

NHS STAFF COUNCIL MEETING – 13 NOVEMBER 2006

Introductions and Apologies

1. Karen Jennings (Staff Side) chaired the meeting. A list of attendees and apologies for absence is attached as an annex to this note.

Note of the last meeting held on 28 June 2006

2. The note of the meeting was agreed subject to minor changes to the attendees list.

Action: Secretariat

Matters Arising

3. Executive Remit. The remit was agreed subject to a minor amendment.
4. **Progress on Implementation of Agenda for Change**
5. Scotland - It was reported that 61% of staff had been assimilated. There was continuing progress on the Implementation of the KSF. NHS Scotland is planning a national event in spring 2007 to promote the KSF and the benefits that can be realised from it. A written report was circulated with the papers for the meeting.
6. Staff Side raised concerns about the position of senior managers in Scotland who were not being offered Agenda for Change terms and conditions. Colin McGowan explained that the Scottish Executive Health Department had decided that they would retain separate pay arrangements for the senior managers whose pay and conditions of service were under Ministerial direction. It was the view of the Scottish Executive that this group of staff were never intended to be covered by Agenda for Change. Staff Side suggested that in their view this was in breach of the UK- wide agreement and would be taking up the issue directly with Scottish Ministers.
7. Wales – Hazel Robinson reported that 65% of staff had been assimilated. ESR has gone live in November 2006 and it is anticipated that the pace of assimilation will slow down over during November and December. 54% of assimilated staff have received arrears of pay. The current rate of review request is reported at 9.1% overall within NHS Wales and the number of posts requiring full job analysis is reported at 3.9%. A number of events are planned with Wales to re-focus KSF effort in early 2007. A written report to be circulated to attendees as soon as possible.

Action: Secretariat

8. Northern Ireland – No report was available. Staff Side requested that a written report be circulated to attendees as soon as possible.

Action: Secretariat

9. England – It was reported that the work of NHS Employers' Pay Modernisation Implementation Team that had been led by Peter Smith had come to an end in September. It was noted that the implementation of Agenda for Change in England had been a significant partnership achievement. The Council acknowledged the helpful contribution made by the implementation team.

The NHS Knowledge and Skills Framework Update on Implementation

10. Gill Rose and Helen Rogers (Staff Side Chair, KSFG) presented an update on KSF implementation as outlined in JM (SC) 15/2006 circulated with the papers for the meeting. It was noted that the KSFG had formally responded to the "Foster" review of non-medical regulation which had proposed that information from the KSF could be used to support the revalidation of health professionals.

Equality & Diversity Group Report

11. Gail Adams (Staff Side Chair, EDSG) presented a progress report on the work of the Equalities and Diversity sub group as outlined in JM(SC)16/2006 which was circulated with the papers for the meeting. The Staff Council endorsed the report and its recommendations.

Unsocial Hours Review

12. Mike Jackson gave a presentation on the review of unsocial hours payments outlining the draft proposals, the work in progress and the next steps. Good progress had been made since the last report to the Council. Work was now concentrated on one option and on designing arrangements for implementing this over a number of years so as to avoid the need for pay protection. There was a substantial amount of work still to do and it would be important to review the timetable and the implementation date as early as possible.

Job Evaluation Update

13. Pat Gould (Staff Side Chair, JEG) updated members on the work of the Job Evaluation Group as outlined in JM(SC)17/2006 circulated along with the latest Job Profile Update with the papers for the meeting.

Health and Safety Update

14. No report was available. It was agreed to defer this to the next meeting.

Age Discrimination Legislation

15. Gill Bellord introduced the paper JM (SC)18/2006 which has been agreed by the Staff Council Executive. This concluded that the provisions in Agenda for Change agreement for remuneration and in particular additional annual leave could be justified on the grounds that they reward loyalty improve motivation and encourage recruitment and retention and recognise experience, and had been collectively agreed for this purpose.
16. Staff Side said that in light of the uncertainty over the outcome of the recent Cadman case at the ECJ, there remained doubts as to whether the length of some of the Agenda for Change pay bands could be justified and challenged on equal pay grounds.

