

SCOTTISH TERMS AND CONDITIONS COMMITTEE SUB-GROUP ON WORKING LONGER

TERMS OF REFERENCE

Background

A Working Longer Group was established through the UK Staff Council to review the implications of the NHS workforce working to a later, raised retirement age. It covers England, Northern Ireland, Scotland and Wales and is a tripartite partnership group between national recognised NHS trade unions, NHS employers and health department representatives.

As the Group moves towards issuing recommendations to assist health bodies in retaining and supporting their staff later in their careers, it was agreed at the full STAC meeting in June 2015 that a specific sub-group on Working Longer be formed to consider these outcomes within a Scottish context.

Aim

To consider the various products, reports and recommendations arising from the UK Staff Council-led Group, together with Scottish circumstances, and issue specific advice and support to Health Boards, as necessary.

Procedure

The Group will meet on dates to be agreed and arranged through the Secretariat.

The Group will work in partnership to consider the position and draft written guidance as necessary. Any guidance will then be cleared through the respective sides before being developed into the appropriate form for final approval and issuing by STAC.

Chairs and Membership

Employers

Ruth Hibbert – NHS Lanarkshire (Joint Chair)
Nicola Anderson – Scottish Ambulance Service
Ian Reid – Management Steering Group
Lynne Khindria – Management Steering Group

Staff Side

Gordon McKay - Unison (Joint Chair)
Graham Pirie – Society of Chiropodists and Podiatrists
Donald Spence - Unite
Philip Coghill – Royal College of Nursing

Scottish Government

Malcolm Clark – Health Workforce
Colin Cowie - Health Workforce
Chris White - Health Workforce