

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

**Wednesday 2 December 2015, 2.30 pm
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 - MSG	Wilma Brown – UNISON
Laura Ace – NHS Lanarkshire	Gordon Casey – Unite
Alan Boyter – NHS Lothian	Philip Coghill - RCN
Malcolm Clark - SGHSCD	Gordon McKay - UNISON
Annie Ingram – NHS Grampian	Matt McLaughlin (for Willie Duffy) - UNISON
Helen Kelly – NHS Forth Valley	Jackie Mitchell - RCM
Patricia Leiser– NHS Ayrshire and Arran	Graham Pirie - SCP
Janis Millar - MSG	Norman Provan – RCN
Caroline Sharp – NHS Dumfries and Galloway	Claire Ronald – CSP
	Deborah Shepherd - SOR
	Donald Spence – Unite

Secretariat: Colin Cowie – SGHSCD

1. Apologies

Employers	Laura Ace, John Burns Rona King, Caroline Lamb, Lorimer Mackenzie, Billy McKenzie
TU & Professional Organisations	Ron Banton, Willie Duffy, Lilian Macer, Cathy Miller, Donald Sime, Tom Waterson

2. Minutes and Actions of Previous Meeting (7 September 2015)

The Minutes and Action Points were agreed as an accurate record of the 7 September meeting.

3. Matters to Report

a) Equal Pay

Talks were reported to be at an advanced stage with a proposal having been made by Thompsons Solicitors. Employers / Central Legal Office are presently considering this. It was confirmed to the Committee that Thompsons are now representing GMB, as well as Unison, claimants. The offer will therefore cover these individuals also.

b) Working Group: Pay During Annual Leave

There have been no further meetings of this group since June as clarity on the UK and legal position on a number of points is awaited. It was decided, however, to schedule a meeting of this group around the next STAC in March and make an assessment closer to that time whether this will be required.

Action: Secretariat

c) Working Group: Impact of Working Longer

The second meeting of STAC's Impact of Working Longer Group had taken place earlier in the day. It was reported that a representative of the UK Group had attended and gave a presentation on "Deep Dives". These were detailed pieces of research undertaken within specific health bodies. Two of the bodies chosen were Scottish Health Boards and, subject to clearance, it was hoped that the findings from these could be circulated to STAC.

The Group had also touched on the Early Retirement Reduction Buy Out (ERRBO) provisions contained in the 2015 pension scheme. This is one of the issues which the UK Group has been discussing and it is acknowledged that this issue will also need to be examined from a Scottish perspective in due course.

d) UK Staff Council Agenda for Change Review

Discussions are continuing within the UK Staff Council on reforms to the Agenda for Change pay structure. They remain at an early stage, but are expected to pick up pace in 2016. Scotland is a full partner in this process and progress will continue to be reported back to STAC.

e) Mileage Rates

The UK Staff Council's November review of costs had not resulted in a change in mileage rates and the Committee noted that the Chairs had already written to the service on 17 November confirming this - STAC(TCS04)2015.

f) Renewal of North of Scotland Estates RRP

Although the RRP in place for estates staff in North of Scotland Boards run until 2017, the letters awarding these had asked that any extension applications are submitted to STAC by the end of March 2016, giving the Committee plenty of time for consideration. The Secretariat therefore undertook to write to these Boards reminding them of this requirement.

4. Matters for Discussion

a) Lothian Estates RRP Application

Staff Side confirmed that they support this application. Employers had not yet had the chance to fully discuss it so undertook to take it to MSG and report back through the Secretariats to NHS Lothian no later than the end of January.

Action: Employers

b) Band 1 Review

A statement of intent had been circulated and was noted by the Committee. This set out that all Band 1s in NHSScotland will have the opportunity to up-skill to Band 2 roles. The proposal is that the Secretariats will discuss the specifics of this exercise, bringing in additional expertise, as required, and the intention is to have an agreement which can be signed off at the 8 March 2016 STAC meeting and to thereafter issue guidance to the service by 1 April. The Committee agreed to these parameters.

Action: Secretariats

c) Meeting Dates 2016

Proposed meeting dates for 2016 were circulated with the papers and these were agreed by the Committee.

5. Matters to Note

a) Pensions/Governance Group Minutes

As the second meeting of the Scheme Advisory Board had now taken place, the minutes of the first meeting had been placed on the SPPA website. The Committee noted these.

6. Date of Next Meeting

8 March 2016

Colin Cowie
The Scottish Government

Scottish Terms and Conditions Committee

2 December 2015 Meeting

Action Points

Agenda Subject	Action	Action Officer(s)	Update
3b) Working Group: Pay During Annual Leave	The schedule Pay During Annual Leave meeting	Secretariats	In hand.
4a) Lothian Estates RRP Application	To discuss and report to NHS Lothian	Employers	Position to be confirmed at 8 March meeting.
4b) Band 1 Review	To discuss detail of agreement.	Secretariats	Guidance being submitted to 8 March 16 meeting for agreement.