

Draft

NOTE OF THE MEETING OF THE EXECUTIVE OF THE NHS STAFF COUNCIL AT THE ROYAL COLLEGE MIDWIVES, WESTCOTT HOUSE, 35 PORTLAND PLACE LONDON W1B 1QF – 9 JULY 2007

ATTENDEES

1. A list of attendees and apologies is at Annex A.
2. Mike Jackson was in the Chair.

NOTE OF THE LAST MEETING

3. The note of the meeting held on the 18 May was agreed.

MATTERS ARISING

Radiography staff – Scottish Terms and Conditions Committee (STAC)

4. Staff Side hoped to be in a position to give a view on the issues raised by STAC shortly.

Mileage

5. A timeline for the work on mileage allowances had been circulated for information. The Staff Council Executive would receive the latest report at its meeting on 20 September 2007.

Guidance orthopaedic technicians

6. Staff Side reported that they had submitted further comments to JEG about the published guidance on orthopaedic technicians.

Staff Council branding

7. Staff Side said they had written to NHS Employers' Director Steve Barnett setting out their concerns about the "branding" of jointly agreed documents. Employer's side reported that a formal response from Steve Barnett had been sent. The joint statement recently published on the 2007/8 pay round had included the agreed NHS Staff Council "branding".

SHA support for Agenda for Change

8. The response from the Department of Health about the responsibilities of the newly re-configured Strategic Health Authorities in relation to Agenda for Change was noted.

Recruitment and Retention of Pharmacists

9. Barrie Brown reported that Unite had written to the Department of Health about the pay review body's recommendation that the parties consider research to determine whether there is evidence to support the need for a national recruitment and retention premia for pharmacists.

Report on the review of Estates Maintenance Worker Higher Level

10. Staff Side endorsed the monitoring report and recommendation that JEG be asked to draft guidance recommending that trusts review the matching of building craft worker jobs.

Action: JEG

Ambulance Service Roles

11. A joint letter had been sent to National Ambulance Forum agreeing to JEGs involvement in evaluating new roles in the ambulance service.

Journal of Advanced Nursing Article

12. Gill Bellord reported that JEG's response to the article in the Journal of Advanced Nursing had been accepted for publication by Blackwells.

NATIONAL RECRUITMENT AND RETENTION REVIEW

13. The Employers' side said they had considered the research undertaken by the University Greenwich Business School(UGBS) on the national recruitment and retention payment for craft workers and were able to respond to the resolution proposed at the NHS Staff Council meeting in June.
14. The Employers' side, taking account of the UGBS research, agreed that there was evidence that showed a continued justification on recruitment/ labour market grounds for the national RRP to be paid to qualified maintenance craft workers who are required to hold electrical, engineering, plumbing or mechanical qualifications. However, it would be necessary to ensure that the justification for these payments was periodically reviewed.
15. Employers said that they did not consider that the UGBS research provided sufficient evidence to justify them agreeing to a national RRP for the building trade crafts. Whilst recognising that research did identify labour market pressures in some areas, particularly relating to the wood trades, it was the view of employers that local recruitment problems for this group could be addressed by use of locally agreed premia where necessary.
16. Staff Side agreed that there was evidence to justify to continuation of the national RRP for maintenance craft workers. As far as the building crafts was concerned, Staff Side said they would need to consult with other constituent organisations before making a formal response.

17. The Joint Secretaries were asked to agree a short joint statement reporting on the outcome of the review. Copies of the Staff Side resolution and the Employer Side response are at Annex B and C respectively.

Action: Joint Secretaries

Pay 2007/08

18. Staff Side said that they were prepared to enter into further discussions to reach a resolution to the 2007/8 pay round. They were still seeking improvements to the staged award announced by the Government for pay review body groups and an improved offer for the PNC groups. Staff Side unions made plain that the respective organisations would consider balloting for industrial action if this matter could not be resolved soon.
19. Talks between representatives of the Staff Side, NHS Employers and the Department of Health were held on resolving the 2007 pay round. Discussions had examined options for 'making progress'. It was agreed that talks will resume at the Executive meeting on 18 July.

ANY OTHER BUSINESS

20. The Staff Side asked if the Employer Side were now in a position to agree outstanding questions and answers on the Handbook following their response on 25 May. The Employer Side promised to reply outside the meeting.

Secretariat

July 2007

Staff Side

Mike Jackson	Chair, UNISON
Gerry O'Dwyer	RCN
Jon Skewes	RCM
Sharon Holder	GMB
Barrie Brown	Unite

Employers Side

Nigel Turner	Chair, Employer Representatives, HRD Royal Free, Hampstead
Colin McGowan	Scottish Executive
Hazel Robinson	National Assembly for Wales

Also in attendance

Alastair Henderson	Deputy Director, NHS Employers
Gill Bellord	Head of Pay and Negotiations, NHS Employers
Mike Evershed	Deputy Director, NHS Pay Department of Health
Melanie Bowden	Department of Health

Secretariat

Geoff Winnard	Secretary, NHS Employers
Liz Thornton	NHS Employers

Apologies

Heather Lawrence	Chief Executive, Chelsea and Westminster NHS Foundation Trust
Karen Charman	Director of HR and Communications Hinchingsbrooke Healthcare NHS Trust
David Bingham	Northern Ireland – Health and Social Services
Peter Finch	CSP
Kevin Coyne	Unite
Josie Irwin	RCN

Resolution made by Staff Side at the NHS Staff Council on 11 June

“The NHS Staff Council notes that the independent report of the University of Greenwich recommended the continuation of the National Recruitment and Retention Premia for craft workers.

The Staff Council endorses the recommendations and calls upon the Secretariat to issue advice to employing organisations in line with this endorsement.

The Staff Council further calls upon its Executive to give further consideration to the Building Craft claim in line with the recommendations”.

NHS Staff Council Executive 9 July 2007

REVIEW OF NATIONAL RECRUITMENT AND RETENTION PAYMENTS FOR CRAFT WORKERS

Response to Resolution Presented to the NHS Staff Council

The Employers Side of the NHS Staff Council Executive notes the independent report from the University of Greenwich Business School (UGBS) which was commissioned to provide research for the partnership review of the national recruitment and retention premia paid to craft workers.

We have carefully considered the recommendations made.

We are able to endorse the recommendation that...

“The national RRP should continue to be paid for qualified maintenance craft workers because nationally agreed rates are higher in the external private sector labour market than in the NHS and without the RRP pay levels would be uncompetitive”

On the basis of the UGBS research, we propose that the NHS Staff Council accepts that there is a continued justification on recruitment/ labour market grounds for the national RRPs to continue to be paid to qualified maintenance craft workers who are required to hold electrical, engineering, plumbing or mechanical qualifications.

We believe that the requirement for these payments should be reviewed periodically.

We have also considered whether the UGBS research provided evidence that would justify a national RRP for the building trades. Whilst recognising that there are labour market pressures in some areas particularly, relating to the wood trades, we can not accept that sufficient evidence has been provided that would justify a nationally agreed premium for this group.

Local recruitment problems for this group should be addressed by using the locally. agreed premia if necessary.

We would ask that the Joint Secretaries to prepare a joint statement setting out the outcome of the review.