

SCOTTISH PAY REFERENCE AND IMPLEMENTATION GROUP (SPRIG)

Notes and action points from the SPRIG meeting held on 27 September 2006 in Europa Building, Glasgow

Present:

Laura Ace
George Brechin
Alan Boyter
Lillian Macer
Janis Millar
John Provan
David Renshaw
Ian Reid (co-chair in the chair)
Gillian Smith
Elizabeth Stow (co-chair)
Tom Waterson
Rona Webster

Apologies:

Jane Anderson, Barbara Ann Boyter, Steve Conway, Willie Duffy, David Esplin, Jimmy Farrelly, Lindsey Ferries, Michael Fuller, John Gallacher, Glyn Hawker, Brian Houston, Helen Kelly, Lynne Khindria, Alex Killick, Gerry Marr, Jim McCaffery, Colin McGowan, Dorothy McKinney, Alex McLuckie, Patricia McNally, Chris Murphy, Shirley Rogers, Donald Shiach, Melanie Stewart, Gordon Walker.

Minutes of 23 August meeting

1. It was agreed that the note was an accurate reflection of the previous meeting.

Matter arising and action points

2. Pensions. It was reported that a further meeting of the sub-group had taken place at which a number of technical issues were raised. The pensions agency are currently scoping these out and should report back in a week to 10 days.
3. Frozen Annual Leave. It had been decided at the last meeting that this matter should be dealt with locally and John Provan has undertaken to draft a letter informing Boards of this.
4. AHP and Nurse Consultant Posts. It was reported that Alex Killick had now had a meeting with Executive colleagues to discuss this matter and that this had been recognised as an issue. Rona Webster confirmed that she had written to HRDs seeking HR representation on the review group.

5. Release of information on matching panels. National guidance had been published on this issue and David Renshaw has undertaken to produce a Scottish version for the next meeting.
6. QIS. The meeting was informed that Janis Millar had written to QIS advising them of the decision taken at the last SPRIG meeting and that the issue was now therefore with them.
7. Unsocial hours. A meeting of the full group is due to take place after the next Staff Council meeting.

Matching/JEMG/assimilation progress reports

8. Janis Millar indicated the 2 papers which had been tabled detailing assimilation progress as at September 2006. These showed that the number now on Agenda for Change pay scales was 61,703 which represented 35% of the NHS Scotland workforce.
9. It was reported that JEMG are currently running 5 panels a week and that the turnaround time is around 5 weeks. The Pay Modernisation Team again appealed for any additional help with matching panels that local systems could provide although it was recognised that, given the pressure that Boards are currently under around Agenda for Change, there was limited potential for releasing spare capacity.
10. The general issue of how often and in what format figures should be collected. The point was made that Boards are currently submitting both weekly and monthly reports and that this places an additional burden on local staff. The Joint Chairs therefore agreed to recommend to John Turner that the weekly reporting be discontinued.
11. The point was also made that the figures did not seem to reflect what was happening on the ground and that if additional figures could be collected from GRANPA then this might help give a more accurate picture. The Pay Modernisation Team agreed to investigate ways to collect more complete data.
12. A request was made to add a column to the table which was circulated showing arrears payments and the Pay Modernisation Team agreed to do this.
13. Staff side also requested information on reviews around the country and the Pay Modernisation Team confirmed that this information was being collected and that it would be shared with the group in due course.

Update on KSF

14. It was reported that Janis Millar was in the process of meeting with all Health Boards and that she would report back to SPRIG once this process was complete.

AOCB

Advertisement of posts

15. A question was raised as to when jobs should be advertised under Agenda for Change banding as opposed to the old Whitley grading system. The Group agreed that when a staff group in a given area was assimilated then adverts for posts in that staff group in that area should be on an Agenda for Change “banding” basis.

Senior managers’ pay

16. David Renshaw indicated the papers which had been circulated before the meeting. These detailed a project which had been carried out by a Working Group to assess the suitability of Agenda for Change to determine senior managers’ pay. The Group noted the information. There was concern about the sensitive nature of some the data contained in the papers and it was agreed that a further e-mail would be issued to SPRIG members following the meeting emphasising the need to treat this information in confidence and not to circulate it more widely.
17. Further concerns were raised about the process which had been followed in arriving at this point and there was general agreement that there was a need for further clarification on the nature of the group and the process for advising the Minister of any recommendations.

Reviews/comparison to English process

18. There was general discussion of Scotland’s position in relation to England and the advantages of the Scottish decision to prioritise quality over speed in reducing the number of reviews which were necessary. The point was made that the information available was largely anecdotal so far but a number of staff side groups confirmed that they were currently collecting information nationally on reviews and inappropriate application of the scheme.
19. Management side suggested that there should be a way of addressing any obvious inconsistencies in banding without the need for a review and the point was made that the consistency checking process should pick up any clear mistakes.

Summary of action points from the meeting held on 23 September 2006

Issue	Action	Decision
Frozen Annual Leave	John Provan to write to Boards advising them to deal with issue locally.	
Release of information on matching panels	David Renshaw to draft Scottish guidance.	
Weekly reporting	Joint Chairs to contact John Turner to recommend discontinuation of weekly reporting.	
Data collection	Pay Modernisation Team to look at ways to collect more complete data.	
Data on payment on arrears	Pay Modernisation Team agreed to add a column to figures which are circulated to reflect payment of arrears.	
Reviews	Pay Modernisation Team to supply information to SPRIG on reviews.	

Date of next meeting: 23 October 2006, from 11.00 – 13.00 in the Europa Building, Glasgow