

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

Wednesday 25th January 2006, 3.00pm, Stirling University
Management Centre, Stirling

Present:

Employers:

George Brechin - NHS Fife (in-chair)
Ian Reid - NHS Greater Glasgow
Brian Cowan - NHS Greater Glasgow
Robert Calderwood - NHS Greater Glasgow
Gordon Walker - NHS Lanarkshire
Rona Webster - NHS Fife
Lynne Khindria - NHS Lothian (Deputy for Jim McCaffery)
Jim Cameron - NHS Greater Glasgow
John Burns NHS Dumfries and Galloway
Laura Ace - NHS Dumfries and Galloway (deputy for John Matheson)
Janis Miller - SEHD
Colin McGowan - SEHD

Trade Unions and Professional Organisations:

Michael Fuller - AMICUS
Lilian Macer - UNISON
Catherine MacKay - UNISON
Patricia McNally - CSP
Graham Pirie - SCP
Elizabeth Stow - SOR
John Gallacher - UNISON

Anne Thomson - RCN
Dougie Lockhart - RCN
Colin Poolman - RCN

Robert Anderson - CDNA
Gillian Lenaghan - RCM (chair)
William Duffy - UNISON (deputy for Glyn Hawker)
Tom Waterson - UNISON

Secretariat: Jacqui Jones - PSU, Vicki Larkin - PSU (minute)

Apologies:

Employers

Trade Unions &

Professional Organisations

Alan Boyter, Gerry Marr, John Matheson, Alex Killick
Glyn Hawker, Billy Parker, Gordon Wenham

1. Minute and Action Points of Previous Meeting

The accuracy of the minute and action points was agreed.

2. Matters Arising

Following a general discussion the following was agreed:-

- That a remit/constitution for the technical group be drawn up. It was agreed that the joint chairs and secretaries would draw up a paper.

Action: Joint Chairs, Joint Secretaries and Secretariat.

- That papers for the STAC meetings would be circulated as soon as early as possible prior to a meeting.

Action: Joint Chairs, Joint Secretaries and Secretariat.

- That up to date membership details for STAC should be issued to the committee.

Action: Vicki Larkin.

3. Technical Notes

3.1 Transitional Points

The Trade Unions and Professional Organisation's presented their position on Transitional points as outlined in the Technical Note. Specifically, that there required to be a negotiation and agreement on the term 'significantly below the minimum'. The Trade Unions and Professional Organisations position as set out in the Technical Note is that the level of significant increase should be £5000 or 25% whichever is greater. This would remove transitional points from bands 2-8 keeping them only in band 9.

The employers responded that there is a UK agreement on Transitional points and therefore STAC does not have a locus to negotiate.

The Trade Union response was that there could be a local negotiation on the issues falling out of the use of Transitional points such as equality, low pay and recruitment and retention.

The employers responded by stating that their position was clear. Transitional points would be used in accordance with the UK agreement. In response to the points raised by the Trade Unions in respect of equality, low pay and recruitment and retention and the request to deviate from the absolute use of Transitional points, the employers agreed that they would take away this proposal, look at the data and costs and respond at a future date.

Action: Employers

3.2 Accelerated Progression from Band 5 to Band 6

The trade unions and professional organisations put forward that there is a need for a consistent Scottish wide approach to be adopted on the implementation of Annex T in the Agenda for Change Handbook. They proposed that a small group be set up to meet and discuss the issue.

The Employers agreed that a small group with 'appropriate' people should be set up to discuss the following:-

- Identify the range of healthcare professionals to whom accelerated progression applies.
- Possible options for staff who have come into post since 1 October 2004 and who have a linked grade post.
- Possible options got staff in post before 1 October 2004.
- Review processes

It was agreed that this would be taken forward as a single issue with a formal remit being developed and agreed for the group. .

The Joint Secretaries are to arrange the membership of the group and agree the remit.

Action: Joint Chairs, Joint Secretaries and Secretariat

3.3 Sickness on a Public Holiday

The employers put forward a slight rewording, paragraph two of the trade union position second line, change to 'That is *per current Whitley.*'

The trade unions seconded the change and the paper was agreed by both sides of the committee.

Therefore the agreed position of both parties is as follows:-

Staff who are off sick on a public holiday will not be entitled to an additional day back.

Staff who work on a public holiday and are subsequently off sick should be paid as if they have worked the public holiday. That is as per current Whitley arrangements.

Action: wording on the technical note to be changed - Vicki Larkin and the agreement to be formally recorded - Vicki Larkin.

3.4 Long Shifts and Public Holiday Entitlement

The employers agreed to points 1-4 of the trade union proposal but not points 5 and 6.

The trade unions responded that the employer's position was not acceptable, particularly in respect of the issue of protection.

The employer's responded that they would have a difficulty protecting something which members of staff shouldn't have had in the first place.

The trade unions responded that staff were entitled to this under Whitley arrangements and it was therefore a reasonable proposition to protect this arrangement for five years. . They asked the employers to reconsider their decision.

