

**Scottish Terms And Conditions (STAC) Committee
Wednesday 1 June 2022 2:30pm
Minute of Virtual Meeting via MS Teams**

In Chair: Calum Campbell

In attendance:

| Employer Side | | Staff Side | |
|---------------------------|----------------------------|--------------------------|--------|
| Calum Campbell (co-Chair) | NHS Lothian | Colin Poolman (co-Chair) | RCN |
| Ian Reid | MSG | Matt McLaughlin | Unison |
| Laura Ace | NHS Lanarkshire | Wilma Brown | Unison |
| Victoria Bowman | Scottish Government | Philip Coghill | RCN |
| Janis Butler | NHS Lothian | Paul Donaldson | HCSA |
| Caroline Cooksey | NHS Dumfries and Galloway | Tam Hiddleston | Unison |
| Linda Douglas | NHS Fife | Ewing Hope | Unite |
| Lorraine Hunter | NHS Grampian | Scott Keir | BDA |
| Lynne Khindria | MSG | Karen Leonard | GMB |
| Colin Marsland | NHS Shetland | Lilian Macer | Unison |
| Daniel MacDonald | Scottish Government | Cathy Miller | Unison |
| Kenny Nairn | Scottish Government | Jackie Mitchell | RCM |
| Claire Pearce | NHS Tayside | Angela Montgomery | POA |
| Conor Quinn | Scottish Government | James O'Connell | Unite |
| Karen Reid | NHS Education for Scotland | Graham Pirie | RCP |
| | | Norman Provan | RCN |
| | | Sylvia Stewart | Unite |

Secretariat: Darren Purdie, Scottish Government

1. Apologies

Staff Side: N/A

Employers: Anne MacPherson, Jacqui Jones, Jane Grant

2. Minutes and Action Points of previous meeting

The meeting scheduled for 2 March had been cancelled and the Committee agreed that the draft minute of 22 November was an accurate record of the discussion from the previous meeting.

3. Matters to Report:

a) Job Evaluation – Update on NHS Tayside

The next Sub Group meeting (scheduled for 14 June) will review the output from a series of workshops already held and the corresponding information provided by Boards.

STAC Secretariat have met with Tayside Management and Staff Side, and discussed the dispute over District Nurses in Tayside. From that meeting, STAC Secretariat are awaiting a report back on the corresponding Job Description (JD) which will be agreed in partnership with STAC. Once JD has been evaluated and agreed, both Employers and Staff Side will adhere to the decision.

b) Paid As If At Work (Non-Contractual Overtime)

Staff Side indicated that unions were awaiting the outcome of tribunals across the UK before responding to the offer which has been made. This was expected in September this year and the process will move forward from there.

c) Midwifery Continuity of Care (Best Start)

Given the work outstanding on the topic, the Committee agreed to take this off the agenda and review position in 6 months (December 2022)

Action: Item to be revisited by the Committee in 6 months' time.

d) Review of Coronavirus (COVID-19) Policies

Scottish Government representatives confirmed the planned transition away from temporary COVID Policies. The Committee agreed that any areas requiring clarification will be submitted via STAC Secretariat to ensure a consistent and standard approach.

e) Homeworking Working Group

An update was provided to the Committee on progress made by the Homeworking sub group. A further update will be provided to the Committee at the next meeting.

f) RRP Working Group

It was confirmed to the Committee that dates are currently being sourced for the Working Group to meet (likely after Summer period). A further update will be provided to the Committee at next meeting.

g) Mileage Rate Update

The Committee noted that a temporary uplift of standard business rates of 5p per mile had been agreed by STAC Secretariat, and that this will be reviewed before the end of the current temporary uplift in July 2022.

h) AfC Pay Negotiations 2022 - 23

Scottish Government representatives provided a high level update on current Pay Negotiations, confirming that an interim offer had been rejected and indicating that they are currently awaiting budgetary clarity. They noted the Staff Side's unhappiness at the current position and provided assurances that the negotiations will be taken forward as soon this becomes feasible.

4. Matters to Discuss:

a) NHS Highland RRP Extension Application – Care at Home Workers, Raasay

Both sides indicated they supported the extension of this Premium.

Action: STAC Chairs to confirm outcome of RRP applications to NHS Highland.

b) NHS Highland RRP Application – Band 5 MH Nurse, Succoth

Following discussion, the Committee indicated their support for the application but agreed that further assurances should be sought from the Board that granting the application would not lead to further applications relating to other bands.

Action: STAC Secretariat to liaise with Board before granting RRP.

5. Matters to Note:

a) DL(2022)11: Temporary increase to NHS Scotland Mileage Rates – 21 April 2022

The above paper was noted by the committee.

6. Date of Next Meeting:

7 September 2022 (via Teams)

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1 June 2022 Meeting**

Action Points

| Agenda Subject | Action | Action Officer(s) | Update |
|--|--|--------------------------|---|
| 3.c) Midwifery Continuity of Care (Best Start) | Item to be removed from agenda until December 2022 | Secretariat | Done |
| 4.a) NHS Highland RRP Extension Application – Care at Home Workers, Raasay | To write to NHS Highland granting extension. | Chairs | Done – Letter issued on 13 June 2022 |
| b) NHS Highland RRP Application – Band 5 MH Nurse, Succoth | To liaise with Board re other grades before granting RRP | Secretariat and Chairs | Done – NHS Highland provided requested assurance on 1 July and RRP was granted on 8 July. |