

# THE HOSPITAL ENGINEER

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## NEWS LETTER

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*The Institution as a body is not responsible for the statements made or opinions expressed herein.*

No. 4

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### EDITORIAL.

*" Meret qui laborat."*

THIS is our motto, which being translated from the Latin means :—" He is deserving who is industrious."

We, the Institution of Hospital Engineers, claim to be industrious and therefore deserving. It is one thing to know that oneself and take pride in the fact, but it is often extremely difficult to get this recognised.

In the Editorial of " Newsletter " No. 2, I wrote informing you that your delegates appointed to meet The Mental Hospitals Association had been successful in the setting up of a Joint Conciliation Committee with that body. That was on the 18th October 1945. To-day, I am pleased to be able to write what you have all waited so long to read, and am able to reveal that the recommendations as to Salaries and Conditions of Service drawn up by the Joint Conciliation Committee were adopted by the Executive Committee of the Mental Hospitals Association at their meeting on the 11th July 1946. The road to this goal has been hard, thorny and full of pitfalls, but your delegates plodded along, and, having absolute faith in the justice of their claims, overcame many of the obstacles which beset the path. We did not get all that we felt we were justly entitled to, but we have established ourselves nationally with at least

one authority, and have become recognised as a responsible body of qualified Engineers.

Throughout our negotiations with the M.H.A. the atmosphere was one of great cordiality, and we wish to record our thanks to the Chairman and Members of the M.H.A. Joint Conciliation Committee for the attentive hearing which they gave us. There were many points on which the two sides could not agree, great arguments resulted, sub-Committees and sub-sub-Committees were formed in our efforts to reach agreement, but tempers were never frayed even after the most protracted arguments, a matter on which all who took part in the discussions are to be congratulated.

The recommendations are printed in full in this issue.

Turning now to our approach to the B.H.A., you will remember that also in my editorial notes of "Newsletter No. 2" I wrote that I regretted that we were unable to get the British Hospitals Association to grant us an interview with the object of establishing a J.C.C. between that body and ourselves. It is with deeper regret that I now have to write that the position has worsened, for the B.H.A. on the 20th June, 1946 stated that they were not prepared to make arrangements for the setting up of a J.C.C. at the present time. The correspondence which has passed between our Hon. General Secretary and the Secretary of the B.H.A. is published in this issue so that members in the General and Voluntary Hospitals may have the correct answer to the questions which they are continually asking.

It is indeed, difficult to see why the setting up of such a desirable—yes, almost indispensable—piece of machinery as a J.C.C. which is designed to be of the utmost mutual advantage to both the B.H.A. and the I.H.E. has been declined, and we sincerely hope that the decision of the B.H.A. is not final. We wish to assure them of our intention to be always ready and willing to place our skill and experience at their disposal in all matters relating to our department, to the ultimate benefit of the patient, whose care, comfort, and treatment, is the first concern of us all, as well as to our employing authorities.

EDITOR.

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### HONORARY GENERAL SECRETARY'S REVIEW.

THE Honorary General Secretary has written a short review on our negotiations with the M.H.A., in which he explains some of the "whys" and "wherefores" and which he asks me to publish in this issue. Here it is:

"In this issue of our Newsletter, are published for the first time, National Scales of Salaries and Conditions of Service for Engineers employed in the Mental Health Services (England and Wales).

We would have been better pleased were we able to announce Salary Scales for Engineers employed in the other categories of Hospitals, but it must be clearly understood that this is not the fault of the I.H.E., which has made every endeavour to bring about that desirable position where every Engineer in any class of hospital is on a National Salary Scale. It is to be hoped that these "Recommendations" now accepted by the M.H.A. will be a basis for discussion with the remaining Hospital Authorities.

I would say to the critics, let us have your observations. By no stretch of the imagination are we fully satisfied with the actual figures, for we unhesitatingly state that they are not high enough, having in mind the experience and knowledge necessary and for the services rendered.

