

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

**Thursday 23 October 2008, 11.00 am,  
Europa Building, Glasgow**

**Present:**

**Employers:**

**Trade Unions and Professional Organisations:**

George Brechin (Co-chair) - In Chair - NHS Fife	John Gallacher - UNISON
Robert Calderwood - NHS Greater Glasgow and Clyde	Catherine Mackay - UNISON
Jim Cameron - (Secretary) - MSG	Brian McCann - GMB
Lynne Khindria - NHS Lanarkshire	Brian McDonald - Unite
Alex Killick - NHS Tayside	Patricia McNally - CSP
Colin McGowan - Scottish Government	Graham Pirie - SCP
Janis Millar - Pay Modernisation Unit	Colin Poolman - RCN
Ian Reid - NHS Greater Glasgow and Clyde	Claire Ronald - CSP
Rona Webster - NHS Fife	Anne Thomson - RCN
	Tom Waterson - Unison

**Secretariat:** John Hannah - SGHD, Colin Cowie - SGHD

**1. Apologies**

<b>Employers</b>	Laura Ace, Alan Boyter, John Burns, Jim Cameron, Steve Conway, Brian Cowan, Gerry Marr, Chris Murphy, Mark Sinclair, Paul Wilson
<b>Trade Unions &amp; Professional Organisations</b>	Philip Coghill, Willie Duffy, Fiona Farmer, Jimmy Farrelly, Michael Fuller, Glyn Hawker, Douglas Lockhart, Lilian Macer, Alex McLuckie, Stephen Smith, Elizabeth Stow,

**2. Minute of Previous Meeting**

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

### 3. Matters to Report

- a) First Aid Provision
- b) HDL(2005)47 Corrigendum (Protocol for RRP Applications)
- c) Unsocial Hours - Rolled up Holiday Pay  
(Changes to the way staff are paid during periods of annual leave)
- e) Transitional Points

The Committee noted that guidance on agenda items 3.a, b, c and e had been published.

#### d) Payment During Periods of Annual Leave

Employers had written to the staff side offering a supplement of 12.5% to compensate staff for the period 1 April to 30 September 2008.

Staff side said they were willing to accept this offer with two conditions. Firstly that anyone who can evidence that they have been disadvantaged will be reimbursed, and secondly that on-call payments would be reflected in the payment which staff receive whilst on leave.

Employers confirmed that further consideration of these detailed issues was necessary and it was agreed that the joint secretariats should discuss and take forward.

**Action: Employer/Staff Side Secretariats**

#### f) Pay Protection

Both sides expressed their disappointment that the meeting which had been set for 20 October had to be cancelled. Staff side made the point that the issues which the Working Group had been constituted to address were key causes of concern amongst the groups they represented and stressed the need to set up a further meeting at the first opportunity.

Management side expressed regret that they had felt it necessary to cancel the 20 October meeting and agreed that dates for an alternative meeting should be identified as soon as possible.

**Action: Admin Secretariat**

Staff side then referred to the agreement which had already been reached within the Working Group to increase target earnings for those on organisational change protection in line with Agenda for Change salaries. Staff side felt that as a joint position had already been reached a circular could be issued to the service.

Employers agreed to take this matter away and respond formally once they had had further time to reflect.

**Action: Employers**

g) Medium Secure Unit Allowance

A further meeting of the Working Group was due to take place directly after the main STAC meeting.

h) JEMG 2

It was agreed that a further meeting of this Group should be set up.

**Action: JEMG 2 Working Group**

i) Unsocial Hours in the Scottish Ambulance Service

It was noted that agreement had been reached within the Working Group but that Unison had subsequently withdrawn their support for this deal. Unison representatives explained that this was because the percentage payments for crew and non-crew staff contained within the current proposals were different during the period of transition. They therefore felt that the deal was potentially vulnerable under equal pay legislation. It was noted that there was a further meeting of the Working Group arranged for 3 November at which it was hoped further progress could be made towards reaching an agreement.

j) Agenda for Change Update

The Committee noted the information in the update which had been circulated. Staff side enquired whether the assimilation figures presented included new starts and it was confirmed that they did.

Staff side also expressed a wish to see the review outcomes data broken down by Board and it was confirmed that such a breakdown would be provided where possible.

**Action: Pay Modernisation Team**

k) Equal Pay

There was no discussion around this standing item.

l) Annex T

It was agreed that a meeting should be convened to discuss the issues which had arisen around the guidance on the application of Annex T.

**Action: Employers/Staff Side**

m) Lease Cars

Employers confirmed that Board HR Directors had been reminded of the need for Boards to review mileage rates regularly at their recent meeting.

n) Chaplains

The Committee noted that a meeting was being organised to examine the questions which had arisen around the employment of part time sessional chaplains.

**Action: Admin Secretariat**

o) Meeting Dates for 2009

Dates for the STAC meetings in 2009 had now been arranged and circulated to Committee members.

**4. Matters for Discussion**

a) RRP for Joiners

Staff side wished to clarify when MSG had originally received the RRP request for joiners in Lothian which had been submitted by staff side to the last meeting of STAC. Employers agreed to check MSG records and respond in due course.

**Action: Employer Secretariat**

Staff side also wished to clarify that the RRP application for joiners in Lothian should be considered as a Scotland wide application. Employers noted staff side's comments and informed the Committee that they were currently doing further background research on the issues raised by the NHS Lothian request. They undertook to respond to the staff side once this work had been completed.

**Action: Employer Secretariat**

**5. Date of Next Meeting:**

**Wednesday 17 December 2008,  
11.00am  
Victoria Quay,  
Edinburgh**

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>
Payment During Periods of Annual Leave	To discuss staff side's issues and move forward.	<b>Employer/Staff Side Secretariats</b>
Pay Protection	To set up a further meeting of the Working Group	<b>Admin Secretariat</b>
JEMG 2	To set up further meeting	<b>JEMG 2 Working Group</b>
Agenda for Change Update	Provide future information broken down by Health Board where possible	<b>Pay Modernisation Team</b>
Annex T	To arrange one off meeting to look at issue	<b>Employers/Staff Side</b>
Chaplains	To organise meeting	<b>Admin Secretariat</b>
RRP for Joiners	To check when request was submitted to MSG	<b>Employer Secretariat</b>
RRP for Joiners	To consider and come to a view	<b>Employer Secretariat</b>

**Colin Cowie**  
**STAC Secretariat**

