

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

**Thursday 15 December 2010, 11.00 am,  
Europa Building, Glasgow**

**Present:**

**Employers:**

**Trade Unions and  
Professional Organisations:**

George Brechin – (Co-Chair) - NHS Fife	John Gallacher – In Chair - UNISON
Rona King – (Employer Side Secretary) - NHS Fife	Ron Banton, BDA
John Burns – NHS Dumfries and Galloway	Wilma Brown - UNISON
Robert Calderwood – NHS Greater Glasgow and Clyde	Gordon Casey, Unite
Clare Hicks – Scottish Government	Lillian Macer – UNISON
Colin McGowan – Management Steering Group	Jackie Mitchell - RCM
Janis Millar – Management Steering Group	Graham Pirie – CSP
Pamela McLauchlan – Scottish Ambulance Service	Colin Poolman - RCN
Ian Reid – NHS Greater Glasgow and Clyde	Claire Ronald - CSoP
Caroline Sharp – NHS Dumfries and Galloway	Donald Sime - Unite
	Elizabeth Stow – SoR

**Secretariat:** Colin Cowie - SGHD

**1. Apologies**

Employers	Laure Ace, Alan Boyter, Annie Buchanan, Steve Conway, Brian Cowan, Helen Kelly, Ruth Kelly, Robert Calderwood, Malcolm Wright, Alex Killick, Mark Sinclair.
Trade Unions & Professional Organisations	Lisa Cameron, Philip Coghill, Willie Duffy, Michael Fuller, Glyn Hawker, Brian McCann, Brian McDonald, Joe McIlwee, Alex McLuckie, Patricia McNally, Norman Provan, Clare Ronald, Tom Waterson

## 2. Minute of Previous Meeting (23 September 2010)

The minute and action points were agreed as an accurate record of the last meeting.

## 3. Matters to Report

### (a) Annex T

It was reported that most Boards had now responded to the Working Group's request for information on the application of Annex T. Once all the information is in, the Working Group will discuss the matter further.

**Action: Annex T Working Group**

### (b) Mileage Review

The Committee noted that the UK Staff Side consultation exercise had now concluded and the new proposals have largely been accepted. However, staff side had requested further discussions on the proposal that the mileage rate is reduced after 3,500 miles. It had been agreed that the staff side of the UK Staff Council would write formally to request that this be discussed by the UK Mileage Sub-Group.

### (c) JEMG2

Two further meetings of the JEMG2 Working Group are due to take place on January, after which the intention is to produce a final report for the Cabinet Secretary.

**Action: JEMG2 Working Group**

### (d) Annex O

The first meeting of the Annex O Working Group had taken place and it was reported that good progress was being made. A further meeting had been arranged for 17 December at which the Group planned, amongst other things, to finalise its terms of reference for submission back to the Committee.

**Action: Annex O Working Group**

### (f) RRP for Pharmacists in the Western Isles

It was confirmed to the Committee that, pending the work required to provide a more permanent solution, it had been decided in partnership to grant NHS Western Isles application for a short term Recruitment and Retention Premium for a Band 7 Pharmacist.

**Action: Secretariats**

### (g) Hospital Pharmacist Recruitment and Retention

The Scottish Government had provided a report on this for the meeting. The staff side noted this and said they would consider the information it provided.

(h) Equal Pay

There was nothing to report on Equal Pay.

(i) Dates for 2011 Meetings

The Chair indicated the list of dates which had been circulated for STAC meetings in 2011 and enquired whether any of these presented difficulties. No issue were raised and the dates were accepted by the Committee.

**4. Matters for Discussion**

(a) On Call Review

The Committee noted the paper which had been circulated setting out the progress the Working Group had made so far. The Group had concluded that the current protected on-call arrangements which are due to end on 31 March 2011 will need to be extended to allow time for a new approach to be agreed and put in place. The Committee confirmed that this should be done, subject to agreement from the Cabinet Secretary, and the necessary steps taken to notify the service. The Committee also noted that terms of reference and a Project Plan would be agreed by the Group and passed to STAC for approval in due course.

**Action: Scottish Government and On-Call Working Group**

(b) On Call Payments During Sick Leave

Since the last meeting employer and staff side representatives had agreed a form of words which prescribed a unified approach from 1 October 2010 but devolved retrospection to local systems. The Committee agreed that this should now be issued to the services as guidance.

**Action: Scottish Government**

**Additional Items:**

Recent Bad Weather

In closing, the Committee wanted to take the opportunity to acknowledge the additional pressures which had been put on staff by the severe winter weather and to register its thanks for the commitment which had been shown by staff in many parts of the country to keeping service running.

Michael Fuller Retiral

The Committee also noted that Michael Fuller was due to retire in the near future and felt it was appropriate to record formal thanks to him for the contribution he had made to the work of the Committee since its formation.

## 5. Date of Next Meeting

Tuesday 8 March 2011

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>
Annex T	Responses from Boards to be collated and considered.	Annex T Working Group
JEMG2	Group to convene for two further meetings then produce report for Cabinet Secretary.	JEMG Working Group
Annex O	Group to finalise terms of reference and submit to Committee.	Annex O Working Group
RRP for Pharmacists in the Western Isles	To confirm to NHS Western Isles that RRP has been granted.	Secretariats
On-Call Review	To confirm that Cabinet Secretary is content to extend current protection arrangements and issue circular to service	Scottish Government
On-Call Review	To agree Terms of Reference and project plan for approval by Committee	On-Call Working Group
On call payments during sick leave	Jointly agreed form of words to be issued to the service.	Scottish Government

**Colin Cowie, STAC Secretariat**