Pay 2007/08

17. It was reported that written evidence had been submitted to the pay review body by all the parties. Oral evidence sessions would be held during November.
18. Two meetings of the Pay Negotiating Council meetings had taken place. The first in October when the joint unions had made their formal pay claim with Employers and health departments making their response at the second meeting in November.
19. Staff Side expressed their concern that the pay uplift for NHS staff covered by the PNC would not be able to be resolved until the Government responded to the recommendations to the Pay Review Bodies in February.

Pensions Review Update

20. It was noted that the consultation would be coming to a close at the end of November and an update would be provided at the next meeting.

Retirement and Redundancy Review

21. The agreed redundancy arrangements had been approved by Ministers and a new Section 16 of the Handbook had been published.

Ill Health Retirement Review Update

22. Richard Parker (Staff Side Chair, Ill Health Retirement Working group) updated members of progress that had been made as outlined in JM (SC) 19/2006 circulated with the papers for the meeting.

Any other business

23. Independent Sector Treatment Centres – HR Framework - Staff Side said that they have been working with NHS Employers and the Department of Health to develop guidance on the human resource issues involved and

this was near completion. They asked that the final version of the guidance be shared with the Executive.

24. Future meeting dates - to be notified in due course when dates have been agreed

ATTENDEES**Employers Side**

Sue Young (Chair)	North Yorkshire and York PCT
Liz Nicholson	Surrey and Borders Partnership NHS Trust
Nigel Turner	Royal Free Hampstead NHS Trust
Fiona Ottewell	Gateshead Health NHS Foundation Trust
Christine Lloyd-Jennings	Plymouth Hospitals NSH Trust
Janis Millar	Scottish Executive
Colin McGowan	Scottish Executive
Judith Hardisty	Cardiff and Vale NHS Trust
Hazel Robinson	National Assembly for Wales
Julie Brown	Department of Health (observer)

NHS Employers

Alastair Henderson	Deputy Director – NHS Employers
Gill Bellord	Head of Pay and Negotiations
Geoff Winnard	Employers Side Secretary
Max Liversuch	Secretariat
Moira Neesam	Secretariat
Gill Rose	KSF Project Manager

Staff Side

Karen Jennings (Staff Side Chair)	UNISON
Maria Firth	FCS observer
Brian Smith	FCS
Janet Maguire	BMA
Richard Passmore	GMB
Sharon Holder	GMB
Barrie Brown	AMICUS
Richard Parker	UNISON
Denise Malone	BOS
Jon Skewes	RCM
George Georgiou	RCM
Helen Rogers	RCM
Maggie Hardcastle	CSP
Peter Finch	CSP
Alex Joyce	UNISON
Ann Moses	UNISON
George Barron	UNISON
Gail Adams	UNISON
Lyn Hunter	BAOT
Warren Town	SOR
Paul Bromley	SOR

Richard Jones	RCN
Helen Willetts	RCN
Dougie Lockhart	RCN
Pat Gould	RCM
Josie Irwin	RCN
Mike Travis	RCN
Mike Jackson	UNISON

Apologies for absence

Colin Holden	Sandwell and West Birmingham NHS Trust
Gary Theobald	Suffolk Primary Care Trust
Karen Bell	Cambridgeshire & Peterborough Mental Health Partnership NHS Trust
Jeff Crawshaw	Worcestershire Acute Hospitals
David Bingham	DHSSPS Northern Ireland
Eleanor Ransom	JE Project Manger – NHS Employers
Julie Badon	Department of Health
Peter Allenson	TGWU
Sara Gorton	UNISON
Eddie Saville	SCP
Russell Cowell	AMICUS
Dame Karlene Davis	RCM