report outlines the main subjects discussed and conclusions reached at the meeting.

1. CEM ON TRANSFERS (5D)

It was confirmed that all new recruits to the Ditton Park site are given a copy of the CEM Transfer terms on arrival.

2. VISIT TO CHILTON AREA

A visit to the Chilton site for staff who have not already been on a previous tour had been arranged for Monday 18 February.

3. CIVIL SERVICE TRAWLS

Copies of all CS Trawl notices were being displayed in the Library at Ditton Park regardless of whether an EVN is published.

4. VACANCIES FOR INDUSTRIAL STAFF IN GOVERNMENTAL ESTABLISHMENTS IN THE SLOUGH AREA

The Trade Union Side had provided a list of the establishments it would like the Official Side to contact concerning future employment. It was agreed that an approach to these establishments would be made towards the end of 1980 when information on the wishes and skills of the individuals is known.

5. SAFETY POLICY STATEMENT

The text had been agreed and circulated to all staff (AL/RL Notice 7/79).

6. REDUNDANCY PROPOSALS

- (a) The main proposals had been discussed at the Special Fourth Meeting of the Working Party in December 1979, and as a result, Merger Notice 5/79 and a letter to all non-mobile staff on continuation of employment with the Council at Chilton following the closure of Ditton Park had been circulated. The Employee Side raised some queries about the enhancement and compensation provisions of the redundancy proposals as they would apply to any staff in the 57-60 age group whose request for premature retirement was not accepted. It was agreed that Messrs Aram and Maxwell would discuss the matter outside the meeting with a view to clarifying the position.



- (b) Some delay had arisen over the circulation of Chapter 10 of the ICEM's on 'Termination of Service'. Additional amendments to this Chapter had necessitated its re-submission to National T.U. Officers. It had now been cleared and would be circulated soon as a General Notice prior to printing for ICEM's.

7. RL/AL WHITLEY CONSTITUTION

A draft Constitution of the new RL/AL Local Whitley Committee would be sent to the General Purpose Committee of the Whitley Council, as soon as the discussions with the Staff Side locally have been completed. Meanwhile an ad hoc RL/AL Local Whitley Committee meeting had been held at which the Director General stated that now the new Whitley machinery was in operation on an ad hoc basis, Dr Valentine would, as had previously been envisaged, chair the Merger Working Party. The Merger Working Party could continue to deal with merger matters affecting Non Industrial staff in the same way as a Sub-Committee of a Local Whitley Committee would deal with matters for which it had been given responsibility. The Working Party is however a tripartite body and Dr Stafford foresaw it having a similar relationship with the LJCCs for matters concerning Industrial Staff. The Working Party was an implementing Committee and not a policy-making one, and it was expected that it would be wound up following the closure of Ditton Park. In addition it was proposed that there would be site Whitley machinery at Ditton Park and Chilton chaired by the respective Directors to deal with matters peculiar to each site.

8. LJCC

It was not thought necessary to form a joint RL/AL LJCC and the present LJCCs' structure will remain as constituted. It was appreciated that the majority of problems encountered by the Ditton Park shop stewards were solved by informal discussions with Management. It was anticipated that such arrangements would continue for as long as necessary.

9. LOCAL HOUSING AUTHORITIES

Newbury District Council would consider exchange tenancies and agreed to supply a list of existing tenants who would like such an exchange to the Slough area. So far no list has been received.

The Vale of White Horse District Council has provided housing for "key workers". It would consider any such cases presented to the District Council without commitment. There is also the possibility of exchange tenancies.

South Oxfordshire District Council can offer little or no assistance. They have a considerable waiting list and all transferees may be placed on this list. No new properties are being built and very few existing properties are falling vacant. It is possible to exchange tenancies but the Council does not keep a register of tenants wishing to move.

The Councils' had indicated that whilst exchanges had to be agreed by the District Councils concerned, contact with potential exchange tenants was often best effected through advertisements in local newspapers. The Official Side agreed that it would offer such help as it could with these cases as and when approached by individual members of staff.



10. TRANSPORT REQUIREMENTS BETWEEN DITTON PARK AND CHILTON

Action remains with the Employee Side to canvass staff as to possible requirements. Such action has already been put in hand with staff who had received transfer notices.

11. SALE OF DITTON PARK SITE

Although the site had not yet been put on the market, some firms had expressed an interest in the site.

12. TRANSFER TO CHILTON 1980

Those staff whose work will transfer in the summer of 1980 have been given transfer notices. It is expected that after further discussions about the completion date for new buildings it will be possible to define occupation dates, and as a consequence it will be possible to issue transfer notices to the other staff scheduled to move this year.

Subsequent to Merger Notice 5/79, a few staff had asked to be transferred early for domestic reasons. Most of these transfers had been agreed with a clause added to the transfer notice to the effect that the person concerned might have to occupy temporary office accommodation at Chilton in the first instance.

13. FLEXIBLE WORKING HOURS

General agreement was reached on the continuation of the Appleton Laboratory FWH scheme for those staff moving to Chilton who were in the scheme at Ditton Park before transfer. Further discussions about the implementation of the agreement are to take place outside the Working Party and where necessary these will include consideration of any special case in which management believes that the different circumstances at Chilton make continued participation in the scheme inappropriate. The Official and Staff Sides have reserved their positions on such cases.

14. SUPPORT SERVICES AT CHILTON

It was agreed that the best use has to be made of typing and secretarial services at Chilton and Ditton Park and it was recognised that during the transfer period there could be for example a shortage of effort at Chilton. In such circumstances, non urgent typing could be sent to Ditton Park for completion.

21.2.80.