

Scottish Terms and Conditions (STAC) Committee
Wednesday 22 November 2023, 2:30pm
Minute of Hybrid Meeting
NHS Lothian Headquarters, Waverley Gate and Online

In Chair: Calum Campbell

In attendance:

Employer Side		Staff Side	
Calum Campbell (Emp Side Chair)	NHS GG&C	Colin Poolman (Staff Side Chair)	RCN
Ian Reid (Emp Secretary)	MSG	Matt McLaughlin (Staff Side Secretary)	Unison
Laura Ace	NHS Lanarkshire	Frances Carmicheal	Unison
Jeff Ace	NHS D&G	Philip Coghill	RCN
Pamela Dudek	NHS Highland	Dr Paul Donaldson	HCSA
Jann Gardner	NHS Lanarkshire	Simon Fevre	
Jane Grant	NHS GG&C	Tam Hiddleston	Unison
Lorraine Hall	NHS Shetland	Ewing Hope	Unite
Lorraine Hunter	NHS Grampian	Karen Leonard	GMB
Holly Lenk	Scottish Government	Cathy Miller	Unison
Daniel Macdonald	Scottish Government	Jackie Mitchell	RCM
Anne MacPherson	NHS GG&C	Angela Montgomery	POA
Colin Marsland	NHS Shetland	James O'Connell	Unite
Kenny Nairn	Scottish Government	Graham Pirie	RCP
Barbara Anne Nelson	MSG	Norman Provan	RCN
Darren Purdie	Scottish Government	Claire Ronald	CSP
Lyndsay Turner	Scottish Government	Ros Shaw	RCN
Jennifer Wilson	NHS A&A	Sylvia Stewart	Unite
Laura Zeballos	Scottish Government		

Secretariat: Colin Cowie, Scottish Government

1. Apologies

Staff Side: Wilma Brown, Yvonne Stewart

Employers: Janis Butler, Jacqui Jones

2. Minutes and Action Points of Previous Meeting

The draft minute of the 5 June 2023 meeting was agreed as an accurate record of the discussion at that meeting.

3. Matters to Discuss:

Review of Agenda for Change

The Chair highlighted that this meeting was different in that it was specifically arranged to ratify the final reports of the four Agenda for Change Review Working Groups. With that in mind, he moved to formally consider each in turn.

a) Band 5 Nursing Roles

The Chair asked the Committee if they were content to approve the proposal for the Band 5 Nursing Roles and for Scottish Government officials to proceed in taking the recommendations of the Working Group to the Cabinet Secretary for consideration. Members agreed they were content.

b) Protected Learning Time

The Chair asked the Committee if they were content to approve the proposal for Protected Learning Time and for Scottish Government officials to proceed in taking the recommendations of the Working Group to the Cabinet Secretary for consideration. Members agreed they were content.

c) Reduced Working Week

The Chair asked the Committee if they were content to approve the proposal for Reduced Working Week and for Scottish Government officials to proceed in taking the recommendations of the Working Group to the Cabinet Secretary for consideration. Members agreed they were content.

d) Pay and Reward

The Chair asked the Committee if they were content to approve the Report of the Pay and Reward Working Group and all sides indicated that they were.

It was noted that this Report was different to the other three in that it was not making recommendations for direct implementation but rather considering matters which would feed into future pay negotiations, also that workstreams around Annex 21 and Compensatory Rest had been referred back to STAC for further consideration.

In this regard, Staff Side noted that they had not yet submitted a pay claim for 2024-25 but that the findings of this Group would inform that in due course. As such, the Committee agreed that the Pay and Reward Report was an internal STAC document and not for wider circulation.

e) Next Steps

The Chair thanked the Chairs of the individual Working Groups and all those involved for their input and indicated that it will now be for Scottish Government officials to pass the Report recommendations to the Cabinet Secretary.

Action: SG officials to pass Group recommendations to the Cabinet Secretary for consideration.

The Chair acknowledged that both the Staff Side and Employers involved in this process would want to communicate with their respective constituencies on outcomes, although all parties agreed that the papers would remain confidential at this stage and are not for wider distribution. In bringing the meeting to a close, he confirmed that the Committee was content to stand down the Working Groups and the governance structure which had been put in place around the Review and revert to the established STAC arrangements.

4. Date of Next Meeting

18 March 2024

Scottish Terms and Conditions Committee

22 November 2023 Meeting

Action Points

Agenda Subject	Action	Action Officer(s)	Update
4.e) Next Steps	To pass Group Recommendation to the Cabinet Secretary for consideration	Scottish Government	