

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

**Thursday 12 March 2015, 11 am
Europa Building, Glasgow**

Present:

Employers:

**Trade Unions and
Professional Organisations:**

Robert Calderwood (Co Chair) - In Chair - NHS Greater Glasgow and Clyde	Colin Poolman (Co Chair) - RCN
Ian Reid – Employer Secretary - NHS Greater Glasgow and Clyde	Willie Duffy – Staff Side Secretary - UNISON
Malcolm Clark - SGHSCD	Wilma Brown - UNISON
Annie Ingram – NHS Grampian	Gordon Casey - Unite
Patricia Leiser – NHS Ayrshire and Arran	Philip Coghill - RCN
Lorimer Mackenzie – SGHSCD - for item 3(g)	Lilian Macer - UNISON
Janis Millar - MSG	Patricia McNally - CSP
	Cathy Miller - UNISON
	Jackie Mitchell - RCM
	Graham Pirie - SCP
	Norman Provan - RCN
	Donald Sime - Unite
	Donald Spence - Unite
	Tom Waterson – UNISON

Secretariat: Colin Cowie – SGHSCD
Katie Wilkie CSP (Observer)

1. Apologies

Employers	Laura Ace, Alan Boyter, John Burns, Helen Kelly, Rona King, Caroline Sharp, Jacqui Jones, Malcolm Wright
TU & Professional Organisations	Ron Banton, Gordon McKay, Alex McLuckie, Claire Ronald

2. Minutes and Actions of Previous Meeting (12 December 2014)

The Minutes and Action Points were agreed as an accurate record of the 12 December meeting.

The Committee noted that a letter had gone to the service confirming there would be no change to mileage rates in January as a result of the November review. Staff Side further highlighted that, although it was not on the Agenda for today's meeting, the issue of how "heavy or bulky equipment" should be defined (with regard to accessing the 3 pence per mile premium available in the AfC Handbook) had been raised between the Secretariats, and that there had been agreement to look at this issue.

3. Matters to Report

(a) Pensions/Scottish Pensions Group Minutes

Scottish Pensions Group (SPG) minutes from 24 September 2014 had been circulated, for information, and were noted.

The new NHSScotland Pension Scheme will come into operation on 1 April 2015 and, in tandem with this, new Governance arrangements for the NHSScotland scheme will be put in place. The NHS Pension Board and NHS Scheme Advisory Board will take over functions currently covered by SPG. The key difference for the Committee to note would be that these new Groups will report direct to Scottish Ministers and not, as SPG does currently, to STAC.

Scottish Public Pensions Agency are presently populating these groups and Staff Side and Employers have submitted names for this process.

The Scheme Advisory Board will be the closest equivalent to the current SPG and, although this body was originally to have an independent Chair, it has now been confirmed that it will have partnership Co-Chairs, like SPG.

(b) Impact of Working Longer Review

The longer term work of this Group is ongoing and is being led at a UK level, with 8 or 9 groups looking at different issues. The next meeting was due to take place the week after STAC.

Staff Side expressed concern that this group had previously taken forward workstreams without Scottish data and it was confirmed that the intention was for Scotland to become more engaged with the Group's activities. Employers noted that the current Scottish Employer representative was standing down and confirmed that the intention was to identify another in the near future to ensure ongoing representation.

(c) Equal Pay

Management had written to Thompsons Solicitors making an offer with regard to the Unison claims and were awaiting a response. Staff Side acknowledged this and confirmed the union intended to reply shortly rejecting the offer.

The situation with GMB and IFON claims remains unclear, but these were due to be considered at a Case Management Discussion on 16 March.

(d) High Cost Area Supplement

The work of this Group is ongoing.

(e) Pay During Annual Leave

The first meeting of this Working Group had been arranged for directly after STAC.

(f) Injury Allowance Policy

The first meeting of this Working Group had been arranged for Monday 16 March. Staff Side commented that they would wish the Group to make progress quickly.

(g) NHS Pay

Scottish Government representatives confirmed that both the Pay Review Body and the Doctors and Dentists Review Body Report would be published today. They further confirmed that these bodies had recommended a 1% increase across the board for all staff groups. The intention, however, was to supplement this for those earning under £21,000 to ensure they receive a flat rate £300 increase in line with the Scottish Government's public sector pay policy. As in previous years, the Scottish Living Wage would be applied by not utilising point 1 on the AfC pay matrix.

A draft 2015-16 pay circular covering Agenda for Change staff had been circulated and the Committee confirmed they were happy to see this published with the proviso that the paragraph covering the Scottish Living Wage should be removed and the box denoting the lowest pay point should be left blank instead of being scored out as it had been previously.

Action: Scottish Government

Scottish Government representatives also confirmed that Executive and Senior Managers would receive uplifts in line with all other staff i.e. a 1% increase to rates in 2014-15 and in 2015-16, and performance related progression, as defined within their terms and conditions.

Staff Side welcomed this announcement and once again made a request for a group which previously discussed Executive and Senior Management pay to be re-constituted. Scottish Government representatives noted this request.

Staff Side went on to highlight that a deal for Agenda for Change staff had recently been accepted by the Staff Side in England. This would see most AfC staff there receive a 1% uplift in 2015-16, except for those on pay points beyond the top of band 8B who would not receive a cost of living raise. This deal also involved the revision of redundancy arrangements in England meaning there would now be a section 16(a) in the Handbook. Scotland would continue to use the existing section 16. It was suggested that a standing item could be added to the STAC Agenda covering what was happening with Agenda for Change across the rest of the UK. The Committee agreed this would be helpful.

Staff Side informed the committee that they were preparing a paper considering how the current AfC pay scales could be reformed, with particular reference to affordability and equal pay issues. This opened the possibility of having specifically Scottish discussions about the future direction of the Agenda for Change system and this was acknowledged as a question the Committee would return to as the situation in the various UK countries developed.

4. Matters for Discussion

(a) RRP Policy

The Committee noted the draft revised policy which had been circulated and, with one minor textual change, were content for it to be published.

Action: Scottish Government

(b) SAS Aberdeen Estates Staff – RRP Extension Application

This application was approved. It was noted that this now placed the SAS on the same timetable as the other North of Scotland maintenance staff RRP.

Action: Secretariats

(c) Western Isles Pharmacists – RRP Extension Application

This application was also approved.

Action: Secretariats

(d) Medium Secure Unit RRP - Extension

All sides agreed that this RRP should be extended for a further 3 years.

Action: Secretariats

5. Date of Next Meeting

8 June 2015

Colin Cowie, STAC Secretariat

Scottish Terms and Conditions Committee

12 March 2015 Meeting

Action Points

Agenda Subject	Action	Action Officer(s)	Update
3(g) NHS Pay	To issue Agenda for Change pay circular	Scottish Government	Issued on 18 March. PCS(AFC)2015/1
4(a) RRP Policy	To issue revised RRP Policy circular	Scottish Government	Issued on 25 March DL(2015)3
4(b) SAS Aberdeen Estates Staff – RRP Extension Application	To confirm application approval to Board	Secretariats	Letter issued on 16 March
4(c) Western Isles Pharmacists – RRP Extension Application	To confirm application approval to Board	Secretariats	Letter issued on 16 March
(d) Medium Secure Unit RRP - Extension	To confirm extension to Boards	Secretariats	Letters issued on 31 March