

Unite NHS GG&C Group

Laboratory 24/7 and OOH Proposal



Groups Involved	Biomedical Scientists Medical Laboratory Assistants Cytology Screeners			
When Applicable	All hours worked outside Monday to Friday "9 to 5" – Standard Hours.			
Money	<p>All payments are IN ADDITION to normal salary.</p> <p>If the OOH are part of a SHIFT arrangement, then all hours worked (inc. OOH) will average 37.5 over the rotation.</p> <p>If the OOH are in addition to the normal working week and part of a rotation such as Saturday morning or are as a result of "calls from home" etc then an attendance payment will be made. Calls from home will include 1 hr travelling time (paid at the same rate as the call).</p>		<i>Currently</i>	
		BMSs	1.5 * Top Pt of Band 6	£25.72 per hr
		MLAs	1.5 * Top Pt of Band 3	£13.97 per hr
		Cytology Screeners	1.5 * Top Pt of Band 4	£16.40 per hr
	Attendance payment	£25 per OOH Session (subject to annual pay increases).		
Pension	<p>Payments made as a result of shift and attendance allowances, or other rostered working such as Saturday morning will be pensionable.</p> <p>Payments as a result of "calls from home" or other <i>ad hoc</i> arrangements will not be pensionable.</p>			
Participation	Staff subject to new contracts (new start, on promotion or voluntary transfer)	Compulsory participation in new arrangements.		
	Existing Staff	Participation in the new scheme will be at the agreed payments and subject to superannuation (as described) on proviso that participation is for 12 month rotations and subject to a 12 month notice of withdrawal period.		
Compensatory Rest	<p>The following is added to the current offer.</p> <p>Where an officer would be entitled to time off and the next day is not a normal working day for them (e.g. a Saturday or a Sunday or a Public Holiday) then the time off in lieu is to be taken on a working day within a period of fourteen days.</p>			
No Detriment	Staff transferring into this scheme will suffer no financial loss compared to the current arrangements.			

Ballot Papers will be posted to your home address on the week beginning **the 2nd November**

If you do not receive your ballot by 5th November then please have your local representative contact Group Secretary Ian Forbes urgently.

On receipt of your ballot please indicate your voting preference on the Ballot Form and return it in the Postage Paid Envelope

This must be received no later than the 2nd post on **13th November 2009**