

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

Wednesday 9 August 2006, 11.00 am Stirling Management Centre,
Stirling

Present:

Employers:

George Brechin (Co-chair) - NHS Fife
Jim Cameron (Secretary)
Laura Ace - NHS Dumfries and Galloway
Alan Boyter - NHS Tayside
John Burns - NHS Dumfries and Galloway
Robert Calderwood - Greater Glasgow and
Clyde
Steve Conway - NHS Orkney
Brian Cowan - NHS Greater Glasgow and Clyde
Alex Killick - SEHD
Janis Millar - SEHD
Gordon Walker - NHS Lanarkshire

Trade Unions and Professional Organisations:

Glyn Hawker (Co-chair) In Chair - UNISON
Gillian Lenaghan (Secretary) - RCM
Robert Anderson - CDNA
Michael Fuller - AMICUS
John Gallacher - UNISON
Dougie Lockhart - RCN
Lillian Macer - UNISON
Sandra-Dee Masson - UNISON
Catherine MacKay - UNISON
Patricia McNally - CSP
Graham Pirie - SCP
Colin Poolman - RCN
Elizabeth Stow - SOR
Anne Thompson - RCN

Secretariat: Colin Cowie - SEHD

Apologies:

Employers

Lynne Khindria, Gerry Marr, John Matheson, Jim McCaffery, Ian Reid, Elinor Smith, Rona Webster

Trade Unions &

Professional Organisations

Willie Duffy, James Farrelly, Alex McLuckie, Stephen Smith, Tom Waterson

1. Minute of Previous Meeting

The minute and action points were agreed as an accurate reflection of the discussion at the last meeting.

Staff side again highlighted that the guidance on Bank Staff which has been issued was from the management side and that the staff side reserved the right to come back to this issue at a future date.

Staff side referred to the action point on "Protection as a Result of Incremental Progression" and management side clarified that the intention was to arrange a meeting on this issue soon.

Action: Admin Secretariat/Ian Reid

Staff side reported that Billy Parker of AMICUS would no longer be working within health and was therefore no longer a member of the Committee. The Committee formally recorded its thanks for Billy's work on the Committee since its formation. A replacement to fill Billy's place on the Committee will be found in due course.

2. Matters to Report

a) Accelerated Progression

It was noted that a meeting on this issue had been arranged for after the STAC meeting and it was hoped that the outcome of this meeting will allow a report on this issue to come back to the next STAC meeting.

**Action: Accelerated Progression
Sub- Group**

b) Clawback/Offsetting

Staff side reported that the Minister had responded to their latest correspondence requesting that Whitley overtime payments not be offset against Agenda for Change arrears. His letter clarified that the Minister had not changed his position and that he still considered it appropriate to offset these monies.

c) Allowances on Assimilation

The employer side secretariat reported that a paper showing allowances not covered by AfC which are currently being paid is almost complete. It was noted that a number of the larger boards had still to reply but on the basis of what had emerged so far it was suggested that this may not be as large an issue as was first thought.

There was discussion on the current status of these allowances but it was concluded that it was too early for the committee to come to any agreement on this. It was noted that this matter was to be discussed at the Management Steering Group (MSG) on 10 August. Staff side requested that management side provide them with the information once it is complete together with the outcome of the discussion at MSG before the next STAC meeting.

Action: Employer Side Secretariat

d) Transitional Points

Staff side confirmed that Janis Millar was able to offer clarification on the query which was raised at the previous meeting and that they were now content.

e) Scottish Distant Islands Allowance

This issue was also due to be discussed at MSG and staff side undertook to clarify a number of points with the employer representative before that meeting took place.

Action: Staff Side Secretariat

3. Matters for Discussion

a) Draft STAC protocol

Staff side said that they were broadly happy with the draft protocol which had been prepared by the employer side.

There was general agreement about the need to clear lines of accountability for addressing queries so that these are dealt with consistently. The suggestion was made that there should be a paragraph inserted at the end of any future guidance generated by STAC clarifying that enquires should be directed to the Joint Chairs. All sides agreed that this would be useful and it was agreed that this practice should be adopted although Alex Killick pointed out that there may still be issues on which the Minister will need to decide so any standard form of words will need to leave room to accommodate the rare instances when this will be necessary.

Action: SEHD

Management Side said they were also, and subject to the clarifying paragraph just discussed, happy with the protocol. It was agreed once amended it could be signed off.

Further to this, it was noted that STAC generated guidance had appeared in different circular series and it would be useful to have all STAC guidance in one series. It was agreed that some method of linking the STAC circulars together in one series should be developed by the Executive.

Action: SEHD

b) Acting Up (effective date)

Employer side briefed the Committee about discussion they had had around the most appropriate way to assimilate staff onto the new Acting Up arrangements outlined in PCS(AfC)2006/02. Staff side highlighted that an effective implementation date needed to be agreed for the arrangement set out in the circular. It was agreed that the most productive course of action would be for a sub group to discuss the issues.

[Secretariat Note: A sub group (Gordon Walker, John Gallacher, Laura Ace, Jim Cameron and Lillian Macer) met immediately after the meeting, and a written agreement has since been concluded.]

c) Midwifery Supervision Allowance (superannuation status)

Employers reported that advice received from Scottish Public Pensions Agency had indicated that if this allowance was defined as a payment which did not form part of a person's contract of employment then it would not be superannuable.

It was noted that there have been some decisions of STAC which could have implications beyond those initially identified during discussion or negotiation. It was therefore agreed that efforts should be made to ensure that the potential for such situations should be minimised. Therefore advice should be taken, when appropriate, from specialists such as SOPA before agreements are concluded.

Action: Employer side/SEHD

d) Issues List

The Chair indicated the "Issues List" which had been circulated to STAC members. The Committee noted its contents. Staff side enquired what was happening around the application of Annex U to radiography trainees and it was ascertained that this had been referred to the UK Staff Council and that their staff side had taken the paper which had been prepared by the Society of Radiographers away for consideration. Staff side requested that this be placed in the ongoing issues list on the paper.

Action: Admin Secretariat

5. Date of Next Meeting:

**Wednesday 6 September 2006
11.00am
Stirling University Management Centre**

Agenda Subject	Action	Action Officer(s)
Protection as a result of incremental progression	Meeting to be arranged	Ian Reid
Accelerated Progression	Meeting of sub-group to take place and report to be fed back to STAC	Accelerated Progression Sub-Group
Allowances on Assimilation	Staff side to be provided with up to date information and informed of outcomes of MSG	Employer Side Secretariat
Scottish Distant Islands Allowance	Staff side to clarify points with employers MSG to consider on 10 August Further report for conclusion on 6 September	Staff Side Secretariat MSG STAC
Protocol	Note to be inserted at the end of future circulars	SEHD
STAC circulars	All STAC circulars to be linked together in one series	SEHD
Issues List	To be updated with "Annex U"	SEHD

**Colin Cowie
STAC Secretariat**