

THE NATIONAL INSTITUTE FOR RESEARCH IN NUCLEAR SCIENCE

1. The National Institute for Research in Nuclear Science was set up by Royal Charter in June, 1958. Its purpose is to design, build and operate for the British universities nuclear research facilities which, because of their size and capital expenditure, must of necessity be centralised.
2. The Institute is governed by a Board of which the Rt. Hon. Lord Bridges is the Chairman. The constitution of the Board is as follows:-

Sir Robert Aitken
Professor F. W. R. Brambell
Sir John Cockcroft
Professor P. I. Dee
Sir Alan Hitchman
Sir William Hodge
Sir Harrie Massey
Sir Harry Melville
Professor N. F. Mott
Sir James Mountford
Sir Keith Murray
Professor R. E. Peierls
Sir William Penney
Sir Basil Schonland
Professor D. H. Wilkinson

3. It is possible that the Institute will eventually have Laboratories at various parts of the British Isles, but the first and only one at present being set up is the Rutherford High Energy Laboratory at Harwell. It is located outside the security fence of the Atomic Energy Research Establishment and uses many of the same services and facilities. Much of the engineering work will be similar to that performed at the A.E.R.E. and it is hoped that professional and scientific staff will interchange freely.

4. The Director of the Laboratory is Dr. T. G. Pickavance. In addition, the following appointments have been made to the Senior Staff.

Mr. L. B. Mullett	-	Assistant Director
Mr. P. Bowles	-	Chief Engineer
Dr. G. H. Stafford	-	Scientist in Charge, P.L.A.
Dr. W. D. Allen	-	Scientist in Charge, NIMROD
Mr. W. Walkinshaw	-	Group Leader, Theoretical Physics
Dr. J. A. V. Willis	-	Secretary

5. The work of the Laboratory during the next few years will be centred around building and using two large particle accelerators, and their supporting research apparatus. It is not envisaged that the Laboratory will ever exceed a total of 1,000, the rough breakdown being as follows:-

Professional and Scientific Staff	...	...	...	450
Technical and Clerical Staff	...	...	...	350
Industrial Employees	...	...	...	200

At present, some 440 staff are in post and a total of 800 may be reached in $2\frac{1}{2}$ to 3 years. Most of the present employees are U.K.A.E.A. personnel although a few were recruited by the U.K.A.E.A. expressly for work at the Rutherford Laboratory. Most of the U.K.A.E.A. employees have been offered employment with the National Institute and many have already accepted. The time limit for industrial employees expires on 2nd January, 1961.

6. In regard to industrial employees the pattern will be approximately as follows:-

Mechanical Trades	...	...	84
Electrical Trades	...	...	36
Building Trades	...	...	5
Semi-skilled	...	...	75

7. The character of the work and the conditions under which staff will work will be very similar to those at A.E.R.E. Many of the employees will be those transferred from A.E.R.E. Until other conditions of employment are negotiated, it is proposed to continue with the Authority's conditions which have been in operation at the Laboratory site for some three to five years. For instance, it is hoped to use the identical starting and leaving times as this will permit the use of the same bus service. Ultimately, shift work will be necessary and the peculiarities of the machines could mean a regular five-day week of which Saturday and Sunday are two normal working days.

8. In order to regulate the interpretation of agreements, and to negotiate new agreements, the Director of the Rutherford Laboratory has asked the Chief Engineer to set up a negotiating committee and T.U. side nominations for this committee will be required early in 1961.

