

1

NOTES OF MEETING OF MANAGEMENT WORKING PARTY REVIEWING
THE ALTERNATIVE EMPLOYMENT SCHEME HELD ON TUESDAY, 19TH DECEMBER, 1967.

Present:

Mr. J. Cope (in the Chair)
Mr. J. E. Ager
Mr. C. C. Gomm
Dr. J. Fairlee
Mr. G. J. Porter (Secretary)

Mr. A. Potbury - in attendance

TERMS OF REFERENCE

The Working Party considered the terms of reference for the review of the Alternative Employment Scheme and the amendments proposed by the Chief Medical Officer.

After discussion it was agreed that -

The amendment to Section (ii) of the terms of reference proposed by the Chief Medical Officer should be accepted.

The proposed amendment to Section (iii) should not be accepted. It was left to the Chairman to suggest a suitable form of words, having regard to the fact that there would be a number of factors relating to alternative employment posts, including geographical distribution, which would need to be taken into account in the review.

The proposed amendment to Section (iv) should not be accepted. It was left to the Chairman to suggest a suitable form of words, bearing in mind that under this heading unfitnes for "continued employment in . . . normal grades" would, for the purposes of the review, cover loss of employment both by virtue of medical unfitnes and by virtue of redundancy. It was noted that in the Working Party's discussions the question of priority in filling available alternative employment posts would need particular attention.

The proposed amendment to Section (v) should not be accepted. The general view was that the existing wording would be sufficiently wide to cover the questions raised, which included the matching of personal allowances to the rates of the reduced grade and the alleged reluctance of departments to accept staff with very high personal allowances. These matters would be discussed as a matter of course when the item was considered.

The revised terms of reference, including the suggestions for Sections (ii) and (iii) are set out below:-

To review the Alternative Employment Scheme with particular reference to:-

- (1) Whether it is necessary or desirable to continue the Alternative Employment Scheme more or less in its present form in the light of current social legislation:

cont'd.

(ii) If so, to review and, if desirable, to propose alterations in the list of grades to be designated alternative work grades; if not, to make recommendations regarding amendments to the present system:

(iii) The numbers and all relevant details of posts likely to become available in the short term - within, say, the next three years - and in the longer term, for staff who become unfit for continued employment in their normal grades:

(iv) The numbers and all relevant details of staff likely in the future to become unfit for continued employment in their normal grades but to be fit for alternative employment:

(v) Whether the different bases for calculating alternative employment allowances should be replaced by a single system and, if so, to make recommendations.

NOTE: In considering (iii) and (iv) due regard must be paid to the likely effect of the introduction of labour saving schemes in the road and rail operating departments and in the workshops.