The employers clarified the position in that they were prepared to consider the following proposal:-

- There was agreement that 60 hours was the public holiday entitlement for all new starts.
- In those systems who have allowed staff to have the incorrect public holiday entitlement of 8 x 12 shifts The employers will consider and cost the implications of providing protection (3 shifts) from 1 October 2004 for a period of five years. .

- The employers agreed to consider an alternative wording for point 5 of the Trade Union position. This could read: - “where management require the working of long shifts and in particular staff working more than 60 hours of public holiday’s premium rates and time off in lieu will apply in accordance with the Agenda for Change agreement.
- The employers will respond on both issues in due course.
- **Action:** Employers

3.5 Secure Unit Lead Payments

The trade unions requested that the State Hospital allowances be included in the paper and that there be more details around the payments. This was agreed. It was noted that this is a long term recruitment and retention issue.

Action: Work to continue around the issue - Jacqui Jones, Colin Poolman, Janis Millar.

3.6 Scottish Distant Island Allowance

The trade unions asked that Catherine McKay’s name be added on to the representatives on the short life working group.

A meeting of the group to be arranged ASAP.

Action: Jacqui Jones and Vicki Larkin.

3.7 Leap Frogging

Note that this is an item on the UK agenda. It was agreed that this could be removed from STAC’s long term agenda.

3.8 Acting Up

The trade union position is as set out in the Technical Note in that where staff are asked to act up into a higher graded position they are paid at the rate for the higher graded post from day one.

The employers agreed that they would not have a difficulty in signing up to a formal Acting up agreement but there was a requirement to have a form of words which differentiated between formal and informal arrangements and which all parties could agree to. It was agreed that a form of words would be drafted before the next meeting.

Action: Willie Duffy agreed to draft a form of words for a formal Acting up agreement.

4. National Payroll Officers Grading Claim

It was agreed by both sides of the committee that this should be signed off by the Joint Chairs of STAC.

Action: Joint Chairs and Jacqui Jones.

5. Chaplains

The committee was informed that a small group met to discuss the issue on 9th December 2005. However, there has not been a conclusive agreement as to the outcome of this meeting. The issue does need to be resolved, and as a matter of urgency a financial statement must be obtained from the Church of Scotland which sets out the costs of employing the Chaplains and any contractual issues that the employers need to be aware of, such as terms and conditions of employment. The group will then need to reconvene to undertake further work and analysis around the 35 full time Chaplains.

There is an outstanding issue still to be determined around pensions but this is currently sitting with SEHD.

There will also need to be work done around the part time chaplains in the future.

Action: further meeting to be arranged for the group - Vicki Larkin.

6. RCM Claim for Remuneration in Respect of Supervisors

The employers informed the committee that they continue to have discussions with their colleagues in Wales and Northern Ireland on the possibility of reaching a three Country agreement.

Gillian Lenaghan informed the employers that if this issue is not resolved quickly it could lead to a mass resignation of midwives.

Action: Keep on the agenda.

7. Equal Pay Update

John Gallacher informed the committee that UNISON has set up an Equal Pay Unit which has received around 10,000 possible grievance enquires.

The employers responded that they wanted to avoid tribunals as much as the trade unions but it is a UK situation which will have to be resolved at UK level.

8. 2006 Meeting dates

At the SPRIG meeting which took place before the STAC meeting it was decided that SPRIG will meet monthly, for the whole day, as from March 2006. As this will affect the STAC meeting dates for the year it was agreed that the secretariat would draft some dates for the rest of the year and circulate them to the committee.

Action: Jacqui Jones and Vicki Larkin.

9. Date of Next Meeting:

**Wednesday 22 February 2006
2.00pm - SEERAD, Perth**

**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
Secretariat		Confirmed details need around the administration of STAC.	Joint Chairs, Joint Secretaries and Secretariat.
Membership		Up to date STAC membership details to be circulated around the committee.	Vicki Larkin
Technical Notes	STAC Technical group	Transitional Points - Employers agreed to take away trade union proposal and look in to the cost implementations.	Employers
		Accelerated Progression from Band 5 to Band 6 - A small working group to be set up and a remit written for them.	Joint Chairs, Joint Secretaries and Secretariat.
		Sickness on a Public Holiday - Wording to change on the note and agreement to be formally recorded.	Vicki Larkin
		Long Shifts and Public Holiday Entitlement - The employers to take away and look at points 5 and 6 of the trade union position.	Employers
		Secure Unit Lead	Jacqui Jones, Colin

		payments - Work to continue.	Poolman and Janis Millar
		Scottish Distant Island Allowance - Further work to be done and a meeting to be arranged for the working group.	Jacqui Jones and Vicki Larkin
		Acting up - A form of words to be written which both sides can agree to.	Willie Duffy
Agenda for Change National Payroll Issues	HRF	The paper should be signed off by the Joint Chairs.	Joint Chairs and Jacqui Jones
2006 Meeting Dates		Dates for the rest of the year to be pulled together and circulated.	Jacqui Jones and Vicki Larkin

Vicki Larkin
Partnership Support Unit
26.1.2006

