

**Scottish Terms And Conditions (STAC) Committee:  
Minute of Meeting**

**Friday 12 December 2014, 11 am  
St Andrews House, Edinburgh**

**Present:**

**Employers:**

**Trade Unions and  
Professional Organisations:**

Robert Calderwood (Co Chair) - NHS Greater Glasgow and Clyde	Colin Poolman (Co Chair) - In Chair - RCN
Ian Reid – Employer Secretary - NHS Greater Glasgow and Clyde	Willie Duffy – Staff Side Secretary - UNISON
Laura Ace – NHS Lanarkshire	Philip Coghill - RCN
John Burns – NHS Ayrshire and Arran	Gordon McKay - UNISON
Malcolm Clark - SGHSCD	Alex McLuckie - GMB
Annie Ingram – NHS Grampian	Patricia McNally - CSP
Rona King – NHS Fife	Jackie Mitchell - RCM
Lorimer Mackenzie - SGHSCD	Norman Provan - RCN
Janis Millar - MSG	Donald Sime - Unite
	Donald Spence - Unite
	Tom Waterson – UNISON

**Secretariat:** Colin Cowie – Scottish Government Health Workforce Directorate

**1. Apologies**

Employers	Alan Boyter, Helen Kelly, Patricia Leiser, Caroline Sharp, Jacqui Jones, Malcolm Wright
Trade Unions & Professional Organisations	Ron Banton, Wilma Brown, Gordon Casey, Lilian Macer, Graham Pirie, Claire Ronald

## **Appointment of new Employer Side Secretary**

It was confirmed to the Committee that Ian Reid had now taken over as Secretary of Management Steering Group and also Employer Side Secretary of STAC.

STAC noted this and thanked Rona King for the significant contribution she had made to the work of the Committee during her time in these roles.

## **2. Minutes and Actions of Previous Meeting (13 June 2014)**

The Minutes and Action Points were agreed as an accurate record of the 13 June meeting.

The Committee noted the reference in the minutes to the Commonwealth Games and wished to record their appreciation to all NHSScotland staff who had contributed in some way and had helped to make the event such a success.

## **Update Following Cancellation of 12 September Meeting**

The note which was circulated instead of a meeting on 12 September was noted and approved.

The Chair indicated the reference to the Lothian Perfusionist RRP and confirmed to the Committee that this had been withdrawn and was no longer being paid.

## **3. Matters to Report**

### **(a) Pensions/Scottish Pensions Group Minutes**

Scottish Pensions Group (SPG) minutes from 26 March, 17 June and 27 August 2014 had been circulated, for information, and were noted.

The Staff Side highlighted that the key issue currently being discussed at SPG was the employee contribution structure to be put in place from 1 April 2015. Staff Side were due to indicate a preferred option by close of play today and the intention was to do that after the STAC meeting. The following additional points were raised:

- The rate of Employer contributions had recently been announced as 14.9%, with an Employer cost cap of 11.5% which would take effect at the next valuation.
- The Staff Council had recently received a paper on what is happening around pensions in England and had requested a similar contribution on the Scottish situation.

- Arrangements for putting the new governance structure in place were now well under way with nominations for the new bodies being put forward by both sides. There was disappointment that the Scheme Advisory Board, which would pick up most of the work currently undertaken by SPG, would not have a joint Staff Side / Employer Chair. However, it was accepted that the policy decision was that all such bodies would have independent Chairs.

(b) Impact of Working Longer Review

It was reported that the UK Working Group had now set their Agenda for next year and that sub-groups to consider specific issues were being set up in England. Upcoming work included a further review of the call for evidence and assessment of employer buy out within the pension scheme.

(c) Equal Pay

As different unions are pursuing this matter separately, there are different strands to work ongoing. However, it was reported that it is likely that employers will be in a position to make an offer to the UNISON claimants early in the new year, following consultation with the Central Legal Office.

(d) High Cost Area Supplement

Two meetings of the High Cost Area Supplement Working Group had now taken place. A further meeting would take place after STAC with a view to finalising the draft procedure and it had been agreed within the Secretariat that this work would be combined with the work to review the RRP process which had been agreed at the previous meeting.

(e) Sickness During a Public Holiday

Guidance on the approach to be taken when employees who work shifts are off sick on a public holiday on which they are not rostered to work had been agreed and circulated as STAC(TCS02)2014 on 1 September. Staff Side now wished to discuss how far back this guidance should apply. Employers made the point that how far back they could go would be limited to how far back records were available, but undertook to look into the matter. Staff Side accepted this but there was agreement that if issues were not being resolved locally then the subject would come back to STAC.

