

**Scottish Terms And Conditions (STAC) Committee  
Wednesday 7 September 2022 2:30pm  
Minute of Virtual Meeting via MS Teams**

In Chair: Colin Poolman

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
Colin Brown	Scottish Government	Paul Donaldson	HCSA
Janis Butler	NHS Lothian	Phil Fairlie	POA
Caroline Cooksey	NHS Dumfries and Galloway	Tam Hiddleston	USHC
Colin Cowie	Scottish Government	Ewing Hope	Unite
Jane Grant	NHS GGC	Lilian Macer	Unison
Lorraine Hall	NHS Grampian	Cathy Miller	Unison
Jacqui Jones	NHS NSS	James O'Connell	Unite
Lynne Khindria	MSG	Norman Provan	RCN
Daniel MacDonald	Scottish Government	Claire Ronald	CSP
Anne MacPherson	NHS GGC		
Colin Marsland	NHS Shetland		
Kenny Nairn	Scottish Government		
Conor Quinn	Scottish Government		

Secretariat: Brad Reid, Scottish Government

### **1. Apologies**

**Staff Side:** Julie Collins, Linda Delgado, Scott Keir, Karen Leonard, Jackie Mitchell, Angela Montgomery, Graham Pirie, Ros Shaw, Sylvia Stewart,

**Employers:** Linda Douglas, Pauline Howie, Claire Pearce, Karen Reid

### **2. Minutes and Action Points of previous meeting**

The Committee agreed that the draft minute of the 1 June 2022 meeting was an accurate record of the discussion from the previous meeting.

### **3. Matters to Report:**

#### **a) Job Evaluation – Update on NHS Tayside & Band 2 to 3**

Representatives of the Job Evaluation Group confirmed that the evaluation process which STAC had arranged in relation to the District Nurse role within NHS Tayside had been completed. The panel and consistency process have concluded that the role will remain as a Band 6.

Employers reported that the process of implementing the new Band 3 Healthcare Support Worker job profile had stalled in a number of areas because of competing pressures. Staff Side expressed frustration with the ongoing delays and felt that a strong message needed to go out to Health Boards around the necessity of moving this exercise forward as staff would be due a higher banding from October 2021. It was agreed that the Secretariat would explore what the issues are as a matter of priority with a view that ensuring that staff are paid correctly at the first opportunity.

**Action:** Secretariat to contact Boards about moving exercise forward.

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

It was noted that the ongoing Tribunal Cases in relation to PAIAW are sisted until December 2022 pending the outcome of a case in Northern Ireland. A further update would be provided at a future meeting of STAC once the outcome of this case becomes clearer.

#### **c) Homeworking Working Group**

It was noted that the meeting scheduled for 8 September had been rescheduled to the first week in October. This will allow the task and finish groups which had been established more time to make progress on their various areas of work. It will also allow for a further meeting of the UK Staff Council, where it is hoped confirmation will be provided regarding the approach being taken elsewhere in the UK, as well as providing clarity on certain tax issues associated with homeworking.

#### **d) Recruitment and Retention**

The first meeting of the working group tasked with considering whether an RRP is the best alternative in a Medium Secure environment and what the correct approach should be when an RRP is withdrawn had now taken place. The group had agreed to consider the questions relating to Medium Secure Units first. The Chairs undertook to carry out an information gathering exercise involving Scotland's three well established medium secure facilities, as well as the new Child and Adolescent Facility due to open shortly. A series of monthly meetings are being arranged and a further update will be given at STAC in due course.

#### **e) Future Pay Governance**

Scottish Government representatives confirmed that a Project Manager had been appointed and that the intention was for him to liaise with both Employers and the Staff Side in order to assess the various options for arriving at future pay settlements in Scotland. All sides indicated they were content to move forward on that basis.

#### **f) Guidance around Industrial Action**

This had been placed on the Agenda in order to confirm that Employers and Staff Side representatives intended to meet in order to scope out overarching principles around the approach to any potential industrial action later in the year.

#### **4. Matters to Discuss:**

##### **a) RRP Application – SAS – Maintenance Staff, Inverness Workshop**

The application from the Scottish Ambulance Service had been considered by Staff Side and Employers and both indicated they were supportive.

**Action:** To write to the SAS confirming the RRP has been granted

##### **b) Extension of Scottish Distant Islands Allowance to Coll and Colonsay**

The Committee noted the paper which had been circulated making the case for inclusion of the two additional islands within the remit of the Distant Islands Allowance and all sides indicated they were content to support this extension.

**Action:** To include Coll and Colonsay in next SDIA circular.

##### **c) AfC Pay Negotiations 2022-23**

Staff Side reiterated that they had received and rejected the existing offer of 5% for 2022-23. The Scottish Government acknowledged the response from Staff Side, noted concerns in relation to the pace of the process and outlined that they are working to return with an improved offer. Staff side would like the negotiations to be held face-to-face and reaffirmed their desire to see pay negotiation meetings set up as soon as possible.

#### **5. Matters to Note:**

- a) Tayside District Nurse Job Evaluation Correspondence
- b) Explanation of Lease Car Mileage Rates
- c) Message circulated on 16 August by Scottish Government re Intention to Publish National Workforce Projections
- d) NHS Scotland Pension Board Minutes from 16 May 2022
- e) Consultation on Continued Suspension of Return to Work Pension Restrictions
- f) DL(2022)21 – Removal of Temporary Covid Polices
- g) DL(2022)24 – Temporary Increase to NHS Scotland Mileage Rates - Extension

The above papers was noted by the committee.

#### **6. Date of Next Meeting:**

30 November 2022

It was observed that STAC had not met face to face for some time and it was agreed that the Secretariat would discuss arrangements for making the next meeting a physical one with hybrid arrangements, where required.

**Scottish Terms and Conditions Committee  
7 September 2022 Meeting**

**Action Points**

<b>Agenda Subject</b>	<b>Action</b>	<b>Action Officer(s)</b>	<b>Update</b>
3.a) Job Evaluation	To contact Boards about moving implementation of Band 3 N&M profile forward	Secretariat	Done. Letter sent on 27 September 2022
4.a) RRP Application – SAS – Maintenance Staff, Inverness Workshop	To write to the SAS confirming the RRP has been granted	Secretariat	Done. Letter sent on 14 September 2022
4.b) Extension of Scottish Distant Islands Allowance to Coll and Colonsay	To include Coll and Colonsay in next SDIA circular	Scottish Government	NHS Highland have been informed. Circular was published in conjunction with 2022-23 AfC pay circular.