9. Attached to these notes are the following appendices:-

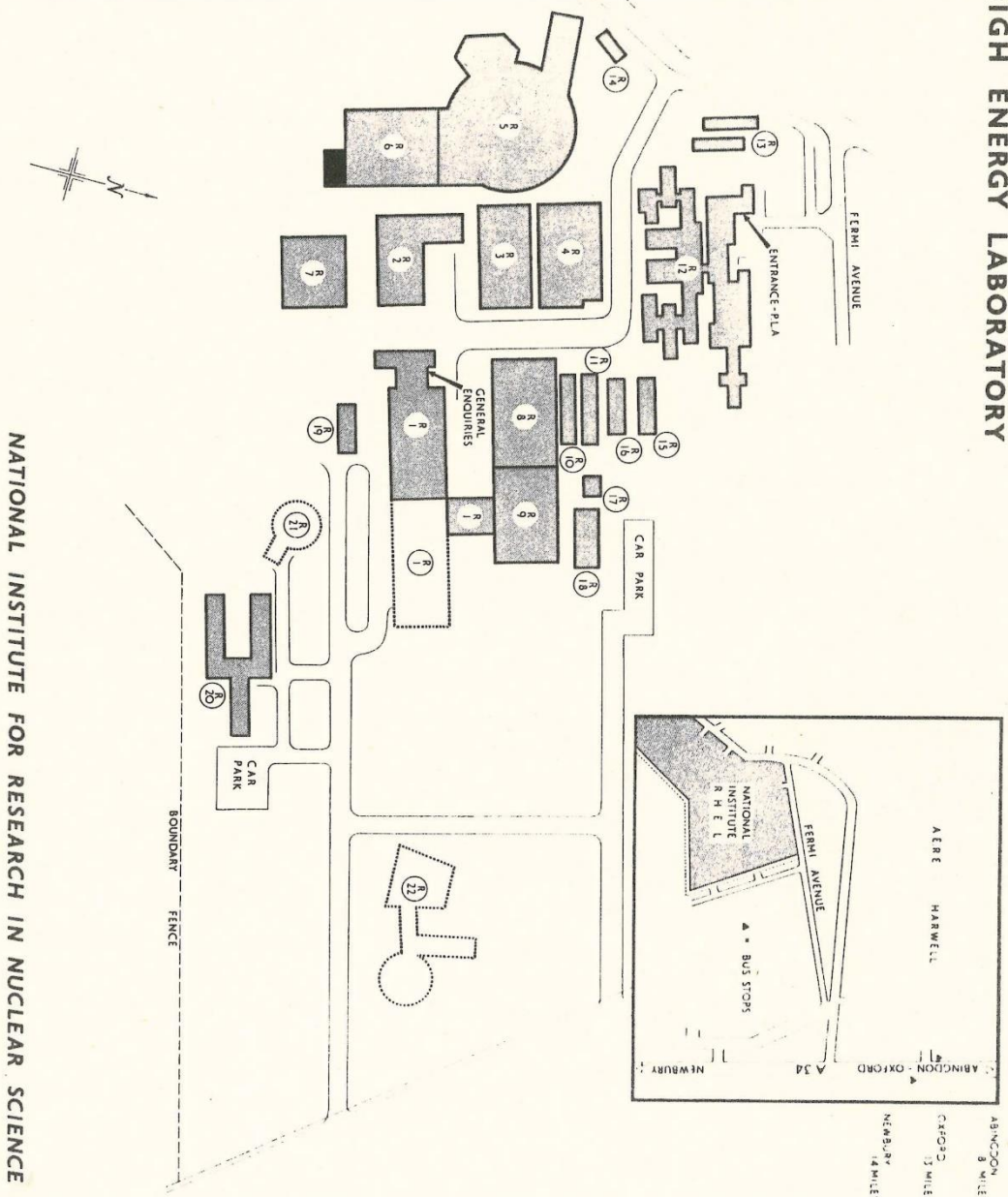
- 9.1 A plan of the Laboratory
- 9.2 Notes handed to T.U. representatives, in answer to questions raised by industrial employees
- 9.3 List of industrial employees by name and grade.

Rutherford Laboratory.

December, 1960.

RUTHERFORD HIGH ENERGY LABORATORY

RHS NO.	DESCRIPTION
R1	OFFICE AND LABORATORY
R2	CONTROL AND PREPARATION
R3	MOTOR ALTERNATOR
R4	CONVERTER AND ANCILLARY PLANT
R5	MAGNET, INJECTOR AND PARASITIC
R6	EXPERIMENTAL AREA AND BUBBLE CHAMBER ANNEXE (BLACK ON PLAN)
R7	BUBBLE CHAMBER PLANT
R8	ASSEMBLY AND TEST
R9	ENGINEERING WORKSHOP
R10	PUMP
R11	COOLING TOWERS
R12	PLA - WORKSHOPS OFFICES AND LABORATORIES
R13	TERRAPIN - CONSTRUCTION GROUP STAFF
R14	TERRAPIN - DEV & ENG GROUP INSPECTION STAFF
R15	TERRAPIN - PLA SCIENTIFIC STAFF
R16	TERRAPIN - SERVICES GROUP
R17	INFLAMMABLE STORE
R18	ANCILLARY WORKSHOP
R19	TERRAPIN-HR LAWSON'S SEC AND CONSTRUCTION GROUP STAFF
R20	CONTemporary OFFICES
R21	PROPOSED SITE FOR COMPUTER
R22	PROPOSED SITE FOR RESTAURANT AND LECTURE THEATRE



NATIONAL INSTITUTE FOR RESEARCH IN NUCLEAR SCIENCE

STATEMENT TO TRADE UNION REPRESENTATIVES

1. The National Institute for Research in Nuclear Science is an independent body incorporated by Royal Charter. It is financed by Treasury grant issued through the Atomic Energy Authority. The Rutherford High Energy Laboratory is under the control of a Director who is responsible to the Institute. It is the only N.I.R.N.S. establishment at the present time, but whilst there are no definite plans for other sites it is expected that there will be developments in the future. The Rutherford High Energy Laboratory is expected to employ 600 people by 1962, approximately 150 of whom are expected to be industrial employees.

