

SCOTTISH HEALTH COMMITTEE 2008-9



Chair	Tom Waterson (SPF)
Vice Chair	Sandra-Dee Masson (SWAG)
Secretary	John Gallacher (SPF Secretary)
Scottish Organiser	Glyn Hawker (STAC Chair)
Service Group Exec	Lilian Macer (STAC, Chair SGE)
Service Group Exec	Alex Joyce (SGE)
Service Group Exec	Morag Houston
Service Group Exec	Aileen Stewart (Chair A&C, SGE, ED)

SCOTTISH HEALTH COMMITTEE 2008-9 ANNUAL REPORT

BRANCHES

Ayrshire & Arran	Gordon McKay (Chair N&M) Deborah Peden
Carstairs	Charlie Gallacher Eliza Robertson
Dumfries & Galloway	Jim Beattie
Fife Health	Kate Combe Liz Rosie
Forth Valley	Mary McLaughlin Brenda Finnigan (sub) Tom Hart Ed Mitchell (sub)
Grampian	Bettina Low Ruaraidh Mackinnon
Highland	Adam Palmer Catherine Mackay (STAC)
Lanarkshire Health	Tony McGrory Margo Cranmer
Lothian	Paula Johnston Jane Anderson (SWAG) (sub) Mick McGahey Catherine Miller
NHS Glasgow & Clyde	Mandy Robertson (SWAG) Marie Garrity Frances Lyall Morag Houston (SGE)
NHS 24	Kenny Woods Heather Mason
Orkney	Lewis Berston
Scottish Ambulance	Paul Johnston Mary McMillan
Scottish Borders	Karen Di Cara (SWAG) (sub)
Scottish Healthcare	Margaret Macdonald Stephen Robinson
Tayside	Margaret Sherriff Liz Bruce
Western Isles	Alistair Morrison Mairi Murray

SECTOR COMMITTEES

Admin and Clerical	Aileen Stewart
Ambulance	Angela Kay
Ancillary	Morag Houston Ewing Hope Andrew Pirie
CVS	Sue Forsyth
Nursing & Midwifery	Etta Mackay vacant
Senior Managers	Diana Mccrone
PTA	Peter Moonie
PTB	
LGBT	
Black Members	Patricia Agu
Disabled Members	Julie McIlhatton
Women's Committee	Katrina Murray Elizabeth Rankin
Young Members	Carrie Milligan

EMPLOYEE DIRECTORS

Ambulance	Alan Bickerstaff
Lothian	Eddie Egan
NHS Health Scotland	Gary Wilson
NHS Education	Liz Ford

STAFF

Willie Duffy	STAC Secretary
Sarah Duncan	Lead, A&C, Senior Managers
David Forbes	SWAG Secretary, lead SAS
Bridget Hunter	Nursing lead
Joe Lynch	HAI lead
Ken Matthews	
Matt McLaughlin	
Mick Rice	
Wilma Kennedy	



Scottish Health Committee 2008-9 Annual Report



Tom Waterson
Chair



John Gallacher
Secretary

2008 has again been a busy period for the Scottish Health Committee, health branches, activists and staff.

Thanks go to all including the lay chairs of the sector committees which remain active: Nursing (Gordon McKay), Administrative and Clerical (Aileen Stewart), Ancillary (Morag Houston), Scottish Ambulance Sector (Andy Watson), and PTA (Sandra-Dee Masson).

Also thanks to those Organisers who take a lead role in Scotland: Willie Duffy, Bridget Hunter, Sarah Duncan and David Forbes. 2008 saw the inauguration of Scotland's OT Panel, with many thanks to Sandra-Dee Masson (Vice Chair), Sara Gorton (National Officer) and Mick Rice (Area Organiser). Mick Rice is also thanked for improving communications on the health agenda through an e-bulletin and update of the website.

UNISON has also strived to keep up the profile of Scottish Health Policy in the Scottish media.

UNISON Scotland requires to interact with the Scottish Government's policy and legislative agenda. The Health Committee is grateful to the Policy & Information Team for their support. The Health Committee also has to manage a wide ranging agenda across the: Scottish Partnership Forum (SPF); Scottish Workforce and Governance Committee (SWAG); and Scottish Terms and Conditions Committee (STAC).

