

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

**Wednesday 26 June 2013, 11 am
St Andrews House, Edinburgh**

Present:

Employers:

**Trade Unions and
Professional Organisations:**

Robert Calderwood (Co Chair) - NHS Greater Glasgow and Clyde	Elizabeth Stow (Co Chair) – In Chair - SoR
Rona King (Employer Side Secretary) NHS Fife	Willie Duffy – (Staff Side Secretary) - UNISON
John Burns - NHS Ayrshire and Arran	Ron Banton - BDA
Annie Ingram – NHS Grampian	Wilma Brown - UNISON
Sarah Manson - SGHSCD	Gordon Casey - Unite
Janis Millar - MSG	Philip Coghill - RCN
Ian Reid – NHS Greater Glasgow and Clyde	Alex McLuckie - GMB
Caroline Sharp – NHS Dumfries and Galloway	Patricia McNally - CSP
	Cathy Millar - UNISON
	Jackie Mitchell - RCM
	Colin Poolman - RCN
	Donald Sime - Unite
	Donald Spence - Unite
	Tom Waterson – UNISON

Secretariat: Colin Cowie – Scottish Government Health Workforce Directorate

1. Apologies

Employers	Laura Ace, Alan Boyter, Helen Kelly, Patricia Leiser, Malcolm Wright
Trade Unions & Professional Organisations	Gordon McKay, Lilian Macer, Cathy Miller , Graham Pirie, Norman Provan, Clare Ronald

2. Minutes and Actions of Previous Meeting (12 March 2013)

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

Staff Side noted the action point around accrual of public holidays during maternity leave and sought confirmation that males would receive equivalent terms. They also raised the issue of adoption leave. Employers noted these points and undertook to take them away for consideration and respond in due course.

Action: Employers

Staff Side noted that guidance had gone out addressing the technical terms and conditions issues which were raised last year. They confirmed that they now sought clarification on the retrospection to be applied to one of these provisions and Employers confirmed that this was scheduled for discussion at the next MSG. It was expected that Employers would feed back on this issue following that.

Action: Employers

Staff Side referred to the Action Point on Transplant Services and confirmed that they had now received an e-mail from the English Transplant Service confirming that the changes to the English AfC system would not apply to their staff working in Scotland. It was agreed that this would be shared with Employers and circulated to the Committee

Action: Staff Side / Secretariats

3. Matters to Report

(a) Equal Pay

The Committee was informed that a Case Management Discussion was scheduled for 25 July, at which it was expected a large number of cases would be struck off. A clearer picture of where NHSScotland stood with this matter would likely emerge after that and the Committee agreed to keep Equal Pay as a standing item on the Agenda with a view to tracking how this develops.

(b) Accrual of Public Holidays During Maternity leave

A letter covering the agreement reached at STAC around retrospection was issued to the service on 29 May.

(c) Scotland Wide Job Evaluation Issues

The Working Group looking at this issue had met and the intention was to take a report to the next MSG and then bring the matter back to STAC. It was confirmed that training had been identified as an issue which might usefully be looked at.

Action: Employers

(d) Scottish Pension Group Minutes

Scottish Pensions Group minutes from 26 October 2012, 11 March 2013 and 25 April 2013 had been circulated, for information, and were noted.

The Committee was informed that the Impact of Working Longer Review which is linked to the current pension reforms had issued a "Call for Evidence" seeking views and data from stakeholders. The Committee felt that this was an important piece of work and that all parties should be encouraged to participate. It was therefore agreed that the Call for Evidence note should be circulated widely to NHSScotland under cover of a joint STAC letter urging all interested parties to play a part in the process.

Action: Secretariats / Scottish Government

(e) Scottish Pensions Group Work Programme

The Scottish Pensions Group will have a considerable workload over the coming year when the specifics of a new NHSScotland scheme will need to be agreed, and also going forward through to implementation of the new system in 2015. A Work Programme setting out what will be required had been agreed by the Group and was now noted by STAC.

(f) Proposed 2015 Pension Scheme Framework Document

A paper giving a high level view of what the new NHSScotland Pension Scheme will look like had also been agreed by the Scottish Pensions Group and was noted by STAC.