(f) RRPs Due To End in 2015

RRPs currently in place in Scotland's Medium Secure Units and for Pharmacy staff in the Western Isles are due to end in March 2015 and the Secretariats had agreed to contact the Boards concerned and ascertain whether the premiums were still required and to seek evidence in support of this if they were. This process was reported to be ongoing and it was hoped that this could be completed before the payments ended.

Staff side noted that the North of Scotland Maintenance Staff RRP had been awarded for 3 years with a review mechanism which activated after 2 years and enquired whether this would now become the standard.

Employers replied that, in general, this seemed like a sensible approach but that each application would need to be considered on a case by case basis.

(g) Mileage (Staff Council Mechanism)

The Chair referred to the paper which had been circulated and made the point that the service was not necessarily aware that Agenda for Change mileage rates are now reviewed every 6 months, and that they could go down as well as up, based on the costs published by the AA. Staff Side were therefore proposing that communications should be issued after every review, whether the rates had changed or not. Employers agreed to this and Scottish Government representatives undertook to take this forward.

**Action: Scottish Government**

#### **4. Matters for Discussion**

(a) Pay During Annual Leave

It had been agreed by Secretariats that a Working Group should be formed to look at the issue of pay during Annual Leave and ensure that NHSScotland was conforming to both the Agenda for Change Handbook and European legislation. Names were currently being put forward from both sides and the intention was to have the first meeting early next year.

**Action: Employers/Staff Side/Scottish Government**

(b) Injury Allowance

Concerns had been raised by the Staff Side that the provisions introduced in 2013 were not being applied consistently across NHSScotland and Secretariats had, again, agreed to set up a Working Group to examine this. All names had now been submitted and a date was being sought as soon as possible for the first meeting.

**Action: Employers/Staff Side/Scottish Government**

(c) STAC Meeting Dates for 2015

The list of suggested meeting dates which had been circulated along with the papers for the meeting were agreed by the Committee.

#### **Additional Items**

Staff Side acknowledged that STAC did not usually allow AOB items but, with the agreement of Employers, undertook on this occasion to raise a number of further issues.

Scottish Negotiations – Staff Side noted the commitment in the recent Welsh AfC pay deal to have direct discussions over pay and queried whether similar arrangements should be put in place in Scotland. Management side noted this point and agreed that it would be useful to examine the issues more fully in due course.

Living Wage – The new Living Wage rate was announced in November and this is higher than the current point 2 of the Agenda for Change pay matrix. Staff Side noted that the Welsh pay deal had undertaken to implement the current Living Wage rate from January 2015 and sought a similar implementation approach for Scotland.

Scottish Government officials pointed out that, unlike Welsh staff, Scottish AfC staff had already received a 1% general pay raise, with additional measures for the lower paid. With regard to the Living Wage, they stressed that this issue had been fully examined last year when Staff Side made a similar request and at that point the Cabinet Secretary had concluded that NHSScotland should stay with its current pay cycle as this already conformed to the Living Wage Foundation guidance. Staff Side acknowledged the position but said they intended to approach the new Cabinet Secretary directly on this matter none the less.

Funding – Staff Side highlighted the additional £2 billion recently announced by George Osborne for the NHS and sought confirmation that this would be reflecting in the Barnett formula consequential for Scotland. Employer representatives confirmed that their understanding was that this would mean an extra £123 to £126 million would be made available to Health and Social Care as part of Scotland's block grant and that the Cabinet Secretary would be making an announcement on this soon.

The Chair closed the meeting by wishing Committee members a happy Christmas and New Year.

## **5. Date of Next Meeting**

12 March 2015

Colin Cowie, STAC Secretariat

## Scottish Terms and Conditions Committee

### 12 December 2014 Meeting

#### Action Points

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>	<b>Update</b>
Mileage (Staff Council Mechanism)	To issue a communication to the service confirming there has been no change as a result of most recent review.	Scottish Government	Letter issued as STAC(TCS03)2014 on 19 December 2014.
Pay During Annual Leave	To finish submitting names set up first meeting of Group.	Employers / Staff Side / Scottish Government	First meeting set up for 12 March 2015.
Injury Allowance	To set up first meeting of Group.	Employers / Staff Side / Scottish Government	First meeting set up for 16 March 2015.