

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

Wednesday 22nd March 2006, 3.00pm, Stirling University
Management Centre

Present:

Employers:

George Brechin (co-chair)
Rona Webster
Gordon Walker
Jim Cameron (Secretary)
Steve Conway
Robert Calderwood
Laura Ace
Janis Millar
Lynne Khindria
Alex Killick
Anne MacPherson
Alan Boyter

Trade Unions and Professional Organisations:

Glyn Hawker (co-chair) In Chair
Catherine MacKay
Lillian Macer
Willie Duffy
Tom Waterson
Colin Poolman
Roş Derham
Anne Thomson
Billy Parker
Alex McLuckie
Gillian Lenaghan (Secretary)
Robert Anderson
Elizabeth Stow
Michael Fuller

Secretariat: Jacqui Jones, Vicki Larkin (minute)

Apologies:

Employers

Brian Cowan, John Burns, Gerry Marr, John Matheson, Ian Reid,
Jim McCaffery

Trade Unions & Professional Organisations

Patricia McNally, Dougie Lockhart, Graham Pirie

1 Minute of Previous Meeting

The minute and action points were agreed.

2 Matters Arising

- 2.1 Secure Unit Leads - a working group (Colin Poolman, Janis Millar, representative from NHS Lothian) will be meeting as soon as possible.
- 2.2 The trade unions and professional organisations spoke of the need for speedier progress. The management side chair responded.

3 Acting Up

Management tabled a paper in response to earlier discussion. The trade unions and professional organisations suggested changes to the wording:

- Point 2, 2nd line: remove 'it is reasonable that' and add 'then'.
- Point 3, 2nd line: remove 'his/her' and add 'a relevant'.

Management agreed to the change to point 2, but would have to check/safeguard the change to point 3 before being able to agree. They will be able to respond before the next meeting.

It was agreed that this would go out, as will all future agreements, as an HDL as soon as possible.

Action: Management and SEHD

4 Transitional Points

Management said there had been insufficient numbers assimilated to allow any reliable estimate of the cost of any prospective offer they might make.

The trade unions and professional organisations restated concerns about potential problems with recruitment. They argued the pilot site information could be used and that 80-90% of staff have been matched.

Management said what was key was assimilation, not just matching. They hoped to be able to put a proposal to STAC's May meeting.

Action: Management

5 Longs Shifts and Public Holidays

Management tabled a paper setting out their position. There was lengthy discussion, without agreement. Noting the time pressure it was remitted to the Chairs to seek to make progress.

6 RCM Claim for remuneration in respect of supervisors

STAC was informed that agreement had been reached in discussions and would be put in writing as soon as practicable for formal sign-off by the Joint Chairs and issue as an HDL as soon as possible.

Action: SEHD

7 Equal Pay Update

The position was noted.

8 Relocation

Staff Side notified a potential topic for negotiation; they were working on the identification of the issues they believed required negotiation. Management responded that they were prepared to meet to discuss, without prejudice, whether there were areas which both sides could agree require negotiation. Next steps remitted to a sub-group (Glyn Hawker, David Forbes, Aileen Stewart, plus Management representatives) to meet once Staff Side consideration sufficiently advanced.

Action: Management and Vicki Larkin

9 Additional

The committee asked PSU for a written update note for all the outstanding issues.

Action: Jacqui Jones/Vicki Larkin

10 Date of Next Meeting

Wednesday 19th April 2006

11.00am

Stirling Highland Hotel, Spittal Street, Stirling

Sides pre meetings 9.30am

**Scottish Terms And Conditions Committee
Action Points from Meeting of 22nd March 2006**

Agenda Subject	Issue From	Action	Action Officer(s)
Acting Up		Management to confirm agreement to wording - HDL to be written	Jim Cameron, Jacqui Jones/Vicki Larkin
Transitional Points		Management proposal by May meeting	Management
Long Shifts & PH		With Chairs	
RCM Claim for Remuneration in Respect of Supervisors		Agreement to be written up - Jim C, Gillian L. Sign off by Joint Chairs and issued as HDL - SEHD	Jim C, Gillian L, Joint Chairs, SEHD
Relocation		With Staff Side	Staff Side
Additional		Written update of all outstanding issues to be written and distributed	Jacqui Jones

Vicki Larkin
Partnership Support Unit
30th March 2006