

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

Wednesday 29 November 2006, 11.00 am Stirling Management Centre, Stirling

Present:

Employers:

George Brechin (Co-chair) - In Chair - NHS Fife
Jim Cameron (Secretary) - MSG
Robert Calderwood - NHS Greater Glasgow and Clyde
Lynne Khindria - NHS Lothian
Colin McGowan - SEHD
Ian Reid - NHS Greater Glasgow and Clyde
Gordon Walker - NHS Lanarkshire
Rona Webster - NHS Fife

Trade Unions and Professional Organisations:

Gillian Smith (Secretary) - RCM
Tom Devlin - TGWU
Willie Duffy - UNISON
Michael Fuller - AMICUS
John Gallacher - UNISON
Catherine Mackay - UNISON
Alex McLuckie - GMB
Patricia McNally - CSP
Graham Pirie - SCP
Colin Poolman - RCN
Elizabeth Stow - SOR
Tom Waterson - UNISON

Secretariat: Colin Cowie - SEHD

Apologies:

Employers

Alan Boyter, John Burns, Brian Cowan, Alex Killick, Gerry Marr, John Matheson, Jim McCaffery, Janis Millar, Elinor Smith, Robert Anderson, James Farrelly, Glyn Hawker, Dougie Lockhart, Lillian Macer, Sandra-Dee Masson, Stephen Smith, Anne Thompson

Trade Unions &

Professional Organisations

George Brechin took the Chair as Glyn Hawker was unable to be at the meeting.

1. Minute of Previous Meeting

The minute and action points were agreed as an accurate reflection of the discussion at the last meeting.

Distant Islands Allowance: It was noted that the circular on this had been issued although staff side queried the omission the Inner Hebrides. They also raised the issue of the "Offshore Allowance" which had been mentioned in a previous STAC paper on this subject. Executive personnel agreed to look into these issues.

Action: SEHD, Management Secretariat

Allowances on Assimilation: Staff side were of the view that further work needed to be undertaken by STAC around this topic but Management felt that the data

collected earlier in the year had demonstrated that this was not a big issue in most Boards. It was decided that staff and management side representatives would discuss the matter after the meeting.

Action: Gordon Walker and John Gallacher

Annex U: It was noted that this was still being discussed at the UK Staff Council. Janis Millar should report back in due course.

Action: Janis Millar

2. E-mail update of ongoing business

The e-mail update which had been sent round in place of the scheduled October meeting was accepted as an accurate record of ongoing work at that time.

3. Matters to Report

a) Healthcare Chaplains

It was reported that agreement had been reached on transferring Chaplains and that this would happen from 31 December 06. Guidance would be issued by the Executive in due course.

Action: SEHD

b) Sub Group on Abolition of Whitley Pay Scales

As part of the arrangement to extend the 2.5% on account payment beyond 31 October it had been agreed to set up a sub-group to discuss the implications of the discontinuation of the Whitley pay scales. Management side representatives had already been identified as Robert Calderwood, Gerry Marr, Gordon Walker, Rona Webster and Laura Ace. Staff side undertook to put forward names for this group also.

Action: Staff Side Secretariat

c) Accelerated Progression - Annex T

It was confirmed that a form of words had been agreed and an HDL would be issued soon. Executive personnel undertook to circulate the draft HDL for final approval.

Action: Administrative Secretariat

d) Protection on Incremental Progression

Discussions which had already taken place on this issue had not reached any agreed upon conclusion. It was suggested that clarity was needed on the UK Staff Council's view and staff side undertook to seek this. A proposal was made that this should also be part of the agenda for the sub-group referred to in 3(b) above.

Action: Staff Side

e) Relocation/Co-Location of Special Health Boards

It was reported that discussions were still ongoing on this matter.

f) Senior Managers' Pay

Staff side reiterated their opposition to the approach taken in HDL(2006)59 and sought clarification of a number of points. The Executive undertook to take these questions away and provide a response in due course, particularly in relation to paragraphs 5.2 and 7.5.

Action: SEHD

g) Dates for 2007

The Committee noted the meeting dates which had been arranged for 2007. It was agreed that a letter would be issued reminding members of the importance of attending STAC meetings.

Action: Administrative Secretariat

h) STAC Web Page

The Committee noted the prototype STAC web page which had been created. It was agreed that the site should have a clear single contact point for each side. Subject to this change, the Committee indicated it was happy for the page go on the SHOW website.

Action: Administrative Secretariat

4. Matter to Discuss

a) Variation Orders - Process

Staff side raised concerns that the recent Variation Order which was issued to the Neo-Natal Transport Service had not been discussed in partnership. Executive personnel made the point that Variation Orders tended to be issued on a short term basis in situations where service sustainability or patient safety were an issue, and that any additions to the process which delayed a decision must therefore be considered carefully.

The point was also made that although MSG had been asked to give a view on Variation Order requests the final decision rested with the Minister. However, after further discussion, STAC agreed in principle to recommend that a staff side view as well as an MSG view should be sought by SEHD on Variation Order requests. Executive personnel agreed to reflect on this approach.

Action: Administrative Secretariat

b) Transitional Points

Staff side referred to the paper which had been circulated before the meeting which raised the issue of fairness and equality of application of transitional points. Management side was of the view that further discussion needed to take place around this issue and it was agreed that a sub-group should be set up to look at this matter.

Action: Secretariats

5. Date of Next Meeting:

**Wednesday 24 January 2007
11.00am
SEERAD, Perth
Strathearn House, Broxden Business Park**

Agenda Subject	Action	Action Officer(s)
Distant Islands Allowance	To consider the inclusion of the Inner Hebrides and linkage to the "Offshore Allowance".	SEHD, Management Secretariat
Allowances on Assimilation	Staff and Management representatives to discuss issue.	John Gallacher and Gordon Walker
Annex U	To report back on discussions at UK Staff Council.	Janis Millar
Healthcare Chaplains	To issue guidance around transfer.	SEHD
Pay Protection Sub Group	To nominate staff side representatives and set up meeting.	Staff Secretariat and Admin Secretariat
Accelerated Progression - Annex T	To circulate draft HDL for approval.	Admin Secretariat
Protection on Incremental Progression	To clarify UK Staff Council view	Staff Side
Senior Managers Pay	To answer Staff Side queries	SEHD
Dates for 2007	To issue letter reminding all parties of the importance of attendance at meetings.	Admin Secretariat, Co-Chairs
STAC Web Page	To make suggested amendments and place on SHOW.	Admin Secretariat
Variation Orders	To consider approach to seeking views on Variation Order requests.	SEHD
Transitional Points	To set up sub group.	Secretariats

**Colin Cowie
STAC Secretariat**