The Committee lives within the devolution settlement and strives to work with UNISON colleagues in England, Wales and Northern Ireland to share lessons over policy and practice in Health across the UK. Scotland in Health is well represented at a UK level through membership on the Health SOC (Tam Waterson), the SGE (Lilian Macer (Chair), Alex Joyce and Aileen Stewart (A&C Sector) who participate in the work of the SGE and its sub-committees. We were particularly pleased with the work done by the Devolution sub-committee in 2008. The 2009 Scottish Health Committee Policy seminar will feature on devolution.

2008 saw a 1.6% growth in Health membership in Scotland. We are keen to improve organisation and recruitment. Resources are in the Greater Glasgow & Clyde branch to support the biggest branch in UK Health, which is also involved in piloting the 'Camden' (HUCTW) organising model.

Objective 1: Recruiting, Organising and representing members

Membership in Health in Scotland at December 2008 stood at 53,800 - a growth rate of 1.6% over the past year. 4687 members were added to the net total, compared to 5,018 in 2007. The Health Committee is giving active consideration to

allocated to Working Well initiatives, including tackling Violence at Work.

The Nursing agenda is advanced through a number of partnership groups, with the Review of Community Nursing of particular concern. Scotland is piloting registration of Health Care Assistants, which if successful may result in a UK rollout. The Overseas Nurses Network continues to grow and met three times last year. UNISON has been involved in research with Public Services International, the International Labour



Organisation, the Joseph Rowntree Foundation, and more recently Oxfam, as a result of the success of this network

its recruitment strategy. A number of branch initiatives are underway, supported by Local and Area organisers. Health branches are beginning to adopt Personal Development Plans (akin to Agenda For Change/KSF) for Stewards to formalise skills development, an initiative commenced in the Lothian Health Branch. Recruitment of student nurses in 2008 has been patchy across the Scottish HEIs.

Partnership forum

The SHC represents the entire membership on strategic and policy initiatives through the Scottish Partnership Forum. The Workforce Response to Better Health, Better Care, the Government's Health Policy document was launched in 2008 entitled 'A Force for Improvement'. The results of the 2008 biennial survey are being discussed and specific government funding has been

The main issue facing the A&C sector committee in 2008 was again Shared Services. Having successfully seen off the proposal to implement Shared Services in Scotland with a centralised, 'hub and spoke' structure which would have involved significant job losses, UNISON reps have been heavily involved in the various groups that are piloting local pathfinder projects to test the viability of moving towards a single financial system. Local employers have been putting in place a common finance system (Cedar) and have been working on projects to introduce e-Expenses systems. We have also been involved in negotiations over the procurement of a national HR IT system. We continue to monitor developments on Shared

Services and the wider e-Health agenda locally, and encourage branches to report any concerns to the sector committee so action can be taken at a national level if necessary.

In addition to Shared Services, the A&C sector is now involved in a new project with NHS Education Scotland to provide tailored development and training for admin & clerical staff in NHS Scotland. We have also consulted with members on the proposals for a new style of uniform for admin and clerical staff who currently wear a uniform.

Employment policies

Through the Scottish Workforce and Governance Committee, standard uniforms are to be procured Scotland wide for all Nursing & Midwifery, and AHP staffs. UNISON has been involved in the initiative, including the procurement process. A review is underway of all the Scottish-wide employment policies contained in Annex V of the Agenda For Change Handbook.

Within NHS Scotland, implementation of the KSF is performance managed by the Scottish Government and is one of this year's Health Efficiency Access and Treatment (HEAT) targets. This target, which is applicable to every Health Board in Scotland, stipulates that all employees covered by Agenda for Change should have an agreed KSF Personal Development Plan by March 2009.

Achievement

Based on information contained within monthly monitoring returns received from NHS Boards, as at 31st December 72.8% of staff (102,986) covered by Agenda for Change in Scotland had been assigned a KSF outline, and 44.2% (62,495) had a KSF Personal Development Plan. Work continues within NHS Boards to ensure achievement of the target by end March 2009.

A refreshed HEAT target has been agreed and established for 2009/11. This target stipulates that at least 80% of A/C staff will have their annual development reviews and PDPs recorded on e-ksf by end March 2011.