At one time it was thought that the negotiations would break down, and resort made to arbitration. But bearing in mind that the essence of successful negotiation is compromise, the Joint Committee plodded on, and thus we have our Scale, on which we shall build and improve.

It will be as well if I enumerate for our readers, some of the difficulties we encountered :

1. The many differences between hospitals, both in their equipment, personnel and administration.
2. The absence of any standard by which an Engineer could be judged.
3. The fact that a number of Engineers with a wealth of experience, had no "paper or examination qualification," and there are others which could be added. To all the members of the Joint Committee who gave so much in order to bring about the present success, we are truly grateful.

The observant critic will find plenty of food for thought in the "recommendations." For the very first time, it is now laid down that all persons appointed to the position of Chief Engineer or Chief Engineer and Clerk of Works MUST fulfil certain obligations. (1) a definite engineering apprenticeship, plus a duly recognised engineering qualification. Readers will recognise this as a most important contribution towards the establishment of the status of "an engineer," admittedly considerably overdue, and now only brought about through the efforts of the I.H.E.

The effect of this will be two-fold (1) Hospital Authorities can be assured that only duly qualified men will be eligible for appointment, and (2) recognition of the professional status of an Engineer.

Deputy Engineers aspiring to the higher posts are now required to hold a technical qualification, and to those, I would say, take the earliest opportunity of securing such qualification. To every Hospital Engineer, I would add, here is the basis of the Charter for

which you must strive. Under the New Health Bill, many new hospitals will be built, each demanding experienced and qualified Engineers. This Institution can provide them."

I shall be glad if members will notify me of the salary increases they receive following these awards and also let me know of any controversial point, should any arise, between themselves and their Committees.

R. E. ROGERS,  
*Hon. General Secretary.*

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**MENTAL HOSPITALS ASSOCIATION  
INSTITUTION OF HOSPITAL ENGINEERS  
JOINT CONCILIATION COMMITTEE.**

**Recommendations as to Salaries and Conditions of Service of  
Chief Engineers and their Deputies in Mental Hospitals  
and Institutions.**

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The Joint Conciliation Committee **recommends** as follows :

**A. DEFINITIONS**

1. **The Chief Engineer** is a person qualified within the meaning of Clause " B " hereof, who is responsible for the maintenance and repair of all the engineering plant and equipment. This will normally include electrical, steam, mechanical, hydraulic, refrigerating, heating, ventilating, electro-medical, and such other equipment as an authority may decide to instal in a hospital. He will also be responsible for the keeping of records of the consumption of fuel, gas, electricity, water, and the various stores used in the engineering departments. He should be able to prepare drawings which are required in connection with his department.

The title is intended to include the titles of Resident Engineer, Engineer, Chief Engineer, and Maintenance Officer used in some hospitals for this officer.

2. **Deputy or Assistant Engineer.** A person holding this office shall be the assistant to the Chief Engineer. His duties will normally be to assist the Chief Engineer and deputise for him in his absence.

3. **Chief Engineer and Clerk of Works.** A person holding this office shall be qualified within the meaning of Clause "B" hereof, and shall, in addition to the duties mentioned in paragraph assume responsibility for the repair and maintenance of the building fabric. He would supervise the building trade artisans of all classes, masons, carpenters, painters, general labourers, etc., and he would prepare the necessary working drawings and quantities as required. He would also keep the necessary records of stores and building materials.

The title is intended to include the titles of Resident Engineer and Clerk of Works, Engineer and Clerk of Works, and Chief Engineer and Maintenance Officer, used in some hospitals for this officer.

4. **Deputy Engineer & Clerk of Works.** A person holding this office shall be the assistant to the Chief Engineer and Clerk of Works. In addition to the duties of the Deputy or Assistant Engineer he shall also assist with the supervision of the maintenance of the building fabric and deputise for the Chief Engineer and Clerk of Works in his absence.

5. **Officers.** Any person holding the appointments defined in paragraphs 1 or 3 hereof.

