

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

Wednesday 23<sup>rd</sup> November 2005, 2.00pm, Lovat Hotel, Perth

## Present:

### Employers:

George Brechin (in chair)  
Laura Ace (for John Matheson)  
Jim Cameron  
Steve Conway (for John Burns)  
Brian Cowan  
Lynne Khindria (for Jim McCaffery)  
Gerry Marr  
Colin McGowan (for Alex Killick)  
Janis Millar  
Chris Murphy  
Mike Palmer  
Gordon Walker  
Rona Webster

### Trade Unions and Professional Organisations:

Michael Fuller  
John Gallacher (for Glyn Hawker)  
Gillian Lenaghan  
Lilian Macer  
Alex McLuckie  
Patricia McNally  
Graham Pirie  
Colin Poolman  
Elizabeth Stow  
Tom Waterson  
Mick McGahey (for Catherine MacKay)

**Secretariat:** Jacqui Jones, Vicki Larkin (minute)

### Apologies:

<b>Employers</b>	Jim McCaffery, John Matheson, Alex Killick, Peter Collings, Robert Calderwood, John Burns, Alan Boyter
<b>Trade Unions &amp; Professional Organisations</b>	Anne Thomson, Catherine MacKay, Glyn Hawker, Billy Parker, Jimmy Farrelly

## 1. Minute of Previous Meeting

The accuracy of the minute was agreed.

## 2. Action Points and Matters Arising

### 2.1 Chaplains

A meeting to discuss the issue of Church of Scotland Chaplains is scheduled to take place on Friday 9<sup>th</sup> December.

### 2.2 Case Law Evidence

John Gallacher agreed to chase up the information from Glyn Hawker.

### 2.3 RCM claim for remuneration in respect of supervisors

George Brechin confirmed that the Employers are discussing the issue in the Management Steering Group Meeting.

### 2.4 Removal and associated expenses guidance for doctors in training

It was confirmed that discussions are still on going.

### **3. Annual Leave and Public Holiday Entitlement**

The Trade Unions and Professional Organisations do not agree with the proposal by the Employers. In addition, they were not happy to discuss the issue in the Terms and Conditions Committee without having sufficient time to discuss it and agree a position as a Trade Union side. It was agreed that this issue should be placed on the matrix of outstanding issues.

### **4. Agenda for Change National Payroll Issues**

The committee was informed that the National Payroll Officers grading claim had been resolved. The Employers would provide the Secretariat with the correspondence which could be translated into an agreement and recorded appropriately.

The assimilation resource issue. The Employers stated that overtime would continue to be paid as per Agenda for Change, at 1.5. The Trade Unions and Professional Organisations asked the Employers to reconsider this. The Employers indicated that they were not prepared to move beyond Agenda for Change. It was noted that agreement could not be reached on this issue.

**Action:** The Secretariat (Jacqui Jones) agreed (on receipt of correspondence from the Employers) to put together a paper summarising the agreement on the Payroll Officers Grading Claim to be signed of at the next meeting and formally recorded as an agreement.

### **5. Outstanding On Call Issues and the Scottish Ambulance Service On-call Issue**

1. Janis Millar briefly explained the outstanding three issues on “on-call” as outlined in the paper at item 6.

The committee agreed that this issue should be referred to the Technical group who should undertake to provide further information on the options and implications of the various options and feed back to the committee with recommendations.

### **6. Reckonable Service**

The small group which met to discuss this issue (Michael Fuller, Glyn Hawker, Gordon Walker, Rona Webster and Jacqui Jones) confirmed that they had come to an agreement as set out in the paper at item 7 on the agenda. .

There was some discussion as to whether the issue should go to the technical group before being signed off. The final conclusion was that this was not required to be referred to the Technical Group as an agreement had been reached.

Jacqui Jones informed the committee that the group decided to exclude local authorities from the list at the present time and that she would be taking this issue forward. The Employers agreed that they do not want to include local government on the list of organisations to whom Reckonable Service would be granted at this particular stage. It was agreed that a reciprocal arrangement would be preferred to be negotiated and that Jacqui Jones would be providing further information on taking this forward.

This issue has been agreed by the committee and will be formally recorded. .

## **7. Outstanding Issues**

The Trade Unions and Professional Organisations informed the committee that they were unaware that a meeting had been arranged for the Technical group on 30 November and that due to this they would not be in a position to discuss the issues. It was suggested that the Technical Group meet for a whole day so that they have time to get through all of the issues.

It was agreed that all of the issues would have to be scoped and information papers written before the first meeting of the group.

The committee agreed to use the time arranged for the next meeting on Wednesday 7<sup>th</sup> December for the Technical group to meet for the first time to start scoping some of the issues and that the group should try and arrange another date after today's meeting. (This date has now been set for 19 December 2005)

**Action:** Jacqui Jones and Joint Chairs to put together papers for all of the issues for the Technical group meetings.

## **8. Equal Pay Update**

Colin McGowan informed the committee that there was no further information that he could give the committee on the issue at the present moment.

Alex McLuckie told the committee that the GMB were taking a different approach to UNISON on this issue.

## **9. 2006 Meeting Dates**

The committee were happy with the suggested dates at present. It was raised that SPRIG may want to extend their meetings in 2006 which would have a knock on effect with STAC.

We wait to hear the outcome from SPRIG before scheduling further meetings.

## **10. Date of Next Meeting**

**Wednesday 25<sup>th</sup> January 2006  
2.00pm  
Stirling University Management Centre**

Technical Group Meetings:

**Wednesday 7<sup>th</sup> December 2005  
2.00pm  
Stirling Royal Infirmary  
&  
Monday 19<sup>th</sup> December 2005  
9.30am  
Stirling Management Centre**

