

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

Wednesday 4 October 2006, 11.00 am Stirling Management Centre,
Stirling

Present:

Employers:

George Brechin (Co-chair) - In Chair - NHS Fife
Jim Cameron (Secretary) -
Laura Ace - NHS Dumfries and Galloway
John Burns - NHS Dumfries and Galloway
Colin McGowan - SEHD
Janis Millar - SEHD
Ian Reid - NHS Greater Glasgow and Clyde
Rona Webster - NHS Fife

Trade Unions and Professional Organisations:

Glyn Hawker (Co-chair) - UNISON
Gillian Smith (Secretary) - RCM
Michael Fuller - AMICUS
John Gallacher - UNISON
Lillian Macer - UNISON
Michael McGachey - UNISON
Patricia McNally - CSP
Elizabeth Stow - SOR
Anne Thompson - RCN
Tom Waterson - UNISON

Secretariat: Colin Cowie - SEHD

Apologies:

Employers

Alan Boyter, Robert Calderwood, Brian Cowan, Lynne Khindria, Alex Killick, Gerry Marr, John Matheson, Jim McCaffery, Elinor Smith, Gordon Walker

Trade Unions &

Professional Organisations

Robert Anderson, Willie Duffy, James Farrelly, Dougie Lockhart, Sandra-Dee Masson, Catherine MacKay, Alex McLuckie, Colin Poolman, Stephen Smith

1. Minute of Previous Meeting

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

2. E-mail update of ongoing business

Staff side asked that "Relocation" be added to the note. Other than this, the note which was circulated was accepted as an accurate reflection of ongoing work as at 6 September.

Action: Admin Secretariat

3. Matters to Report

- a) Accelerated progression

It was reported that staff and management representatives had agreed a process for arriving at a conclusion on this issue and they were working to a timetable of being finished by 1 November.

Action: Accelerated Progression Sub Group

b) Allowances on assimilation

The Chair referred to the table which had been circulated before the meeting detailing the results of the management side information gathering exercise. This indicated that there were 46 non Agenda for Change allowances in total across Scotland with most of these being concentrated in Highland, Lanarkshire and Lothian. This was much less than initially suspected. However, staff side felt that this did not reflect the true picture and undertook to send further information to management side which would demonstrate that far more non Agenda for Change allowances still existed out in the service.

Action: Staff side

c) Scottish Distant Islands Allowance

The Committee was informed that an agreement had now been reached on this Allowance and that it would be implemented from April 06.

d) STAC Protocol

The wording which had been circulated for the previous meeting was formally agreed. The Chair made the point that this could be revisited at any point in the future should either side feel it was necessary to do this.

e) Protection as a result of incremental progression

It was reported that some preliminary discussions had taken place around this issue but the technical nature of the subject meant that worked examples would aid understanding greatly. Staff side had undertaken to supply these.

Action: Staff side

f) Acting up - circular has been issued

The Committee noted that a circular had now been issued clarifying the effective date for these new acting up arrangements. Staff side raised the issue of inconsistent application of "clawback" around the country and management asked that staff side submit examples to assist with any discussion which may need to take place at the next meeting.

Action: Staff Side

4. Other Issues

Senior managers' pay

Staff side wished to raise concerns about the findings of the group convened to look at senior managers' pay. These had suggested that senior managers should not be included in the Agenda for Change system in Scotland. Staff side's view was that all staff should be members of Agenda for Change and that an

announcement that senior managers would be paid according to an alternative system would cause unrest amongst NHS Staff.

Responding to these concerns, management made the point that the debate was around a group of staff who had been covered by Ministerial direction for some years, were outside of Whitley and were therefore outwith the staff groups specified in Agenda for Change the agreement.

Staff side noted that staff paid under direction would not fall within the remit of Agenda for Change and Executive personnel undertook to provide clarification on this point.

Action: Admin Secretariat

5. Date of Next Meeting:

Wednesday 1 November 2006

11.00am

Conference Rooms 3 & 5, Stirling Royal Infirmary

Agenda Subject	Action	Action Officer(s)
Accelerated Progression	Sub group to conclude discussions by 1 November	
Allowances on assimilation	Staff side to supply information on non Agenda for Change allowances in operation out in service	
Protection as a result of incremental progression	Staff side to supply worked examples.	
Acting up - "clawback"	Staff side to submit examples.	
Senior Manager' Pay	Executive to clarify position re "direction"	

**Colin Cowie
STAC Secretariat**

