

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

**Thursday 23 September 2010, 11.00 am,  
Europa Building, Glasgow**

**Present:**

**Employers:**

**Trade Unions and  
Professional Organisations:**

George Brechin – (Co-Chair) – In Chair- NHS Fife	Glyn Hawker - (Co-Chair) - UNISON
Janis Millar – Management Steering Group	Willie Duffy – (Staff Side Secretary) - UNISON
Annie Buchanan – NHS Fife / SEND	Ron Banton, BDA
John Burns – NHS Dumfries and Galloway	Wilma Brown - UNISON
Steve Conway – NHS NSS	Gordon Casey, Unite
Ruth Kelly – NHS Lothian	John Gallacher – UNISON
Colin McGowan – Management Steering Group	Lillian Macer – UNISON
Ian Reid – NHS Greater Glasgow and Clyde	Joe McIlwee - Unite
	Brian Morton – RCN
	Jackie Mitchell - RCM
	Graham Pirie – SCP
	Colin Poolman - RCN
	Donald Sime - Unite
	Elizabeth Stow – SoR
	Tom Waterson – UNISON

**Secretariat:** Colin Cowie - SGHD, Dave Watson - SGHD

**Present as Observer:** Peter Samuel - University of Nottingham

## 1. Apologies

Employers	Laure Ace, Alan Boyter, Brian Cowan, Helen Kelly, Robert Calderwood, Gerry Marr, Pamela McLauchlan, Rona King, Malcolm Wright, Lynne Khindria, Alex Killick, Caroline Sharp, Mark Sinclair.
Trade Unions & Professional Organisations	Michael Fuller, Norman Provan, Alex McLuckie, Clare Ronald, Philip Coghill, Patricia McNally, Brian McCann, Lisa Cameron, Brian McDonald, Patricia McNally.

## 2. Minute of Previous Meeting

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

## 3. Matters to Report

### (a) Annex T

Further to the commitment in CEL(2010)01 to review the policy in 12 months time, staff side suggested an information-gathering exercise to examine the application of the circular around the country. It was agreed that members of the original Working Group would meet again to discuss how this might be taken forward.

**Action: Secretariats**

### (b) Mileage Review

The Committee was advised that the Cabinet Secretary was content for consultation to go ahead on the proposals which had been produced by the UK Staff Council. One of the UK countries had not responded to the Staff Council as yet, but once approval had been secured from all Health Departments, the proposals will be put out to consultation.

### (c) JEMG2

Two further meetings of the Working Group are due to take place on 28 September and 15 October, after which the Group will produce a final report for the Cabinet Secretary. It was noted that the quality of the data available had improved recently and it was hoped that the final report could be produced by Christmas.

**Action: JEMG2 Working Group**

(d) Annex O

Employers apologised for the delay in submitting names for this Working Group but advised that appropriate management side candidates had now been identified. It was agreed that a meeting would be set up as soon as possible.

**Action: Secretariats**

(e) Agenda for Change Reviews

The hard work of those taking forward reviews in partnership was noted by the Committee, together with the information that only around 1,300 postholders across Scotland are still awaiting the outcome of a review. Boards are looking to finalise all reviews by the end of 2010.

(f) RRP for Pharmacists in the Western Isles

Employers reported that NHS Greater Glasgow and Clyde were working with NHS Western Isles to produce a job description for the post under consideration. Staff side expressed unhappiness that more progress had not been made and felt that this reflected badly on the Committee. They advised that they still regarded the RRP application as live and that they therefore favoured awarding a short-term RRP. It was agreed that the joint secretariats should approach the Board to establish whether they still wished to seek an RRP as set out in their application.

**Action: Secretariats**

Staff side also sought an update on work re hospital pharmacy recruitment and retention in Scotland following the UK Health Departments rejection of the Pay Review Body's recommendation of an RRP for Band 6 and 7 hospital pharmacists. It was agreed that this would be provided for the next meeting.

**Action: Scottish Government**

(g) Equal Pay

Staff side referred to the Tribunal process which is being progressed at both a UK and Scottish level and reiterated their willingness to meet outside this process to discuss a negotiated settlement.

(h) Blocked Matching Process

It was confirmed to the Committee that the split panel reviews affecting around 400 staff at NHS Greater Glasgow and Clyde had now been considered in partnership and a formal report had been sent to the Board. The Committee thanked those involved in implementing the Protocol for their work and noted that it was now for the Board to take forward the report's recommendations.

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

##### **(a) On Call Review**

It was noted that the principles agreed by the UK Staff Council which will underpin local discussions on on-call were currently with the Cabinet Secretary for approval.

Staff side advised that it now wished to put forward 8 representatives for the Working Group, and employers agreed to the increase in the numbers on each side.

Employers confirmed that they would be seeking a mandate from the Cabinet Secretary to proceed with negotiations. Employers also indicated that they felt it might be appropriate to seek an extension of protection of current arrangements for a further year to allow robust negotiations to take place.

Staff side did not want to seek an extension to the protection arrangements at this stage and emphasised the need to move quickly to begin negotiations with a view to securing agreement by April next year. Employers acknowledged the need to move quickly and undertook to secure a mandate as soon as possible.

**Action: Secretariats**

##### **(b) On Call Payments During Sick Leave**

Employers noted the paper which had been produced by the staff side and indicated their willingness to discuss a unified approach going forward which would see staff on protected on-call arrangements receive all relevant supplements when on sick leave.

It was decided that Employers and staff side should work together with a view to arriving at a form of words which would reflect a jointly agreed approach on this issue.

**Action: Secretariats**

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

Wednesday 15 December 2010.

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>
Annex T	Members of the original Working Group to meet to consider information gathering exercise.	Secretariats
JEMG2	Group to convene for two further meetings then produce report for Cabinet Secretary.	JEMG Working Group
Annex O	Meeting of Working Group to be set up.	Secretariats
RRP for Pharmacists in the Western Isles	Joint secretariats to approach NHS Western Isles to establish whether it still sought RRP.	Secretariats
Hospital Pharmacy Recruitment and Retention	To report on work following Pay Review Body recommendation.	Scottish Government
On-Call Review	Names to be put forward by both sides to bring membership of Working Group up to 16. First meeting to be arranged for as soon as possible.	Secretariats
On call payments during sick leave	Joint form of words on agreed policy to be discussed between staff and employers.	Secretariats

**Dave Watson, STAC Secretariat**