

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

Wednesday 22nd February 2006, 3.00pm, SEERAD Perth

Present:

Employers:

George Brechin (in Chair)
Alan Boyter
Rona Webster
Robert Calderwood
Gordon Walker
Ian Reid
Steve Conway
Alex Killick
Laura Ace
Colin McGowan

Trade Unions and Professional Organisations:

Glyn Hawker
Willie Duffy
Catherine MacKay
Graham Pirie
Alex McLuckie
Michael Fuller
Gillian Lenaghan
Colin Poolman
Tom Waterson
Patricia McNally

Secretariat: Vicki Larkin (minute)

Apologies:

Employers

John Burns, Jim Cameron, Brian Cowan, John Matheson, Jim McCaffery, Janis Millar, Gerry Marr

Trade Unions & Professional Organisations Secretariat

Robert Anderson, Elizabeth Stow, Dougie Lockhart, Stephen Smith
Jacqui Jones

1. Minute of Previous Meeting

One amendment to be made to page 5, item 6, last paragraph to read "Gillian Lenaghan informed the employers that if this issue is not resolved quickly it could lead to a mass resignation of midwives *from their supervisory roles.*"

2. Matters Arising

2.1 Glyn Hawker apologised for having not passed the case law evidence regarding stand-by to the employers and confirmed that this would be done as soon as possible.

Action: Glyn Hawker

2.2 It was confirmed that the drawing up of a remit/constitution for a STAC Technical Group was being under taken by the Joint Chairs.

Action: Joint Chairs

2.3 Secretariat, it was advised that each side should be taking more responsibility in regards to the running/administration of the committee.

2.4 Accelerated Progression from Band 5 to Band 6 - it was confirmed that Lynne Khindria was in the process of arranging a date for the small working group to meet and discuss the issue.

Action: Lynne Khindria

2.5 Sickness on a Public Holiday - it was confirmed that the wording was changed and the agreement formally recorded.

2.6 Secure Unit Leads - Colin Poolman advised that he had some difficulty collating some of the information he required but assured that he would have it available by the next meeting.

Action: Colin Poolman

2.7 Scottish Distant Island Allowance - it was advised that there was some difficulty around arranging a date for the working group to meet but it was confirmed that this would be done as soon as possible.

Action: Vicki Larkin

2.8 Agenda for Change National Payroll Issues - it was confirmed that the Joint Chairs formally signed off the agreement paper at the STAC pre meeting on 14th February 2006.

2.9 2006 meeting dates - the dates circulated with the agenda were agreed but it was advised that the committee may not need to meet every month.

3. Plenary Discussion

3.1 Standby and On-Call

It was agreed that the technical note which was tabled was a position paper. The committee were advised that information regarding both issues was currently being collated by the Partnership Support Unit. Once this has been done further action will be taken.

Action: Vicki Larkin

3.2 Transitional Points

The employers stated that they were not in a position to retrospectively change the use of transitional points but were considering whether some prospective change might be offered. They would come back on this.

3.3 Acting up

Discussions took place around planned and unplanned acting up arrangements.

Planned: (Acting up with notice) It was agreed by both sides that staff will be paid for the acting-up period when it has been requested by management.

Unplanned: (Acting up without notice e.g. due to sickness) It was accepted that staff should be paid when they are required to act up, but clarity would have to be reached around exact terms. The employers agreed to draw up a form of words around unplanned acting up before the next meeting.

Action: Employers

3.4 Broad Banding

The employers stated that the technical note contains the content of the UK agreement. The Trade Unions and Professional Organisations informed the committee that this is an issue for management structures to manage through local discussions. The Committee recognised that this could become more of an issue in the future.

3.5 Bank Staff

It was noted that Paul Martin had set up a group whose remit included issues around bank staff. It was agreed that the joint chairs would contact Paul Martin to discover whether that group had identified issues which would require negotiation on a Scottish level by STAC.

It was also agreed that a small working group of representatives from the employers and the trade unions and professional organisations would be set up, Gillian Lenaghan and Ian Reid to pass representatives details to PSU so that an initial meeting can be arranged.

Action: Joint Chairs, Gillian Lenaghan, Ian Reid, Vicki Larkin

3.6 Long Shifts and Public Holidays

The employers had agreed to pay individuals working long shifts at the appropriately enhanced rate when they work over 60 "public holiday" hours. They did not agree to the TU request for time off in lieu as well.

In relation to point 6 of the trade union position the employers are not willing to offer protection to those who previously had more than 60 hours "public holidays".

Management would draft a note of the position for the next meeting which should include working examples.

Action: Employers

4. RCM Claim for remuneration in respect of supervisors

The employers informed the committee that they would be arranging to meet with the RCM before the next meeting. Gillian Lenaghan confirmed that Colin Poolman, RCN, would also attend this meeting.

It was suggested that the meeting could take place on the same day as Distant Island Allowance.

Action: Vicki Larkin

5. Equal Pay Update

There was no further update from the Staff Council on the issue.

6. 2006 Meeting Dates

The schedule of committee meeting dates for 2006 was agreed.

7. Date of next meeting:

Wednesday 22nd March 2006

3.00pm

Stirling University Management Centre

Sides Pre Meetings: 1.30pm

**Scottish Terms And Conditions Committee
Action Points from Meeting of 25th January 2006**

Agenda Subject	Issue From	Action	Action Officer(s)
Agenda for Change - Scottish Specific Issues	SPRIG	Case Law evidence regarding Stand-by to be passed to the employers	Glyn Hawker
STAC Technical Group		A remit/constitution to be drawn up.	Joint Chairs and Joint Secretaries
Technical Notes	STAC Technical group	Accelerated Progression from Band 5 to Band 6 - A small working group to be set up and a remit written for them.	Joint Chairs and Lynne Khindria
		Secure Unit Leads - Further information to be collated by next meeting.	Colin Poolman
		Scottish Distant Island Allowance - Further work to be done and a meeting to be arranged for the working group.	Vicki Larkin
		Standby and On-call - information to be collated by next meeting.	Vicki Larkin
		Acting up - a form of words around unplanned acting up to be drawn up for next meeting.	Management
		Bank Staff - a small working group to be set up	Gillian Lenaghan, Ian Reid and Vicki Larkin
		Long shifts and public holidays - draft response to be written for the next meeting.	Management

	Carried Forward	RCM claim for remuneration in respect of supervisors - a small group to meet and discuss the issue	Vicki Larkin
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Vicki Larkin
Partnership Support Unit
3rd March 2006