6. **Sub-Officers.** Any person holding the appointments defined in paragraphs 2 or 4 hereof.

## B. QUALIFICATIONS

1. All persons appointed to any of the before mentioned positions shall have served a full engineering apprenticeship.

2. In view of the importance of appointing properly trained and qualified men to any of the above mentioned positions, all persons appointed in the future to either 1 or 3 above shall in addition have a duly recognised qualification of a technical character, such as :

B.Sc. (Engineering).

Board of Trade Certificates of Competency in Engineering and/or equivalent Naval Certificates.

Examination of the Institution of Hospital Engineers.

National and Higher National Certificates (Engineering).

City and Guilds (Engineering).

Whitworth Scholarship (Engineering).

Examinations of : Institution of Mechanical Engineers.

Institution of Electrical Engineers.

Institution of Civil Engineers.

or the equivalent thereof.

Additionally he should have had sufficient practical experience before being appointed to any of these positions.

### C. MENTAL HOSPITAL

For the purpose of these recommendations the term "mental hospital" includes not only mental hospitals as defined in the Lunacy and Mental Treatment Acts, but also mental deficiency institutions or colonies.

### D. ACCOMMODATION

The statutory accommodation referred to in these recommendations shall be either the day or night space whichever is the greater.

### E. EMOLUMENTS

All the salaries quoted in the scales are *inclusive* of emoluments. Emoluments should consist of a house with fuel, light, and laundry, and they should be valued for superannuation purposes at a maximum of £90 per annum, it being left to each employing authority to place a reasonable value on such emoluments provided the maximum be not exceeded.

### F. WAR BONUS

All the salaries quoted in the scales are *inclusive* of war bonus by merging the latter into the basic salary.

### G. INCREMENTS

Where a newly appointed officer or sub-officer has already had service in the same grade at another hospital, the period of such service should be taken into account in fixing his commencing salary within the range, and if the employing authority has fixed a scale for the appointment within the range herein laid down he should start at the appropriate incremental stage after taking such previous service into account. The standard incremental date shall be 1st April each year.

All officers or sub-officers who are, or who have served in His Majesty's Forces, or who have been seconded to work of national importance, having been employed on the staff of a mental hospital as officers or sub-officers within the meaning of these recommendations, shall have their years of war service or equivalent counted for incremental and superannuation purposes.

### H. ANNUAL HOLIDAYS

Annual Holidays, exclusive of public holidays, shall be as follows :

Officers	....	....	Four weeks.
Sub-Officers	....	....	Three weeks.

## I. SICK PAY.

The period of sick pay in any period of twelve months shall be :—

During the first year one months' full pay and (after four months' service) two months' half-pay.

During the second year two months' full pay and two months' half-pay.

During the third year and thereafter three months' full pay and three months' half-pay.

Subject, in the case of persons insured under the National Health Insurance Acts as employed contributors, to deductions of national health insurance sickness or disablement benefits payable under the acts.

Reference to months in this recommendation are to calendar months. The periods recommended above are minima and each hospital authority will have discretion to extend them in individual cases.

## K. RECOMMENDED SALARIES

### CHIEF ENGINEER :

1500 beds and over	....	£625 to £750 per annum.
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1000 to 1499	....	£550 to £675 per annum.
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500 to 999 beds	....	£500 to £600 per annum.
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499 beds or less	....	£425 to £525 per annum.
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The suggested salaries to be a range and not a scale, the starting point within the range to rest with the employing authority who may grant annual increments at their discretion provided the maximum of the range be not exceeded.

In fixing the starting point within the range the employing authority shall take into consideration :

1. The number of beds in the Hospital.
2. Length of service in hospital engineering.

The above salaries to be inclusive of cost-of-living bonus and emoluments consisting of house, light, fuel, and laundry, to be valued in the discretion of the employing authority at a sum not exceeding £90 per annum.

The above salaries are payable to officers who are qualified within the meaning of Clause "B" hereof. In the case of an unqualified holder of the office the minimum salaries may be reduced by £25 per annum at the discretion of the employing authority.

