

## 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**

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

**Colin Cowie  
STAC Secretariat**