

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.

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.

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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