ARGYLL AND BUTE COUNCIL

CUSTOMER SERVICES

POLICY AND RESOURCES COMMITTEE 29 OCTOBER 2015

RECOGNITION OF NHS SERVICE

1.0 EXECUTIVE SUMMARY

- 1.1. This report recommends to the Policy and Resources Committee that the Council recognises NHS continuous service for service related entitlements such as annual leave and occupational sick pay, but not for statutory employment rights. This will provide parity across the two organisations that are entering into the new arrangements for the delivery of Health and Social Care services in in Argyll and Bute, through the Integrated Joint Board.
- 1.2. NHS Highland recognises Argyll and Bute Council employment for service related entitlements.

It is recommended that:

The Policy and Resources Committee agree that the Council approves recognition of NHS Scotland employment as continuous service for service related entitlements. This paper has been discussed with the Trade Unions at the TU Liaison meeting on 4 September and this is proposed with their full support. A collective agreement will be drawn up by HR and TUs to formalise the change to the Council's conditions of service.

ARGYLL AND BUTE COUNCIL RECOGNITION OF NHS SERVICE

POLICY AND RESOURCES COMMITTEE 29 OCTOBER 2015

1.0 SUMMARY

- 1.3. In the spirit of joint working and to provide parity between the Council and NHS Highland, the HR Workstream of the Health and Social Care Partnership has requested that the Council recognises NHS Scotland employment as continuous service for service related entitlements, such as annual leave and occupational sick pay, but not for statutory employment rights.
- 1.4. NHS Highland recognises Argyll and Bute Council employment for service related entitlements.

2.0 RECOMMENDATIONS

It is recommended that:

- 2.1. The Policy and Resources Committee approve the recommendation that the Council approves recognition of NHS Scotland employment as continuous service for service related entitlements. This paper has been discussed with the Trade Unions at the TU Liaison meeting on 4 September and this is proposed with their full support. A collective agreement will be drawn up by HR and TUs to formalise the change to the Council's conditions of service.
- 2.2. Recognition is effective from 1 January 2016 and will apply to existing employees of Argyll and Bute Council with continuous service with NHS Scotland and any new employees joining the council from that date.

3.0 DETAIL

- 3.1. The HR Workstream of the Health and Social Care Partnership requested that the Council recognise service with NHS Scotland as being continuous for service related conditions of service, i.e. annual leave, sick pay and maternity/paternity/adoption pay.
- 3.3. Continuous service means there must be no break in service between leaving NHS Scotland and taking up employment with Argyll and Bute Council.

- 3.4. NHS Highland have, for a number of years, recognised Argyll and Bute Council employment for service related conditions of service.
- 3.5. Recognition of NHS service may encourage NHS staff to apply for posts designated as "Council posts" within the Partnership thus ensuring the best person for the post is recruited. Currently a NHS employee would lose continuity of service.
- 3.6. The Council already has employees who have joined us from NHS Scotland. It is proposed that, if it is agreed to recognise NHS Scotland service, that this should also apply to existing employees.
- 3.7. For ease of administration, recognition of NHS Scotland service would commence from 1 January 2016.
- 3.8 The Trade Unions are fully supportive of this proposal.
- 3.9. There would be no retrospective recognition of service therefore existing employees could not claim service from their start date. For example, an employee who had their NHS Highland service recognised on 1 January 2016 and was therefore now entitled to a further 5 annual leave days could not claim back these annual leave days for previous years but would be entitled to them from 1 January 2016 onwards.
- 3.10. A poll of all local authority employers elicited 13 responses. Of these 3 authorities recognise NHS service. Of those who do not recognise the service 1 reported that with the integration agenda they may revisit this.

4.0. CONCLUSION

- 4.1. NHS Highland recognises Argyll and Bute Council service as being continuous for service related purposes and in order to provide parity of conditions of service, and in the spirit of joint working, it is recommended that NHS Scotland service is recognised by Argyll and Bute Council.
- 4.2. For ease of administration, if approved, recognition of service would be from 1 January 2016 for all new and existing employees with continuous service. There would be no retrospective application of recognition.

5.0. **IMPLICATIONS**

5.1 Policy

NHS Scotland service would be recognised for service related conditions of service, provided there is no break in service between leaving NHS Scotland and taking up employment with Argyll and Bute Council.

5.2 Financial There would be a small increase in costs in

service related conditions of service, such as eligibility for leave and occupational sick pay, in that employees would reach triggers for improved conditions of service sooner than if they were to be calculated from their start date with the Council. It is estimated the additional cost of sick pay may be around £7,800 per annum and an efficiency cost of

additional leave of £7,100.

5.3 Legal None

5.4 HR Conditions of service would require to be updated

and cascaded to employees.

5.5 Equalities N/A

5.6 Risk N/A

5.7 Customer Services N/A

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