

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

Wednesday 19th April 2006, 11.00am, Murrayfield Stadium
Edinburgh

Present:

Employers:

George Brechin (Co-chair) In Chair
Jim Cameron (Secretary)
John Burns
Robert Calderwood
Lynne Khindria
Gordon Walker
Rona Webster
Laura Ace
Alex Killick
Janis Millar

Trade Unions and Professional Organisations:

Glyn Hawker (Co - chair)
Elizabeth Stow
Michael Fuller
Billy Parker
Tom Waterson
Catherine MacKay
Lillian Macer
Jimmy Farrelly
Anne Thomson
Patricia McNally
Graham Pirie
Alex McLuckie

Secretariat: Jacqui Jones, Vicki Larkin (minute), John Provan, Colin Cowie

Apologies:

Employers

Alan Boyter, Brian Cowan, Gerry Marr, John Matheson, Jim McCaffery, Colin McGowan, Iain Reid

Trade Unions &

Professional Organisations

Robert Anderson, Gillian Lenaghan, Stephen Smith, Dougie Lockhart

1. Minute of Previous Meeting

The minute and action points were agreed as an accurate reflection of the decisions of the meeting.

2. Matters Arising

The Chair reported that the administrative support for the committee would no longer be undertaken by Jacqui Jones and Vicki Larkin and formally thanked them for all their work. In their place the committee welcomed John Provan and Colin Cowie as the new administrative support from the Scottish Executive Health Department.

3. Matters of Report

3.1 RCM Claim for remuneration in respect of supervisors

The committee was informed that the agreements had been put in writing and agreed by Gillian Lenaghan on behalf of the Staff Side. The agreement will be issued as an HDL as soon as possible.

Action: SEHD & Joint Chairs

3.2 Acting Up

A revised wording was read to the meeting and agreed. Management to update the wording on paper for circulation prior to the issue of an HDL .

Action: Management

3.3 Agenda for Change Review Process

The Chair informed the committee that the available version of the paper was not fully correct as it did not incorporate changes which were made at the last SPRIG meeting. SPRIG had already agreed the template and it was agreed that it would come to STAC to formally sign off. The correct version is to be circulated to the co-chairs for signing off and covering letter to be drafted and agreed. SEHD to consider how it should be issued.

Action: SEHD

3.4 Relocation

Management put forward the names of the representatives to be part of the working group: Jim McCaffery - NHS Lothian and Chris Murphy - NHS NSS with support from Jim Cameron. A representative from SEHD would be notified later. It was agreed that the first meeting of this group should be arranged as soon as possible.

Action: SEHD

4. Matters for Discussion

4.1 Long Shifts and Public Holidays

After a lengthy discussion it was agreed that a small working group would be set up to scope out the issue further. Management put forward their representatives: Rona Webster, Gordon Walker and Lynne Khindria. The Trade Unions and Professional Organisations said that they would notify the names of their representatives at the end of the meeting. In the mean time management agreed not to issue any guidance to the other NHS managers.

Action: SEHD

4.2 2006/07 Whitley Uplift

It was agreed that a working group should be set up, as a matter of urgency, to consider the logistics, challenges and issues arising from both implementing and not implementing a 2.5% uplift for all staff. A paper is to be produced with clear recommendations and to include all of the benefits and risks.

Management representatives: Laura Ace (NHS Dumfries & Galloway), Barbra Ann Boyter (NHS Fife), Iain Reid (NHS Greater Glasgow & Clyde), David Robertson (NHS Greater Glasgow & Clyde) with additional support from a Payroll Manager with experience of GRAMPA.

Trade Union and Professional Organisation representatives: Glyn Hawker (UNISON), Lillian Macer (UNISON), Michael Fuller (AMICUS), Anne Thomson (RCN).

Action: SEHD

4.3 Bonus Payments

Jacqui Jones reported that she is collecting information on where Bonus Schemes operate and any issues arising from this. Most information to date relates to NHS Argyll & Clyde and NHS National Services Scotland. A meeting of the working group will be arranged when the information is available to determine if there are any issues that need to be resolved by STAC.

Action: Jacqui Jones/Colin Cowie?

5. Matters for Future Action

5.1 Standby/On-Call

Janis Millar informed the committee that there were two issues outstanding in respect of Standby/on- Call. Firstly, Scottish Ambulance On-call on which she had recently received further proposals. It was agreed that these would be put into a paper and circulated to the committee. Secondly, Standby issues related to all NHS Boards. Further information is being collected .

Action: Janis Millar

5.2 Distant Island/Offshore Allowances

The Chair confirmed that work around the issues was continuing. Further information is awaited from COSLA.

6. Equal Pay Update

The position was noted.

7. Update Paper

The paper which was requested at the last meeting was tabled. The Chair asked for any comments to be fed back to the secretariat.

8. Date of the next meeting:

Tuesday 16th May 2006

11.00am

Stirling Highland Hotel, Spittal Street, Stirling

Sides pre meetings 9.30am

Agenda Subject	Action	Action Officer(s)
RCM Claim for Remuneration in respect of supervisors	HDL to be drafted and to be formally signed off	SEHD and Joint Chairs
Acting Up	Paper to be reworded and circulated to the committee	Management
Agenda for Change Review Process	Most up to date version of the document to be circulated & covering letter to be drafted	SEHD and Joint Chairs
Relocation	Meeting to be arranged	SEHD
Long Shifts and Public Holidays	Meeting to be arranged ASAP	SEHD
2006/07 Whitley Uplift	Meeting to be arranged ASAP	SEHD
Bonus Payment	Gathering further information	Jacqui Jones
Standby/On-Call	Paper to be drafted with SAS proposals and circulated	Janis Millar

Vicki Larkin
Staff Governance Unit
20th April 2006