

Branch Meeting

**Wednesday
26th
May
6.30 p.m.**

STUC
333 Woodlands Road
Glasgow
G3 6NG



John Quigley, Amicus Regional Secretary for Scotland, addressing a recent NHS meeting.

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Argyll and Clyde Job Loss Threat

The chief executive of Argyll and Clyde Health Board has stated publicly that the organisation needs to reduce the workforce by means of redundancies. In an interview with the Health Service Journal, Neil Campbell is quoted as saying "We have to reduce the workforce and in 2004-05 this will be by natural wastage. But I'm very clear that in 2005-06 and beyond there will have to be redundancies." Mr Campbell then continued to say that not even redundancies would prevent NHS

Argyll and Clyde from accumulating a £60 million deficit in the next three years.

Mr Campbell took charge at Argyll and Clyde last August after being part of the minister of health's taskforce which was sent to attempt to sort out the mess left by the chief executives of the three trusts and the board. Mr Campbell said "It's not just about the money, although that's important. We're looking at redesigning services based on sustainability and safety."

NHS Glasgow Affirms No Compulsory Redundancies

NHS Board Officials confirmed the Board's commitment to no compulsory redundancies and the Scottish no detriment protection provisions at the April meeting of the Joint Trade Unions of the Greater Glasgow Area Partnership Forum. The Officials, including the Board Chief Executive, attend the meeting to inform the staff side of the current financial difficulties facing NHS Greater Glasgow as first revealed in the last edition of the Branch Newsletter.

Tom Divers, Board CEO, has offered

the Area Partnership Forum the opportunity to meet with him and his officials on a monthly basis to develop a recovery plan. In doing so, he has made it clear that NHS Greater Glasgow will employ fewer people in two years time than it does now. The Trade Unions have agreed to take Mr Divers up on his offer to meet. However there is a belief among the staff side that the Scottish Executive must address its responsibilities with regard to these difficulties which are not unique to Glasgow. Report by *Donald Sime*

Contacts

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Agenda for Change: job matching/evaluation Training

A crucial part of Agenda for Change is job matching and job evaluation. These processes will be carried out in partnership i.e. the panels will consist of both management and trade union nominees. NHS Greater Glasgow will need around 150 staff representatives who will be expected to commit around 2 days per week to the process. Training will take place in June/July. Amicus representatives within Greater Glasgow who wish to be one of the 150, should contact the Staff Side co-ordinator for agenda for change, Susan Russell at the Golden Jubilee National Hospital (email: susan.russell@gjnh.scot.nhs.uk with a copy to Branch Chair donald.sime@northglasgow.scot.nhs.uk)

Employees unsure of rights

According to a poll of 1000 workers by the TUC, 41 per cent of employees did not know their holiday entitlement. Almost half did not know how long they should be working and one in five thought that they could be forced to work longer than the European Working Time Directive of 48 hours. Two thirds of those surveyed were unsure of their pension entitlements.

Coincidentally, the TUC has just published a guide entitled "Your Rights at Work". The book covers contracts, working time, maternity rights, parental leave, dismissal, health and safety, bullying, discrimination, pensions, family rights and surveillance.

Electronic newsletter

A printed copy of the Branch Newsletter is circulated to all accredited representatives, normally at their place of work. However, any member may obtain an electronic copy to either their home or work email address by sending a blank email with the subject line "Subscribe Newsletter" to the editor at james.ito@bigfoot.com. Due to the time taken to print and distribute the paper Newsletter, the electronic version of the Newsletter normally arrives about a week earlier.

Staff turnover costs £1,500 million

The high rate of staff turnover costs the NHS at least £1.5 billion according to the Department of Health director of human resources Andrew Foster. Mr Foster stated that estimates for the cost of replacing staff varied from 32% of salary to as much as 115% of annual salary. Part of the cost of high staff turnover was the loss of productivity of experienced staff, the learning curve of new staff and the time existing staff spend helping new staff.

Branch Meeting Wednesday 26th May

1. Apologies for absence.
2. Minutes of previous meeting and arising.
3. Correspondence.
4. Reports.
5. Motions.
6. A.O.C.B.

The next meeting of the Branch will be held on Thursday 24th June at 6.30 p.m. All meetings are held in the Scottish Trade Union Congress, 333 Woodlands Road, Glasgow G3 6NG. (Tea, coffee & biscuits 6.15 p.m.)