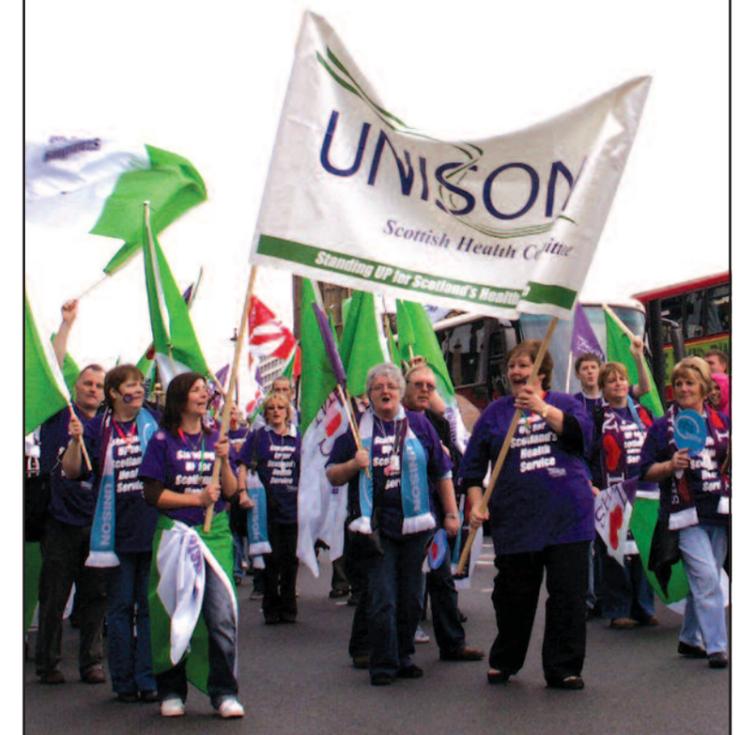
Objective 3: Campaigning and promoting UNISON on behalf of members

UNISON Scotland and branches undertook a number of promotional activities to promote the 60th Anniversary of the NHS, including: special presentation and political 'hustings' on Health Policy; St Giles Cathedral Service; special 2008 Health Award; 'Good Health for Everyone' publication; Family Fun Days etc.

UNISON Scotland supported UK Men's Health Comedy Event at the Edinburgh Festival in August 2008.

UNISON has sponsored a number of Holyrood Conferences.

The Cabinet Secretary Nicola Sturgeon has attended AGM & Policy Seminar. UNISON has regular liaison with MSPs of all political parties and provides formal evidence to Scottish Parliament committees.



Objective 2: Negotiating and Bargaining on behalf of members and Promoting Equality

UNISON Scotland participated in the 'four nations' negotiations over the Multi Year Deal and supported the evidential process to the Pay Review Body on the 2009 re-opener clause.

The Scottish Conditions of Service Committee remains productive. The Scottish Employers and Scottish Government Health Department have formed themselves into a formal 'side' through the Management Steering Group (MSG) supported by a staffed secretariat (Janis Miller et al).

Since its inception STAC has concluded twenty

five agreements. Issues agreed in 2008 included the following:

- (i) Pay Uplifts for those on Organisational Protection
- (ii) First Aid Allowance
- (iii) RRP for Perfusionists
- (iv) Application of Annex R
- (v) Less than 1:12 on-call
- (vi) Evaluation of new posts
- (vii) Blocked matching procedure
- (viii) Rolled Up Holiday Pay
- (ix) Payment during periods of annual leave

Matters under discussion are currently:

- (i) RRP for Joiners (submissions by Lothian, Grampian and Shetland Health Boards)
- (ii) Medium Secure Unit Allowance
- (iii) Annex T
- (iv) On-call payments
- (v) Unsocial Hours in Scottish Ambulance Service

(For further details see www.stac.scot.nhs.uk)

Matching difficulties for Nursing posts at Carstairs 'State' Hospital were satisfactorily resolved through Scottish intervention.

Excellent progress has been made on implementation of the Scottish Two Tier

Agreement for soft and hard FM posts for ISS and SERCO staffs in Lanarkshire. This has included discussion of the Annex V employment policies. Local deals have been concluded for Balfour Beatty Workplace (BBW) staff at Edinburgh Royal Infirmary.

There are some 8,500 Equal claims lodged in NHS Scotland. The Mutuality Board is looking at the equality and human rights agenda across NHS Scotland with UNISON representation and engagement.