

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

**Friday 13 June 2014, 11 am
Victoria Quay, Edinburgh**

Present:

Employers:

**Trade Unions and
Professional Organisations:**

Robert Calderwood (Co Chair) - In Chair - NHS Greater Glasgow and Clyde	Colin Poolman (Co Chair) - RCN
Rona King – NHS Fife	Willie Duffy - UNISON
Alan Boyter – NHS Lothian	Wilma Brown - UNISON
Ian Reid – NHS Greater Glasgow and Clyde	Lilian Macer - UNISON
Lorimer Mackenzie - SGHSCD	Patricia McNally - CSP
Sarah Manson - SGHSCD	Jackie Mitchell - RCM
Janis Millar - MSG	Norman Provan - RCN
	Donald Sime - Unite
	Donald Spence - Unite
	Tom Waterson – UNISON

Secretariat: Colin Cowie – Scottish Government Health Workforce Directorate

1. Apologies

Employers	Laura Ace, John Burns, Annie Ingram, Helen Kelly, Patricia Leiser, Caroline Sharp, Jacqui Jones, Malcolm Wright
Trade Unions & Professional Organisations	Ron Banton, Gordon Casey, Alex McLuckie, Graham Pirie, Claire Ronald, Donald Spence, Philip Coghill,

2. Appointment of new Staff Side Chair

Following the retiral of Elizabeth Stow, Staff Side had elected Colin Poolman as the new Staff Side Chair. The Committee welcomed Colin to his new role.

3. Minutes and Actions of Previous Meeting (18 March 2014)

The Minutes and Action Points were agreed as an accurate record of the 18 March meeting.

Mileage Rates – A circular featuring new Agenda for Change mileage rates had been issued in England. However, Staff Side informed the meeting that the national Staff Side had not consented to this change. It was therefore agreed that Scotland would hold off issuing a circular on this subject until after the 11 July Staff Council meeting so that this could be discussed at a UK level before returning to the Secretariat.

Action: Staff Side / Employers / Scottish Government

4. Matters to Report

(a) Pensions/Scottish Pensions Group Minutes

Scottish Pensions Group (SPG) minutes from 26 February 2014 had been circulated, for information, and were noted.

It was reported that the next meeting of the Scottish Pensions Group was to take place on 17 June, and that the Choice exercise and contribution rates would be discussed. Staff Side asked when the results of the NHSScotland Pension Scheme valuation would be known and Scottish Government officials confirmed that this would be later in the year as it had been scheduled later than the English one. Both sides noted that the National Insurance changes coming in 2016 would be an additional cost pressure for the NHS.

(b) Impact of Working Longer Review

The Committee was informed that there had been two further “Big Conversation” events in Ayrshire and Arran and that the reaction to these events had been positive. The Scottish Government are currently considering the wider agenda including how to feed into the on-going work of the Review Group.

(c) Equal Pay

It was hoped that the basis of the GMB/IFON sponsored cases could be established at the next case management discussion in July. Unison reported that they had been provided with most of the information they required but believed there was still data outstanding from some Boards. It was agreed that the relevant STAC representatives would pick this up outside the meeting. Staff Side reiterated their preference to reach a negotiated settlement.

(d) Commonwealth Games

Planning was now well advanced and Employers reported that they were not aware of any cases of staff who wished to participate in some way being

denied leave. This would be the last STAC before the Games and the Committee looked forward to a successful event.

(e) Blood and Transplant Service Terms and Conditions

The Committee noted the letter from the Blood and Transplant service which confirmed that staff working for the service would work under the terms and conditions in place in their country of employment.

(f) Accrual of Public Holidays During Maternity, Paternity and Adoption Leave

The Committee noted that guidance had been issued to the service clarifying certain points which had been raised in relation to a previous STAC letter dealing with accrual of public holidays during maternity, paternity and adoption leave.

5. Matters for Discussion

(a) High Cost Area Supplement

It was confirmed to the Committee that the Scottish Government was working on a paper and the intention was to re-convene the group which had considered the Variation Order process and discuss this matter and bring proposals back to the STAC meeting in September. The Committee agreed to this approach.

Action: Scottish Government

(b) Lothian Perfusionists RRP

STAC noted that the extension to the current recruitment and retention premium for perfusionists in Lothian covers the Board until September. It was agreed that the Committee were not yet in a position to make a decision and that further information should be sought to allow a conclusion to be arrived at for the September meeting. Board representatives confirmed that the Premium would not continue to be paid beyond September if this was not approved by STAC.

Action: Employers/Staff Side

In the meantime, NHS Lothian intend to write to the Royal College of Surgeons to seek clarity around the requirement for perfusionist staff for particular types of operations. It was also suggested that the work of the small occupations group should be re-visited to consider how Scotland might better meet the need for supplying this type of technician to the service.

(c) North of Scotland Maintenance RRP

Employers and Staff Side had both considered the applications put forward by north of Scotland NHS Boards (Shetland, Orkney, Western Isles, Highland

and Grampian) for an extension to the RRP provisions currently in place. Both sides indicated they were content to approve these extensions. Although the applications had been for different lengths of time, the Committee felt that the terms for all these provisions should be concurrent, and it was therefore agreed that all RRPs should be extended for a further three years, with a requirement to submit any request for an extension by the two year mark, in order to give STAC proper time for consideration.

Action: STAC Secretariat

STAC further undertook to set up a group to review the current RRP guidance and procedure from a wider perspective to examine what could be done more broadly to assist Boards find and develop staff for hard to fill posts.

Action: STAC Secretariat

6. Date of Next Meeting

12 September 2014.

Colin Cowie, STAC Secretariat

Scottish Terms and Conditions Committee

13 June 2014 Meeting

Action Points

Agenda Subject	Action	Action Officer(s)	Update
Mileage	To wait for resolution of UK situation and issue circular.	Staff Side / Employers / Scottish Government	Circular issued on 1 September
High Cost Area Supplement	To produce paper and take it to Short Life Working Group	Scottish Government	Meeting took place on 26 August. Work continues
Lothian Perfusionists RRP	To gather further data	Employers / Staff Side	No data received.
North of Scotland Maintenance RRP	To write to Boards informing them of decision	STAC Secretariat	Done
North of Scotland Maintenance RRP	To establish Short Life Working Group to review RRP Guidance and consider wider policy on hard to fill posts	STAC Secretariat	On-going. HCAS Group to be expanded to address these issues.