In addition to the foregoing salaries the following payments shall be made for extra responsibilities :

Clerk of Works	....	£75 per annum.
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Own Generating Plant	....	£50 per annum.
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## DEPUTY ENGINEER :

1500 beds and over	....	£450 to £500 per annum.
1000 to 1499 beds	....	£400 to £450 per annum.
500 to 999 beds	....	£350 to £400 per annum.
499 beds or less	....	£300 to £350 per annum.

The suggested salaries to be a range and not a scale, the starting point within the range to rest with the employing authority who may grant annual increments in their discretion provided the maximum of the range be not exceeded.

In fixing the starting point within the range the employing authority shall take into consideration :

1. The number of beds in the Hospital.
2. Length of service in hospital engineering.

The above salaries to be inclusive of cost-of-living bonus and emoluments consisting of house, light, fuel and laundry, to be valued in the discretion of the employing authority at a sum not exceeding £50 per annum.

### **Additional Payments.**

Deputy Engineers shall be paid 20 per cent. of the figures quoted above.

## L. PROVISIO AS TO EXISTING SALARIES.

The adoption of these scales and conditions of service shall not be detrimental to the holder of any office or to any salary, emolument, or privilege enjoyed under any existing appointment.

## M. DATE OF APPLICATION OF RECOMMENDATIONS

The recommended salaries, emoluments, and conditions of service shall take effect as from the 1st January, 1946.

## N. INTERPRETATION.

In the event of the adoption of these Recommendations any question of interpretation be referred in the first instance to the Joint Secretaries, but if they are unable to agree thereon they be referred to an Interpretations Committee consisting of Mr. Councillor W. J. Garnett, D.L., J.P., of the Mental Hospitals Association, and Mr. J. H. Hargreaves of the Institution of Hospital Engineers, together with the Joint Secretaries.



*Correspondence which has passed between The Institution of Hospital  
Engineers and The British Hospitals Association.*

17, Park Road,  
Whitchurch,  
Cardiff.

2nd October, 1944.

Dear Sir,

I have been requested by my council to make application for the formation of a J.C.C. between this Institution and the B.H.A.

This Institution was formed in August 1943, following a National Conference of Hospital Engineers at Nottingham, and membership is open to the classes of persons described under Rule 5, sections a, b, c, d and e. The enclosed Rule Book sets out the objects, Constitution, Membership, etc., and General Management. I feel sure you will agree that this Institution fulfils a long felt want and will be of inestimable value to all Hospital Authorities and their Engineers.

It will be appreciated if you will bring this application forward at your next Meeting.

Yours faithfully,  
(Sgd) R. E. ROGERS,  
Hon. Sec.

J. P. Wetenhall, Esq., B.A.  
B.H.A.,  
12 Grosvenor Crescent,  
London, S.W.1.

The British Hospitals Association,  
12, Grosvenor Crescent,  
London, S.W.1.

4th October, 1944.

Dear Sir,

I beg to acknowledge the receipt of your letter of the 2nd instant and enclosure, which is receiving attention.

Yours faithfully,  
(Sgd). J. P. WETENHALL,

R. E. Rogers, Esq.,  
Honorary Secretary,  
The National Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch,  
Cardiff.

Secretary.

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The British Hospital Association,  
12, Grosvenor Crescent,  
London, S.W.1.  
31st October, 1944.

Dear Sir,

With further reference to your letter of the 2nd October I have now submitted your request to the appropriate Committee of this Association.

I regret to inform you that at the present time it is not felt practicable to take the course you suggest.

I should add that it was believed that the majority of the members of your Institution were likely to be in local authority employ. You might perhaps as a matter of interest wish to let me know whether this view is correct, and, if not, how many hospital engineers are in voluntary hospital employ.

Yours faithfully,  
(Sgd). J. P. WETENHALL,  
Secretary.

