

Terms and Conditions Committee : Minute of Meeting

Wednesday 26th October 2005, 2.00pm, Queens Hotel, Perth

Present:

Trade Unions and professional Organisations:

Glyn Hawker - UNISON

Elizabeth Stow - SOR

Catherine MacKay - UNISON

Lilian Macer - UNISON

Gordon Wenham - RCN

Gillian Lenaghan - RCM

Patricia McNally - CSP

Michael Fuller - AMICUS

Tam Waterson - UNISON (on behalf of Eddie Egan)

Employers:

George Brechin - NHS Fife (in chair)

Gordon Walker - NHS Lanarkshire

Laura Ace - NHS Dumfries & Galloway

Jim Cameron - NHS Greater Glasgow

Steve Conway - NHS Orkney

John Burns - NHS Dumfries & Galloway

Rona Webster - NHS Fife

Robert Calderwood - NHS Greater Glasgow

Ian Reid - NHS Greater Glasgow

Gordon Birnie - NHS Fife (on behalf of Brian Cowan)

Alex Killick - SEHD

Janis Millar - SEHD

Colin McGowan - SEHD

Secretariat: Jacqui Jones - Partnership Support Unit
Vicki Larkin - Partnership Support Unit

Apologies: Employers: Alan Boyter, Peter Collings, Jim McCaffery, Brian Cowan, John Matheson, Elinor Smith
TU & PO: Eddie Egan, Graham Pirie, Colin Poolman

1 Minute of previous meeting

One amendment to be made to the minute, point 4.3 - "it was agreed that overtime payment should be rounded up to the nearest 15 minutes.

2 Action Points and Matters Arising

2.1 Annual Leave and Public Holiday Entitlement

The Employers Chair confirmed that the letter to the Staff Council and their response had been issued to the committee.

Rona Webster outlined the way employers would wish to treat those who, because of the “long day”, had had leave beyond their entitlement.

The Employers propose that individual members of staff, who had benefited from this error, continue to calculate their leave as at present until 31st March 2006, then starting from 1st April 2006 move to the correct position, with annual leave properly back to entitlement expressed in hours.

The Employers agreed to put this proposal into writing for discussion at the next meeting.

Action: Rona Webster

2.2 Chaplains

Jim Cameron informed the committee that discussions are on going between Michael Fuller and himself. They will report back to the next meeting with their current position.

Action: Jim Cameron and Michael Fuller

2.3 Outstanding Issues

The Employers Chair referred to the paper Janis Millar had produced on outstanding issues on Agenda for Change Terms and Conditions.

The employers proposed that both sides take 2 weeks to look over the list to confirm that all the issues are covered.

Trade unions and professional organisations stated that they will have further issues that they would like to add to the list.

It was agreed that both side should look at the list and pass comments/additional items to their chair so that a definitive list can be agreed on when the chairs meet.

A question was asked around the urgency of some on the issues; Janis Millar to add timescales in to the definite list.

Action: Committee, Joint Chairs, Janis Millar

Case Law Evidence

Glyn Hawker apologised for not having actioned this as yet. This will be undertaken as soon as possible.

Action: Glyn Hawker

Constitution

Both sides noted that the constitution had been contained in the published Partnership Review: they therefore agreed formally to the constitution.

RCM Claim for remuneration in respect of supervisors

The Employers Chair informed the committee that the employers are considering the possibility of a three country solution to this issue. (Scotland, Wales and Ireland).

Staff side reminded the employers that there were three parts to this claim and it is not just about the payment. The point was made that a critical part of the claim was about protected time.

Removal and associated expenses guidance for doctors in training

The employers stated that discussions are taking place and that the issue will come back to the committee.

3 National Payroll Officers Grading Claim and Agenda for Change - Assimilation Resource Solution

Jim Cameron updated the committee on the group's progress. Several meetings have taken place and both sides are still in discussion.

It was noted that further discussions are due to take place on these issues.

4 Reckonable Service

Jacqui Jones reported back to the committee that a small group had met to discuss the issue and that an amicable resolution had been reached. Following that meeting a paper had been produced to reflect the agreement, but this had yet to be agreed by those who attended the meeting. It was noted that this paper would be circulated to those who had attended the meeting in order to obtain their agreement to the contents as a matter of urgency.

The Joint Chairs will aim to sign off the agreement before the next meeting of the Committee.

5 Recruitment and Retention Premia

Colin McGowan informed the committee that the HDL and policy had been issued to the service electronically on 26 October.

6 Equal Pay

Colin McGowan reported to the committee that the trade unions and professional organisations had put forward a proposal to the Staff Council which was not necessarily acceptable as a way forward to the employers. Further discussions on this issue are to take place between the Health Departments and Trade Unions

The employers recognised that the issue is being dealt with at a UK level and took note of the views from the trade unions and professional organisations

7 Working Protocol

Jacqui Jones informed the committee that she will be meeting with Jim Cameron and a representative from the trade unions and professional organisations to discuss working protocol of the committee.

8 Date of the Next Meeting

**Wednesday 23rd November 2005
2.00pm
Lovat Hotel, Perth**