Scottish Terms and Conditions (STAC) Committee
Wednesday 17 June 2026, 10:30
Minute of Virtual Meeting via MS Teams

In Chair: Jim Miller

In attendance:

Employer Side		Staff Side	
Jim Miller (Emp Side Chair)	NHS 24	Colin Poolman (Staff Side Chair)	RCN
Elaine Watson (Emp Side Secretary)	MSG	Matt McLaughlin (Staff Side Secretary)	Unison
Michael Breen	NHS GG&C	Frances Carmichael	Unison
Sybil Canavan	PSDS	Emma Currer	RCM
Colin Cowie	Scottish Government	Keir Greenaway	GMB
Jane Hamilton	Scottish Government	Niall Hermiston	BMA
Colin Marsland	NHS Shetland	Ewing Hope	Unite
Kenny Nairn	Scottish Government	Angela Montgomery	POA
Darren Purdie	Scottish Government	James O'Connell	Unite
Lyndsay Turner	Scottish Government	Graham Pirie	RCPOD
		Claire Ronald	CSP
		Susan Walker	Unite
		Chris Kennedy	SoR
		Alan Robertson	HCSA

Secretariat: Colin Cowie

1. Apologies

Staff Side: Philip Coghill, Simon Fevre, Tam Hiddleston, Karren Morrison, Norman Provan,

Employers: Louise Busell, Lorraine Hall, Sarah Horan, Lorraine Hunter, Jacqui Jones, David Miller, Daniel MacDonald, Barbara Anne Nelson

2. Minutes and Action Points of Previous Meeting

The draft minute of the 25 March 2026 meeting was agreed as an accurate record of the discussion at that meeting. Staff Side wished to highlight that they remained unhappy about the fact that the circulating of Band 5 Review statistics had been suspended during the Election period. This was noted as well as the fact that all Action Points from the previous meeting were either complete or had been picked up on the Agenda.

3. Matters to Report:

a) Job Evaluation

An up to date copy of the NHS Scotland Job Evaluation Action Plan had been circulated to the Committee, along with a draft Options Appraisal document setting out different potential national models for Job Evaluation infrastructure. Job Evaluation Group representatives highlighted key points from the documents and invited comments from the Committee.

Staff Side raised the question of what recourse local organisations have if Boards choose not to adhere to the Job Evaluation approach detailed in the guidance. It was acknowledged that this is not completely clear but noted that, as this is a partnership process, the approach would be to escalate any concerns to the APF in the first instance.

The Committee noted the points raised and were content for the Job Evaluation Group to progress the action plan and for all sides to feed into the Options Appraisal over the summer.

b) Band 5 Review

Papers had been circulated setting out the most up to date information from the Turas application platform which showed that around 47% of Scottish Band 5 nurses had created accounts on the platform with around 26% having submitted applications for review. A further paper set out what is known nationally about the progress being made with these reviews. It was stressed that this latter information related to posts not individuals, so did not provide a complete picture. More detailed information is being sought but despite the limitations of the available data it was clear that progress with completing evaluations had been slow so far.

Staff Side indicated that the best estimate for how long this process would take, given current parameters, was over two years. It was noted that England is now conducting a review of Band 5 nursing and that, at the current pace of progress, this is scheduled to end before Scotland will complete its own exercise.

All sides acknowledged that the pace of progress needs to speed up and were content for the Job Evaluation Group to continue to discuss how the process can be accelerated around the country.

c) Reduced Working Week

Full-time working hours for Agenda for Change staff in Scotland reduced from 37 to 36 on 1 April. Staff Side wanted to put on record their thanks to all the people who had worked to make this possible.

This subject had been added to the STAC Agenda as a standing item with a view to having partnership discussions on any national issues which arose. It was noted, however, that no such issue was outstanding so it was agreed that it could be removed for future meetings and that any issues which arose would be addressed by the Secretariat in the first instance.

d) Scottish Distant Islands Allowance

The intention was to submit a paper to STAC outlining agreed proposals but it was noted that this had been delayed and is still being finalised. All sides acknowledged that it would be helpful to accelerate the process and finalise the paper as soon as possible.

e) Staff Council – Review of AfC Handbook – Scottish Position

Scottish Government officials provided an update on the ongoing UK Staff Council review of the AfC Handbook. It was confirmed that revised Sections 18 and 19 had now been published by the UK Staff Council. The proposal was to also publish these in Scotland and the Committee agreed.

Action: To update the Scottish AfC Handbook with the new Sections 18 and 19 agreed by the Staff Council.

There were a number of revisions which had already been agreed by the Staff Council which it would be helpful to have further discussions about in Scotland. It had already been agreed that a Working Group should be formed to consider changes in a Scottish context and the proposal was that these additional changes and any guidance which might be helpful would be discussed by that Group once it is formed. This was agreed and all sides undertook to provide nominations for the Group.

Action: To provide names for the Handbook Review Group

4. Matters to Discuss:

a) Staff Council – Section 16 of the AfC Handbook and Partial Retirement

A paper had been circulated outlining the issue which had arisen in relation to the interpretation of paragraph 16.6 of the Agenda for Change handbook which indicated that reckonable service used for the determination of pension benefits could not also be used to calculate redundancy. It noted that the NHS Staff Council was seeking a mandate to negotiate a consistent approach to this provision and suggested that Scotland should participate in this process. Following discussion, it was agreed that Scotland should join the Negotiation Group once this has been established.

Action: To confirm to the UK Staff Council that Scotland will be a full participant in these negotiations.

b) Mileage

A paper had been circulated outlining the history and background of mileage rates in Scotland since 2022 when a temporary 5p increase had been agreed. Staff Side expressed concern about the recent rise in fuel costs and sought national discussions on this issue as quickly as possible. All sides agreed to pick this point up through the Secretariat

Action: To arrange discussions re Mileage Rates in Scotland

5. Matters to Note

The Committee noted the following documents had been published since the last meeting:

- 5a – PCS(PH)2026/1 - Public Holiday for Opening Game of World Cup - 25 March 2026
- 5b – PCS(AFC)2026/02 - Changes to AfC Handbook Associated with RWW - 1 April 2026
- 5c – STAC(TCS02)2026 - On-Call Arrangements in the Context of the RWW - 2 April 2026
- 5d – PCS(PHG)2026/1 – NHS Scotland Public Holidays in 2026-27 and 2028-29 – 10 June 2026

6. Date of Next Meeting

23 September 2026

Scottish Terms and Conditions Committee
17 June 2026 Meeting

Action Points

Agenda Subject	Action	Action Officer(s)	Update
3.e) Staff Council – Review of AfC Handbook – Scottish Position	To update the Scottish AfC Handbook with the new Sections 18 and 19 agreed by the Staff Council.	Scottish Government	Complete. Updated version published on 30 June 26
3.e) Staff Council – Review of AfC Handbook – Scottish Position	To provide names for the Handbook Review Group	Staff Side	Complete
4.a) Staff Council – Section 16 of the AfC Handbook and Partial Retirement	To confirm to the UK Staff Council that Scotland will be a full participant in these negotiations.	Scottish Government	Complete. Department of Health and Staff Council Secretariat informed following the meeting.
4.b) Mileage	To arrange discussions re Mileage Rates in Scotland	Secretariat	Complete. Issue taken forward through Secretariat.