

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

**Wednesday 2 June 2010, 11.00 am,
Victoria Quay, Edinburgh**

Present:

Employers:

**Trade Unions and
Professional Organisations:**

George Brechin – (Co-Chair) –NHS Fife	Glyn Hawker - (Co-Chair) - In Chair-UNISON
Rona King – (Acting Employer Side Secretary) - NHS Fife	Willie Duffy – (Staff Side Secretary) - UNISON
Annie Buchanan – NHS Fife / SEND	Ron Banton, BDA
John Burns – NHS Dumfries and Galloway	Wilma Brown - UNISON
Robert Calderwood – NHS Greater Glasgow and Clyde	Lisa Cameron - Unite
Steve Conway - NSS	John Gallacher – UNISON
Colin McGowan – Management Steering Group	Lilian Macer – UNISON
Janis Millar – Management Steering Group	Brian McDonald - Unite
Ian Reid – NHS Greater Glasgow and Clyde	Joe McIlwee - Unite
Caroline Sharp – NHS Dumfries and Galloway	Patricia McNally, CSP
Mark Sinclair, NHS Grampian	Jackie Mitchell - RCM
	Colin Poolman - RCN
	Norman Provan – RCN
	Elizabeth Stow – SoR
	Tom Waterson – UNISON

Secretariat: 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, Malcolm Wright, Lynne Khindria, Alex Killick.
Trade Unions & Professional Organisations	Michael Fuller, Alex McLuckie, Graham Pirie, Clare Ronald, Donald Sime, Philip Coghill, Patricia McNally, Brian McCann

2. Minute of Previous Meeting

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

Further to item H of that minute, staff side advised that they wished to raise the issue of on-call payments during sick leave at the next STAC meeting. Employers emphasised that a paper setting out staff side's position would be required and should be submitted in good time before the meeting. This was acknowledged by staff side.

Action: Staff Side

3. Matters to Report

(a) Annex T

The Committee noted that the further guidance agreed by the Annex T Working Group had been issued as Circular CEL(2010)1. It was highlighted by staff side that there is a commitment to review this guidance in December 2010. It was therefore agreed that the subject would be put on the Agenda for the September STAC Meeting.

Action: Admin Secretariat

(b) RRP for Medium Secure Unit Staff

Following to the publication of PCS(AFC)2009/5 which introduced an RRP for staff working more than 50% of their time in the new Medium Secure Units, it was decided that further guidance on the approach to be taken with regard to staff working less than 50% of their time in the Units would be helpful. Members of the original Working Group had therefore drafted a further paper on this issue and the Committee noted and approved that this had been issued as NHS Circular PCS(AFC)2010/3.

(c) Agenda for Change Reviews

The update provided by the Agenda for Change Service Lead confirmed that there were reviews covering around 8,000 staff still to be finalised as of 31 March 2010. There was acknowledgement on all sides of the pressure that implementing Agenda for Change had placed on the individuals involved at local level and the Committee once again wished to record its appreciation of their continuing efforts.

(d) Blocked Matching

It was reported that Greater Glasgow and Clyde Board had invoked the Blocked Matching Process for around 200 unresolved reviews where local panels failed to agree an outcome. The process requires examination by the joint secretariats in the first instance. If this does not result in resolution, the matter will be put to a nationally constituted matching panel for final decision. The Committee agreed the procedure.

Action: Secretariats

(e) JEMG2

It had not proved possible to arrange a June date for the wash-up JEMG2 meeting. As many of those involved were present at STAC, it was suggested that they work together to identify a July date after the meeting's close. The Committee was advised that deputies may be called upon if a July date could not be agreed.

Action: Secretariats

(f) Mileage Review

The committee noted that no significant progress had been made at the 27 May Staff Council Sub-Group meeting. Therefore, although discussions were continuing at a UK level, there was nothing further to report currently.

(g) RRP for Pharmacists in the Western Isles

NHS Western Isles had submitted an application to STAC for an RRP under the terms of the agreed protocol. This was currently with the secretariats for consideration and staff side confirmed their support for the application. Whilst noting staff side's position, employers informed the Committee that Management Steering Group had been looking more generally at the sustainability of service in the Western Isles and were currently exploring an alternative approach involving NHS Greater Glasgow and Clyde working in partnership with Western Isles to provide a service. The situation would continue to be monitored by the secretariat.

Action: Secretariats

(h) Pension Choice Exercise

It was reported that the UK Staff Council had expressed concern about the low level of uptake of the new arrangements in Scotland. However, the Committee felt that Scotland were the first to carry out this piece of work and that the other three UK countries would see similar outcomes when they concluded their own exercises.

(i) Equal Pay

There was nothing to report on this issue currently.

4. Matters for Discussion

(a) On Call Review

A paper circulated by employers updating the Committee regarding progress on the national review of on call arrangements, and proposing the establishment of a negotiating group to take forward the Review in Scotland, was agreed. Staff and employers undertook to nominate representatives for this group. Both sides acknowledged the need to move quickly as there is a target completion date of 1 April 2011.

Action: Secretariats

(b) Annex O

From a list of issues not covered in the Agenda for Change Handbook, Employers have concluded that it would be helpful to develop a national approach to three of the these – Removal Expenses and Associated Provisions, Reimbursement of Telephone Expenses, and Minimum Period of Notice. Employers therefore proposed setting up a group to develop a consistent Scottish approach to these issues. Staff side agreed the proposal and suggested inclusion of Arrangements for Carry Over of Annual Leave as a fourth issue. Employers agreed to the inclusion if this subject within the group's remit and both sides undertook to nominate candidates for the Working Group.

Action: Secretariats

5. Date of Next Meeting

Thursday 23 September 2010.

Agenda Subject	Action	Action Officer(s)
On call payments during sick leave	Paper to be submitted by staff side in good time for next meeting.	Staff side.
Annex T	To place issue on Agenda for next meeting with reference to reviewing in December.	Admin Secretariat
Blocked Matching	To consider Glasgow blocked matched posts.	Secretariats
JEMG2	Identification of a July date for wash-up meeting.	Secretariats
RRP for Pharmacists in the Western Isles	To monitor situation in Western Isles in light of discussions going on between Board and NHS Greater Glasgow and Clyde.	Secretariats
On-call Review	Staff and employers to put forward suitable representatives for a negotiating group to take forward national review of on call arrangements in Scotland.	Secretariats
Annex O	Set up a Working Group to develop a national approach to 4 issues not already covered in Agenda for Change Handbook.	Secretariats

Colin Cowie, STAC Secretariat