



SCOTTISH HOME AND HEALTH DEPARTMENT

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A W Eason Esq
Civil Service Department
(Pay 3)
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Dear Mr Eason

PROTEIN FRACTIONATION CENTRE, EDINBURGH

On 25 January this year at the Old Admiralty Building your predecessor Harry Hodge, chaired a meeting of officers to discuss the present arrangements for extra duty working, including shift work, for medical laboratory technicians and radiographers. As you will see from item 8 of the minutes of this meeting, of which a copy is attached, the Protein Fractionation Centre in Edinburgh was discussed to some extent.

The problems of the Protein Fractionation Centre have not been solved; indeed, for various reasons they are reaching a critical stage and it is vital that decisions are taken soon on changes to the working pattern there. The attached paper sets out our view of these problems, and as you will see it seems to us that real solutions are not likely to be found as long as we continue to regard the Centre as a Health Service laboratory where pay and patterns of work must be kept strictly in line with other hospital laboratories. Finding solutions and getting them accepted is not going to be easy, but before we try to take our ideas any further I think it would be useful to meet you and DHSS and probably the Department of Employment to see whether the direction we propose is likely to cause difficulties for other Departments and to discuss how far the new pay policy allows us scope for new initiatives.

The main points I would like to raise are:

- (a) Are there any objections to the Common Services Agency opening up negotiations on a different staffing and salary structure which would be separate from normal laboratory PEB grades?
- (b) Will negotiations on a shift system embarrass other Departments or cut across other NHS Whitley proposals?
- (c) Is it accepted that this Centre can be treated as a separate matter and that an agreement on a shift work premium need not necessarily be conceded as a precedent?
- (d) In the light of (c) and the productivity gains to be had can we offer in negotiations the kind of premium that might make these negotiations real?

It would be useful - certainly to me - to have the chance to discuss these with you and other colleagues soon. I am sending a copy of this letter to Susan Maunsell and Mr Parrott of DHSS.

Yours sincerely

GRO-C

DAVID STEVENSON