R. E. Rogers, Esq.,  
Secretary,  
The National Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch,  
Cardiff.

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*On November 13th, 1944, Mr. R. E. Rogers wrote J. P. Wetenhall, Esq. requesting that Mr. Tomlinson be granted an interview to which he received the following reply :*

The British Hospital Association,  
12, Grosvenor Crescent,  
London, S.W.1.  
15th November, 1944.

Dear Sir,

In reply to your letter of the 13th November I will, of course, give Mr. Tomlinson an opportunity of coming to see me, but it must be quite an informal visit in view of the decision so far taken by my Committee.

Yours faithfully,  
J. P. WETENHALL.

R. E. Rogers, Esq.,  
National Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch,  
Cardiff.

17, Park Road,  
Whitchurch,  
Cardiff.

12th July, 1945.

Dear Sir,

With reference to my letter of 2.10.44 I wish to make further application for the formation of a J.C.C. between this Institution and the B.H.A.

Our Institution has made considerable progress, and is representative of all types of Hospitals—Mental, General and Voluntary. We now have 310 Members and have established Branches throughout England and Wales, and in Scotland. I am pleased to be able to tell you that we have received recognition from the M.H.A. by the formation of a J.C.C. between that Association and the I.H.E., and I sincerely trust the B.H.A. will now give the matter their further consideration and, at least, grant a deputation from the I.H.E. the privilege of an interview to state our case.

I shall be glad if you will place this letter before the next Council Meeting of your Association.

Yours faithfully,

(Sgd). R. E. ROGERS.

J. P. Wetenhall, Esq., B.A.  
B.H.A.,  
12, Grosvenor Crescent,  
London, S.W.1.

The British Hospital Association,  
12, Grosvenor Crescent,  
London, S.W.1.

18th, July, 1945.

Dear Sir,

I thank you for your letter of the 12th instant applying for the formation of a Joint Conciliation Committee between your Institution and this Association. I will refer your letter to the next meeting of my Executive Committee.

Yours faithfully,

(Sgd). J. P. WETENHALL,  
Secretary.

R. E. Rogers, Esq.  
Honorary Secretary,  
National Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch, Cardiff.

17, Park Road,  
Whitchurch,  
Cardiff.

24th August, 1945.

Dear Sir,

I have been hoping to hear from you regarding our recent application to the British Hospitals Association.

As we shall be holding our next Meeting early in September, I should be glad to know if there is any information I can report to my Council.

Yours faithfully,  
(Sgd). R. E. ROGERS,  
Hon. Secretary.

J. P. Wetenhall, Esq., B.A.  
B.H.A.,  
12, Grosvenor Crescent,  
London, S.W.1.

The British Hospitals Associations,  
12, Grosvenor Crescent,  
London, S.W.1.

28th August, 1945.

Dear Sir,

In reply to your letter of the 24th inst., I regret that I have not so far had an opportunity of placing before my Executive Committee your recent letter. I have the matter in hand and will take the first opportunity of so doing that presents itself.

Yours faithfully,  
J. P. WETENHALL,

R. E. Rogers, Esq.,  
Hon. Secretary,  
National Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch, Cardiff.

17, Park Road,  
Whitchurch, Cardiff.

April 20th, 1946.

Dear Sir,

It is some considerable time since your last letter to me (August 1945), in which you stated you would take the first opportunity of placing my letter before your Executive Committee. It is very difficult for my Council to understand why no suitable opportunity has yet occurred to discuss the matter, seeing that the British Hospitals Association has recently dealt with certain other professional workers under the aegis of the Professional Staffs Committee.

My Council is fully appreciative of the numerous meetings being held as a result of the proposed Health Bill, but would again respectfully ask your Executive Committee to grant us an interview at an early date in order that we may present our case.

I shall be glad if you will let me know as soon as possible whether your Committee will agree to our request for an interview.

Yours faithfully,

R. E. ROGERS.

J. P. Wetenhall, Esq., B.A.  
Secretary,  
British Hospitals Association,  
London, S.W.1.

The British Hospitals Association,  
52, Green Street,  
Park Lane, London, W.1.

