

Branch Meeting
Wednesday
24th
November
6.30 p.m.

STUC
333 Woodlands Road
Glasgow
G3 6NG



Branch Chair Donald Sime on a recent visit to the union's Glasgow office

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- **NHS pension review**
- **Election for women's NEC seat**
- **Audit pay call by GS Derek Simpson**
- **Public accountability**

Green Light for Agenda for Change

The last remaining significant obstacle to the implementation of the Agenda for Change (AfC) pay and conditions offer was removed when amicus members voted by 17,519 to 13,281 to accept. Agenda for Change will now be implemented from 1st December 2004, with backdating of salaries etc. to 1st October. An individual's new salary band will be determined by a job matching process which compares their job description to a series of national profiles (if there is no

match, then the job will be individually evaluated).

It is of vital importance that your job description is accurate, up to date and fully describes the tasks and responsibilities of your post (remembering that it is a job description, not a description of the individual filling that post). Job descriptions must be agreed and signed by the job holder and the line manager and should have been prepared in a partnership process involving both and the union rep.

Victory for Clinical Perfusionists in Scotland

Amicus has secured a groundbreaking deal for clinical perfusionists in Scotland. Due to the very considerable difficulties in recruitment and retention of these vital members of the healthcare team, an agreement has been reached to pay them a 20% retention supplement (14% for those employed at the Golden Jubilee National Hospital, who are currently on a higher salary) with effect from 1st January 2003. The agreement allows for further negotiations in the

event of activity levels increasing by more than 5% with the current staffing levels. The agreement overtakes and settles all existing pay claims lodged locally on behalf of clinical perfusionists and prevents further claims being made at a local level, except in regards to payments associated with on-call.

Any individual grading claims unrelated to the above will continue to be progressed locally using the locally agreed job evaluation mechanisms.

Contacts

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Vice-chair	Helen McFarlane	0141 211 0800
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Safety Officer	Derek Anstee	0141 211 2128
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Newsletter Editor	James Ito	0141 201 0798



NHS pension review

By Mike Chapman

The Government are seeking changes to the existing NHS pension scheme and are currently in preliminary discussions with the staff side. Amicus pensions officer Brain Freake presented a report on the current discussions to the union's NHS Sector Committee. The expected timescale for the proposals are a consultation document containing a single set of proposals and any dissenting union views being issued this month, with a ministerial decision in Spring 2005 and implementation from April 2006. The union's policy is for no change to the retirement age and to seek improvements with increased opportunities/flexibilities for older workers linked to new pension measures such as extension of pensions to unmarried partners and improvements in dependents pensions.

Womens' NEC seat election

Sharon Allen, who held a women's seat on the unions national executive committee (NEC) has resigned. As there is also a vacancy outstanding due to the death of Vi Huddart, the union has decided to implement the following timetable. Nominations for Sharon Allen's vacant seat to be received by 7th January, ballot papers (for both vacancies) to be issued 21st February, close of ballot 11th March, 2005. Nominations may be made at branch meetings or by workplace representatives following workplace meetings.

amicus calls for gender pay audit

Amicus is calling for compulsory pay audits to press employers to prove that their salaries are fair. Amicus General Secretary Derek Simpson said "The pay gap between men and women is too wide. Women still face discrimination in the workplace. Progress will only be made once the burden of proof is removed from the shoulders of women and employers take responsibility for demonstrating that they do not discriminate." According to the Office for National Statistics, the current average (median) pay for men is £462 per week with women earning £358 (£422 overall). However, the gap is narrowing, even if only slightly with women's pay rising by 5.4% average compared to 4.7% overall.

Public accountability

Andy Kerr, who replaced Malcolm Chisholm as Scotland's Health Minister, has announced that he will personally chair each NHS Board's annual accountability review and that these meetings will be public. At the moment, annual accountability reviews are held by Scottish Executive Health Department officials in private, although a summary report is later issued to the public.

Branch Meeting Wednesday 24th November

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

The next meeting of the Branch will be in January, when a full list of the year's meetings will be published. All meetings are held in the Scottish Trade Union Congress, 333 Woodlands Road, Glasgow G3 6NG.
(Tea, coffee & sandwiches 6.15 p.m.)