(g) Implementation of the New Mileage Provisions

The implementation date of 1 July for the new mileage provisions meant it was out of kilter with the start of the financial year on 1 April. This raised issues about how to treat the 3,500 mile change of rate. The NHS in England had decided to change the mileage year for these provisions to July to June. However, all sides at STAC agreed that this was not a course of action Scotland would wish to pursue.

Staff Side proposed to start the clock for mileage again on 1 July 2013 and run a short year to 31 March 2014, whereupon this provision would once again fall in line with the financial year. Employers agreed to take this suggestion away and consider it with a view to confirming the position as soon as possible.

Action: Employers

Staff Side also raised concerns about changing patterns of staff behaviour as a result of the new mileage system and an increasing instance of staff seeking alternatives to using their own cars.

Employers commented that these issues would need to be dealt with at Board level and, to some extent, on a case by case basis since different Boards and different staff members will have different individual circumstances. It would not, therefore, be helpful to be too prescriptive since issues in a rural area, for instance, will be different from those in an urban one. It was also highlighted that if a staff member chooses an alternative method of transport such as a lease car, they will be making a long term commitment to this and it would not be acceptable for staff to use up their 3,500 miles and then switch each year.

The issue of home to work travel for on-call work was also raised and Employers agreed that the cost of returning to work whilst on call was a legitimate expense which should be reimbursed. Staff Side were concerned that this was not necessarily happening in all cases and Employers agreed to look into the matter and issue clarification if necessary.

Action: Employers

4. Matters for Discussion

(a) RRP Application (Aberdeen Ambulance Service)

An application for an RRP for Aberdeen Ambulance Service maintenance staff had been circulated previously and both sides had indicated support. The application was therefore formally approved by the Committee.

(b) On-Call Implementation

Key papers and a Final Report from the On-Call Working Group had been circulated for information. The Committee noted these and thanked the Joint Chairs and the members of the Working Group for the considerable work which had gone into putting these arrangements in place in Scotland.

Staff Side raised an issue of interpretation in relation to the guidance which had been issued, specifically the way some Boards were defining a session. Employers agreed to look into this point and address any incorrect interpretation of the guidance through management channels if necessary.

Action: Employers

Senior Managers Pay

Whilst acknowledging that the item was not on the Agenda, Staff Side wished to register their concern that Senior Managers in Scotland had now gone some considerable time without a pay rise. The lack of any established

negotiating machinery for this staff group led to frustration and a perceived lack of transparency.

Employers acknowledged these issues but stressed that this was a Ministerial matter and not something for which STAC had any remit. Staff Side noted this and undertook to take the matter up with the Scottish Government direct in the form of a letter.

Joint Chairs

Finally, the Committee felt it appropriate to note that both the Joint Chairs had been honoured recently, Elizabeth Stow with an MBE and Robert Calderwood with an honorary professorship at Glasgow University. The Committee congratulated them both on these achievements.

5. Date of Next Meeting

18 September 2013.

Colin Cowie, STAC Secretariat

Action Points

Agenda Subject	Action	Action Officer(s)	Update
Minutes and Action Points	To consider approach re accrual of public holidays for paternity and adoption leave.	Employers	Response contained in MSG letter to Staff Side. Letter to Services issued.
Minutes and Action Points	To consider retrospection for a specific provision re bank holidays and respond	Employers	Response contained in MSG letter to Staff Side.
Minutes and Action Points	To share e-mail from Transplant Services with Committee	Staff Side / Secretariats	Note circulated to STAC membership.
Scottish Wide Job Evaluation Issues	To take Report to MSG and bring matter back to STAC.	Employers	Response contained in MSG letter to Staff Side.
Scottish Pensions Group Minutes	To circulate WLR Call for Evidence with STAC letter	Secretariats / Scottish Government	Done
Implementation of new Mileage Provisions	To consider the approach to 3,500 miles and respond	Employers	Response contained in MSG letter to Staff Side. Circular being issued.
Implementation of new Mileage Provisions	To look into the provision of home to work travel whilst on call and clarify	Employers	Done
On-Call Implementation	To look into any inappropriate definition of a session	Employers	Employers have resolved issue with Board concerned.