

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

**Wednesday 8 September 2009, 11.00 am,
Europa Building, Glasgow**

Present:

Employers:

Trade Unions and Professional Organisations:

George Brechin (Co-chair) - NHS Fife	Glyn Hawker - UNISON (Co-Chair) - In Chair
Robert Calderwood - NHS Greater Glasgow and Clyde	Willie Duffy - (Staff Side Secretary) - UNISON
Barbara Anne Boyter - NHS Fife	Neil Brown - RCN
Clare Hicks - SGHD	John Gallacher - UNISON
Helen Kelly - NHS Forth Valley	Lilian Macer - UNISON
Lynne Khindria - NHS Lanarkshire	Brian McCann - GMS
Colin McGowan - Management Steering Group	Brian McDonald - Unite
Pamela McLauchlan - Scottish Ambulance Service	Patricia McNally - CSP
Janis Millar - Management Steering Group	Jackie Mitchell - RCM
	Graham Pirie - SCP
	Norman Proven - RCN
	Donald Sime - Unite
	Elizabeth Stow - SoR
	Tom Waterson - UNISON

Secretariat: John Hannah - SGHD, Colin Cowie - SGHD

Present as Observer: Dr Peter Samuel - University of Nottingham

1. Apologies

Employers	Laura Ace, Alan Boyter, John Burns, Jim Cameron, Steve Conway, Brian Cowan, Alex Killick, Rona King, Gerry Marr, Ian Reid, Mark Sinclair, Caroline Sharp, Paul Wilson
Trade Unions & Professional Organisations	Ron Banton, Philip Coghill, Fiona Farmer, Jimmy Farrelly, Michael Fuller, Catherine Mackay, Alex McLuckie, Graham Pirie, Colin Poolman, Stephen Smith, Anne Thomson

2. Minute of Previous Meeting

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

3. Matters to Report

a) Pay Protection (Agenda for Change payments whilst on-call)

It was noted that circular PCS(AFC)2009/6 detailing the agreement on this issue had now been published.

b) Payment During Periods of Annual Leave (Staff Council Proposal)

The Committee was informed that an Equality Impact Assessment had been published covering the Scottish approach.

Staff side raised concerns that some Boards were not applying the agreement properly and it was agreed that this should be discussed through the secretariats.

Action: Staff and Employer Secretariat

c) Personal Pay Protection

Employers referred to the paper which had been re-circulated prior to the meeting and staff side once again indicated they could not support the proposed approach.

Employers confirmed they now intend to issue the paper as management guidance. Staff side felt the application of this guidance was likely to result in legal action and indicated their intention to bring the issue back to the Committee if this was indeed the case.

d) Lothian and Grampian RRP Application for Joiners

The Committee noted that agreement was likely to be reached on a way forward in Grampian and that the matter in Lothian is being progressed through the Area Partnership Forum. Staff side indicated that they were content with this.

e) Annex T

It was confirmed that the Annex T working-group had met again to discuss the application of HDL(2007)2. The intention now is to consider whether further guidance is required to support implementation of this circular.

f) Pandemic Flu

Scottish Government representatives highlighted that discussions were going on at a UK level about extending the reference period over which hours can be averaged for working time legislation purposes during a flu pandemic. They

pointed out that any specifically Scottish issue flowing from a UK agreement may need to be fast tracked through STAC and the Committee accepted this.

g) Agenda for Change Reviews Update

A report on Agenda for Change had been circulated prior to the meeting covering assimilation, protection levels, KSF, Reviews and the UK Mileage Rate Review. The Committee noted the report and in particular the good progress which had been made with assimilation and the low (less than 1%) level of protection. It was agreed that there was no further need to report to STAC on assimilation and protection.

h) UK Review of On-Call Update

A report had been provided on the UK Review of on-call arrangements and it was agreed that STAC should set up a working group to feed into the UK process. Staff side put forward the names of Donald Sime, Jackie Mitchell and Elizabeth Stow to be members of this Group. Management representatives would be agreed by MSG.

i) Pensions Update

Members of the Scottish Pensions Group briefed the Committee on progress around the new pension scheme. They confirmed that the "Choice Exercise" had been put back from October 2009 to January 2010 and that the plan was for members of the Pensions Group to give presentations to all Scottish APFs on the new scheme. Mention was also made of the discussions going on at a UK level around the review of the NHS Injury Benefits Scheme and it was agreed that representatives of STAC from both sides should have more detailed discussions on this outside the main meeting.

Action: SGHD/Staff Secretariat

j) Equal Pay

Staff side reiterated that they stood ready to discuss a negotiated settlement for Scotland but employers expressed the view that this was still a UK issue and that the time was not right for Scottish specific discussions. Staff side confirmed that they were due to give evidence to the Equal Opportunities Committee on 22 September.

4. Matters for Discussion

a) Procedure for Considering RRP Applications

A Working Group had been looking at the procedure in Scotland for considering RRP applications and had updated the guidance for submitting applications and also drafted a procedure for review of existing applications. The Committee noted these papers and approved the content of both and agreed that they should be published.

Action: Admin Secretariat

5. Date of Next Meeting:

**16 December 2009
St Andrews House
Edinburgh**

Agenda Subject	Action	Action Officer(s)
Payment During Periods of Annual Leave (Staff Council Proposal)	To discuss correct application of Scottish guidance.	Employer/Staff Secretariat
Injury Benefits Scheme Review	To discuss UK review of scheme	SGHD/Staff Secretariat
Procedure for Considering RRP Applications	To publish agreed revised guidance.	Admin Secretariat

**Colin Cowie
STAC Secretariat**