

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

**Wednesday 16 December 2009, 11.00 am,  
St Andrews House, Edinburgh**

**Present:**

**Employers:**

**Trade Unions and  
Professional Organisations:**

George Brechin – (Co-Chair) – In Chair- NHS Fife	Glyn Hawker - (Co-Chair) - UNISON
Jim Cameron – (Employer Side Secretary) - Management Steering Group	Willie Duffy – (Staff Side Secretary) - UNISON
John Burns – NHS Dumfries and Galloway	Philip Coghill – RCN
Robert Calderwood – NHS Greater Glasgow and Clyde	John Gallacher – UNISON
Steve Conway - NSS	Lilian Macer – UNISON
Lynne Khindria – NHS Lanarkshire	Brian McCann – GMB
Alex Killick – NHS Tayside	Patricia McNally – CSoP
Rona King – NHS Fife	Norman Proven – RCN
Janis Millar – Management Steering Group	Donald Sime – Unite
Ian Reid – NHS Greater Glasgow and Clyde	Elizabeth Stow – SoR
Caroline Sharp – NHS Dumfries and Galloway	Tom Waterson – UNISON

**Secretariat:** John Hannah – SGHD, Colin Cowie, SGHD, Dave Watson – SGHD

**Present as Observer:** Nick Bacon – University of Nottingham

**1. Apologies**

Employers	Laure Ace, Alan Boyter, Brian Cowan, Helen Kelly, Gerry Marr, Pamela McLauchlan, Mark Sinclair, Paul Wilson, Malcolm Wright
Trade Unions & Professional Organisations	Ron Banton, Fiona Farmer, Jimmy Farrelly, Michael Fuller, Brian McDonald, Alex McLuckie, Jackie Mitchell, Graham Pirie, Colin, Poolman, Clare Ronald, Anne Thomson

## 2. Minute of Previous Meeting

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

## 3. Matters to Report

### (a) Annex T

The Annex T Working Group had met again since the last main STAC and the amended guidance had been finalised. The Committee agreed that this should now be issued to the service.

**Action: Admin Secretariat**

It was pointed out that the UK Staff Council were also planning to issue guidance on the issue in the near future and that it may, therefore, be appropriate to review the matter further in due course should it be necessary.

### (b) Agenda for Change

Although not on the agenda, the Committee noted that NHS Pay Review Body's report had now been published. The Review Body had not sought to re-open the three year pay deal and had not made any recommendations.

Staff side highlighted that the PRB continued to express concern over reported vacancy rates for pharmacists and that Michael Fuller of Unite had written to the Scottish Government about pharmacy staffing. Scottish Government representatives confirmed that a response would be issued in due course and a meeting could be arranged if required to discuss the issue.

A report on Agenda for Change had been circulated prior to the meeting covering the banding review process in Scotland, the UK mileage rate review and the UK review of on-call provisions.

Before considering the content of the Report, the Committee felt it appropriate to note the significant progress which had been made with assimilation in 2009, and once again to register sincere thanks for the hard work and commitment of all those who had been involved in implementing the new system.

Banding Review Process: The Committee noted the information in the report. It was also highlighted that Scottish Government had written to Boards asking for information on timetables for completing reviews. The Committee was reminded that the JEMG2 Working Group was due to meet again in March to review bandings across Scotland.

UK Mileage Review - It was confirmed to the Committee that discussions are still ongoing within the UK group and that the next meeting will be in January. It now looks unlikely that a new system will be in place by the original deadline of April 2010. It was suggested that STAC could arrange a joint meeting at

some point to discuss the implications for Scotland of the UK proposals and feed back into the UK process.

**Action: Secretariats**

On-Call Provisions Review: Following the first meeting of the STAC working-group which was convened to feed into the UK review process, a draft remit for this group had been circulated to the Committee. The remit was approved, as was a staff side request for another staff side member on the group.

Questions were raised as to whether the review would be complete by the original 2011 deadline. This was dependent on how long data collection and analysis would take, and it was agreed that a mechanism should be put in place to ensure that the service was informed promptly if the deadline needed to be extended again.

**Action: Secretariats**

(c) Equal Pay

It was noted that both staff and NHS management representatives had recently appeared before the Equal Opportunities Committee who were looking into equal pay in the NHSScotland. The overall position in Scotland with regard to Equal Pay had not changed since the last STAC meeting.

(d) Procedure for Considering RRP Applications

The revised circular which was agreed at the last meeting had now been issued as CEL(2009)41.

(e) Injury Benefits Review

The Committee was briefed on the UK review of the injury benefit scheme which is currently ongoing. The terms of reference for the group had recently been finalised by the review partners and were now awaiting agreement by the UK NHS Staff Council. Legal advice and confirmation is also being sought by the Department of Health (DoH) in England as to whether the injury benefit scheme forms part of the NHS Pension scheme arrangements or should become part of a staff member's terms and conditions of service. DoH are currently awaiting a response. In terms of governance arrangements for the Injury Benefit Scheme Review, it was confirmed that whilst the UK Review Group would report directly to the Staff Council on a UK basis, in Scotland progress on the review would be reported through the Scottish Pensions Group which in turn reports into STAC.

(f) Public Holiday Arrangements when Christmas/New Year falls on a Weekend

It was confirmed that guidance had been issued to the service through the secretariats which clarified the approach to be taken with regard to leave and remuneration when Christmas and New Year fall over a weekend.

(g) Western Isles RRP Application

NHS Western Isles had made an application for an RRP for joiners. The Committee was informed that the secretariats had considered this application and concluded that there was not enough evidence to support an RRP. A joint letter had been sent to Western Isles informing them of this and recommending that the job description and original banding of the staff concerned be revisited.

(h) On-Call Payments During Sick Leave

There had been disputes locally about what staff should be paid for on-call commitments whilst on sick leave and the matter is currently being addressed through a tribunal in Lothian. It was agreed that there was nothing for STAC to do at the current time other than to note the position and await the outcome of the tribunal. It was acknowledged, however, that this may have to be addressed by STAC in the future.

**4. Matters for Discussion**

(a) Frequency of Meetings in 2010

It had been suggested that the frequency of main STAC meetings could drop to three per year, with business being progressed between meetings by the secretariats. However, following discussion, it was decided that four meetings should be scheduled for 2010. It was acknowledged that main meetings could be cancelled if it became clear that they were not required.

**Action: Admin Secretariat**

**5. Date of Next Meeting**

**Wednesday 17 March (Cancelled)**

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>
Annex T	Issue Guidance	Admin Secretariat
On-Call Provisions Review	To monitor and alert services to potential extension beyond 2011 deadline	Secretariat
Agenda for Change: UK Mileage Review	Convene meeting, as appropriate, to discuss UK proposals.	Secretariats
Frequency of Meetings in 2010	Arrange meetings and circulate dates	Admin Secretariat

**Colin Cowie, STAC Secretariat**