20th June, 1946.

Dear Sir,

I have now been able to submit to my Executive Committee your letter of the 20th April.

My Committee regretfully decided that it was not prepared to make arrangements of the kind suggested in your letter at the present time and I was instructed to inform you accordingly.

Yours faithfully,

J. P. WETENHALL.

R. E. Rogers, Esq.,  
Honorary Secretary,  
Institution of Hospital Engineers,  
17, Park Road,  
Whitchurch, Cardiff.

Secretary.

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### ANNOUNCEMENTS.

The Honorary General Secretary has received notice from the Ministry of Fuel and Power that a Fuel Efficiency Conference will be held at the Central Hall, Westminster on the 8th, 9th and 10th of October, 1946.

It is the earnest desire of your Council that every member should make an effort to attend this important Conference with the two-fold reason of studying, still further, how you can save coal for the nation, and money for your employing authorities. The letter is reprinted below.

## MINISTRY OF FUEL AND POWER.

Fuel Efficiency Branch,  
Queen Annes Chambers,  
Dean Farrar Street,  
London, S.W.1.

13th June, 1946

Dear Sir,

### **Fuel Efficiency Conference**

**8th-10th October, 1946**

I need not, I am sure, emphasize to you the serious nature of the present coal position. You will be as well aware as we are that the country was only able to get through last winter at the expense of heavy inroads on coal stocks, and they now stand at an extremely low level. Increasing industrial production and the housing programme are raising additional demands for coal, and this makes the prospect for the winter ahead still more difficult.

The Minister has, therefore, asked the Fuel Efficiency Committee to initiate a drive this summer for increased savings in every possible way. The Committee is developing a comprehensive programme, and has asked me to bring the position to the attention of all Industry Fuel Efficiency Committees and request their further co-operation.

As an important part of the Fuel Efficiency Committee's programme, we are arranging a Conference to give an opportunity for an exchange of information on the improvements in the use of fuel that have been made during the war years, and for discussion of the developments of the lines of further progress in the next few years. The Conference will take place on Tuesday, Wednesday and Thursday, October 8th to 10th, and most of the sessions are being held at the Central Hall, Westminster. After an opening general session, which will be addressed by the Minister, it is proposed to split the Conference into Sections, each concerned with a group of industries with related fuel problems. We are inviting the principle industries to make themselves responsible for the arrangements of one of these sessions.

The Fuel Efficiency Committee hopes that you will arrange for members of your Association to take a prominent part in discussions in the session on the morning of Wednesday October 9th, from 10 a.m. to 12.30 p.m. entitled "Where Power and Steam Needs Nearly Balance." Mr. E. G. Phillips, Chairman of the North Midlands Regional Fuel Efficiency Committee, an authority on steam and power supply for hospitals, will be taking part in this session.

The provisional programmes and invitations to the Conference will be circulated with the July number of Fuel Efficiency News, and I am sure the Fuel Efficiency Committee would greatly appreciate it if you would draw your members' attention to this when next you are circularising them.

Yours faithfully,  
W. G. Macfarlane.

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### OFFICIAL APPOINTMENTS.

#### CHESTERFIELD & NORTH DERBYSHIRE ROYAL HOSPITAL.

Applications are invited for the appointment of ASSISTANT ENGINEER at this Hospital, at a salary of £325 per annum, the appointment to be superannuated. Applicants must have served apprenticeship in general or electrical engineering, with with extensive knowledge of boilers, steam mains, water services, also A.C. and D.C. electricity services and motors ; experience in hospital engineering an advantage.

Applications with copies of three recent testimonials to be received by the undersigned on or before 21st September, 1946.

M. H. BOONE, House Governor & Secretary.

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BUCKS



ANNUAL GENERAL MEETING, 1946.

To be held at the Westminster Hospital School of Medicine,  
Horseferry Road, Westminster, London, at 2.30.p.m. Saturday

7th September.