2. The National Institute is in the process of setting up its own Personnel Department which will carry out all personnel functions in respect of its staff, whether directly recruited or transferred from the Authority. In the meantime, A.E.R.E. Personnel Department will continue to carry out certain functions acting on the Institute's behalf.

3. A number of U.K.A.E.A. industrial employees who are engaged on work which will be taken over by the National Institute, will be transferred or will be offered transfer to the National Institute. These employees fall into three categories:-

- (a) recent entrants to the Authority who were informed by letter at the time of their appointment that they will be required to transfer to the National Institute;
- (b) a small number of employees of the U.K.A.E.A. who have transferred at their own request to posts which will be taken over by the National Institute and who have signed a letter, agreed locally with the Trade Union side, in which they agreed to eventual transfer;
- (c) employees of the U.K.A.E.A. who are holding posts which will be taken over by the National Institute and will be given the opportunity of voluntarily transferring to it.

From 1st August, 1960, employees engaged under methods (a) and (b) will be transferred to the National Institute's employment. Those in category (c) whose services the National Institute wish to acquire on a long-term basis will be offered employment which they are free to accept or reject up to a date to be determined. The National Institute will indicate conditions of employment in their offers of appointment. Offers will not be to specific trades or grades; the same flexibility of employment will apply as in the Authority.

4. Those who are made offers will have to decide individually whether they wish to accept the terms of the appointment and will have until in which to make this decision. Once employment with the National Institute has been accepted there will be no automatic right of return to Authority employment.

4a. The redeployment of industrial employees who choose not to transfer to N.I.R.N.S. will be determined by the suitable jobs at that time available at Harwell, but so far as possible the wishes of the individuals will be taken into account.

5. Initially wages and conditions of employment offered by N.I.R.N.S. will be the same terms as those of the Authority. Until a separate formal joint negotiating body is established they will remain so. Eventually the pattern of wage movements will be a matter for negotiation between the Institute and the T.U.'s concerned. It is to be expected that in view of the proximity of the A.E.R.E., conditions will be maintained at a level generally no less favourable than those of the Authority.

6. It follows from the previous paragraph, that on transfer to the National Institute, employees will remain on the clocking system, their hours of work will be the same, the same arrangements for promotion and job evaluation will apply, and there will be the same paid sick leave scheme for which service with the Authority will count as service with the Institute.
7. Starting and finishing times of work will be determined by transport facilities but are likely to remain similar to those at A.E.R.E. The National Institute will probably continue permanently to use A.E.R.E. transport and the Assisted Travel Scheme will continue to apply, subject to modification or withdrawal on the same basis as in the Authority. Employees who have tenancy agreements for Authority houses will not have to change the agreement because they are transferred. The policy of further education is the same as in the Authority and it is likely that the National Institute will wish to use certain Authority training facilities. Health and safety provisions in the National Institute will be in line with those operating in the Authority. The Authority's Medical Department will continue to provide a service for the National Institute, but the latter will set up its own Health Physics organisation.
8. Employees of the National Institute will not have to be security cleared.
9. Eligibility for the Authority's Industrial Superannuation Scheme, the special provisions relating to Protected Persons and the application of the State Graduated Pension Scheme provisions will remain unaffected by transfer from Authority to National Institute employment. If it became necessary a policy on redundancy for the National Institute would be worked out with the Trade Unions concerned.
10. The Authority's Industrial Relations machinery will continue to afford representation during the transitional period to those intending to transfer to the National Institute so long as they remain in Authority employment. All existing Authority/T.U. agreements except the N.J.I.C. procedure (Agreement 1 in the Authority's Handbook of Rules and Agreements) will be adopted by the National Institute. It is expected that constitutional machinery will be set up in consultation with Trade Union officers of the appropriate unions' parties to the U.K.A.E.A. National Joint Industrial Council as soon as possible thereafter. Shop Stewards of such unions, having members employed by the National Institute, will be appointed and will function under ad hoc arrangements pending the setting up of formal constitutional machinery.