

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

Monday 12 June 2006, 11.00 am Stirling Management Centre,  
Stirling

### Present:

#### Employers:

George Brechin (Co-chair) In Chair - NHS Fife  
Jim Cameron (Secretary) NHS Greater Glasgow  
and Clyde

Alan Boyter - NHS Tayside

Alex Killick - SEHD

Janis Millar - SEHD

Ian Reid - NHS Greater Glasgow and Clyde

Gordon Walker - NHS Lanarkshire

Rona Webster - NHS Fife

#### Trade Unions and Professional Organisations:

Glyn Hawker (Co-chair) - UNISON

Gillian Lenaghan (Secretary) - RCM

Willy Duffy - UNISON

Michael Fuller - AMACUS

Alex McLuckie - GMB

Catherine MacKay - UNISON

Patricia McNally - CSP

Graham Pirie - SCP

Colin Poolman - RCN

Elizabeth Stow - SOR

Anne Thompson - RCN

Tom Waterson - UNISON

Secretariat: Colin Cowie - SEHD

#### Apologies:

##### Employers

John Burns, Robert Calderwood, Brian Cowan, Lynne Khindria,  
Gerry Marr, John Matheson Jim McCaffery, Elinor Smith

##### Trade Unions &

##### Professional Organisations

Robert Anderson, James Farrelly, Dougie Lockhart, Lillian Macer,  
Billy Parker, 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.

The list of actions was reviewed and it was noted that the Acting Up and Midwifery Supervision Allowance circulars were due to be issued very soon.

Staff side raised questions about whether the management side guidance on Bank Staff should be issued before the work which staff side wanted to do on this issue was complete. However, management pointed out that the guidance was without prejudice to the right of staff side to bring the issue back to STAC and would allow progress to be made on assimilation. This was accepted.

## 2. Matters to Report

### a) Long Shifts

The Chair reported that a form of words around this issue had been signed off and a circular would be issued to the service in the near future.

**Action: SEHD**

### b) Whitley (Payment on Account)

The draft circular detailing arrangements for a 2.5%, on account, payment to staff who are not yet assimilated was circulated to members and agreed with the reservation that the July date created a hostage to fortune which, if the circular was not issued in the very near future, some Board areas might not be able to fulfil. It was agreed that if the circular could be issued in the coming week then the wording would stay as it was but if, for any reason, there was a delay then the STAC members who had drafted the agreement would revisit this point and make any amendments which were necessary.

The paper which had been circulated entitled "Support Process" to accompany the On Account circular was also approved by the Committee.

At this point staff side raised a concern about staff "ending up on protection as a result of incremental progression". It was decided that staff and management representatives would get together to identify exactly what this issue is and scope out any action which may be necessary.

**Action: Glyn Hawker, John Gallagher/  
Gordon Walker, Rona Webster**

### c) Accelerated Progression

Staff side began by highlighting that this had been noted on the agenda as "Accelerated Progress" and sought to clarify that "Accelerated Progress" is a separate issue and it was in fact "Accelerated Progression from Band 5 to Band 6" which was being discussed.

It had been planned to have a meeting on this directly after STAC but, unfortunately, due to ill health of one of the employer representatives, this was not now going to be feasible. Staff side asked to see the management position in writing and the management side agreed to provide this. Both sides undertook to rearrange the cancelled meeting for as soon as was practicable.

**Action: Alan Boyter, Lynne Khindria/  
Elizabeth Stow, Gillian Lenaghan**

### d) Scottish Distant Islands Allowance

It was reported that a group had met to discuss this issue and that a paper was being put to the Management Steering Group by the management side. Staff side flagged up that they did not endorse the approach taken in the paper and asserted that they had figures which needed to be taken into account in this debate. Staff side agreed to share these figures with the management side.

**Action: Steve Conway/Gillian Lenaghan**

e) Relocation

It was reported that a meeting had now taken place on this. Staff and management representatives had agreed to keep in regular contact and it was hoped that outstanding issues could be resolved by September.

**3. Matters for Discussion**

a) Training Grades - position of radiographers

Staff side indicated the paper which had been circulated prior to the meeting. Management asserted that they felt this was something which should be addressed at a UK level and that it should thus be referred to the UK Staff Council. Staff side accepted this but asked that an answer be sought quickly as they felt that if this was not going to be examined on a UK basis it should be addressed by STAC at the first opportunity.

**Action: SEHD**

b) Clawback under Agenda for Change

Staff side indicated that they had raised this issue after an event at which they believed the Minister had indicated a change of position on this matter. Management side indicated they were not aware of any shifting of the Ministers view and the staff side subsequently undertook to clarify this point with the Minister and bring the issue back to STAC, if appropriate.

**Action: Staff Side**

c) Allowances on Assimilation

Staff side raised an issue at this point around the withdrawal of allowances on assimilation to Agenda for Change. Staff side asserted that there was uncertainty out in the service over which allowances would be withdrawn on assimilation. After general discussion it was decided that a clearer picture of what allowances were being paid locally would be desirable. Management side undertook to contact Scottish Boards in this regard.

**Action: Management Side**

**4. Matters for Future Action**

d) Transitional Points

Staff side reported that it was their understanding that everyone who was being placed on a transitional point is having their incremental date changed to 1 October and questioned the appropriateness of this. Staff and management agreed to look at this together and clarify the position.

**Action: John Gallagher/Janis Millar, Ian Reid**

**5. Date of Next Meeting:**

**Wednesday 12 July 2006  
11.00am  
Stirling University Management Centre**

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>
Long Shifts	HDL to be issued.	SEHD
Whitley (Payment on Account)	PCS circular to be issued.	SEHD
Protection as a result of incremental progression	Clarify position.	Glyn Hawker, John Gallagher/Gordon Walker, Rona Webster
Accelerated Progression	Meeting of sub group to be arranged.	Alan Boyter, Lynne Khindria/Elizabeth Stow, Gillian Lenaghan
Scottish Distant Islands Allowance	Paper to go to MSG. Staff side to share figures with Management.	Steve Conway/Gillian Lenaghan
Training Grades	To check whether UK Staff Council will consider this issue.	SEHD
Clawback under Agenda for Change	To check Minister's position.	Staff side
Allowances on Assimilation	To clarify position in Boards.	Management side
Transitional Points	To clarify issue.	John Gallagher/Janis Millar, Ian Reid

**Colin Cowie  
STAC Secretariat**