**National Officer Report**

**Funding announcement**

The move to a single budget in the autumn will result in a delay in the funding process as the overall UK budget was announced later than usual with a knock on effect for departmental and national budget allocations. The UK treasury announced additional funding for the NHS, though less than that requested by the NHS in England. While the decisions on the health budget in England do not directly impact on Scottish NHS funding there can be consequences that change the overall funding package and impact on health costs in Scotland. However, the NHS in Scotland is a protected area and is likely to receive a similar uplift.

**Pay claim**

The normal process of submitting evidence to the pay review body will occur as usual this year but on an altered timescale due to the change in the budget process and it is highly unlikely that the April pay date will be met. The pay review body makes its decisions based on evidence of affordability as well as the required rate for the role and issues of recruitment and retention. Therefore the letter from the Minister out lining the budgetary pressures is crucial to the pay review process especially when the Government was recommending a pay cap. Hence all the health unions submitted a [joint pay claim](https://www.sor.org/news/nhs-unions-submit-pay-claim-government) to all relevant government department to influence this letter and calling for the removal of the pay cap. The [remit letter](https://www.sor.org/news/treasury-confirms-1-pay-cap-be-lifted) for this year makes no mention of a pay cap but in the recent budget, it was announced that the pay cap would be lifted and that any uplift would be funded but the devil is in the detail as highlighted in the SoR [post-budget press release](https://www.sor.org/news/what-does-autumn-budget-mean-nhs-pay).

The Scottish Government has also signalled it will lift the pay cap in the Scottish Budget Bill. UNISON has submitted a [letter](http://www.unison-scotland.org/2017/10/16/unison-submit-nhs-pay-claim-roll-back-austerity/#.Wej3fmQsvSQ.email) to the Scottish Health Minister calling on the Scottish Government to fully fund the joint pay claim.

**STUC**

The public service unions in Scotland are building a campaign over funding with several affiliate meetings and a summit of trade unions. This campaign will build over the coming year in response to funding announcements and pay claims. The next event in this schedule is a lobby of parliament on Scottish budget day, 14 December at noon.

Delegates and motions are required for the following conferences:

**Conference Dates Venue Motion deadline**

Congress 16-18 April Aviemore 19th January

LGBT+ Workers’ Conference 9 & 10 June Glasgow 9th March

Women’s Conference 29/30 October Dundee 3rd August

**STAC**

STAC is developing a national job evaluation board for national posts. This is relevant for bank staff and particularly relevant for the development of reporting radiographer posts. These are being developed separately as part of the shared services working groups and the job descriptions are presently being evaluated by each sector though they will be consistency checked at a national level.

There is a UK wide review of the AfC and STAC is organising a workshop to look at the issues arising from a review, although the process in the UK is presently stalled. There is to be a working group on public holiday working to develop a national protocol, which will have SoR representation.

The next meeting of STAC clashes with this Council meeting and will be discussing commissioned research on the effects of pay restraint on NHS Scotland Staff Groups. This paper will now be used to make the case for pay increases in the future. The draft was discussed with staff side and shows the decline in real terms for NHS staff, however the group break down was limited but the researchers stated they may be able get a finer breakdown including for radiographers.

**SWAG**

The last meeting took place in November with discussions on an Independent National Whistleblowing Officer Standard, Staff Governance Standard Monitoring and a presentation on Staff Health and Wellbeing. The latter was a presentation on a model for improvement of NHS staff health and wellbeing. The research and model only applied to nurses as this was the largest grouping with health issues and it included recognition of the aging workforce. All unions called for a wider application of the model and I cited our motions to STUC. It is therefore likely this initiative will include most staff groups and in any case many of the proposals would be available to all staff.

**Grievances**

National On-call agreement; pay protection: The grievance at Tayside has reached the final stage and the outcome is awaited. In Ayrshire and Arran, at a recent meeting they have agreed to implement across all staff with a relevant reference period from 1 January. However, there has been no movement or any official notice.

Pathway for out of hours, neck/spine MRI at the Institute in Glasgow has been in dispute but members decided to except the stage one outcome.

Other Issues

* Use of private reporting systems
* Unsupervised Band 5 staff for CT (often in conjunction with above)
* Lone working
* Use of Band 5 for MRI
* Cover for sickness at weekend

Cases

Disciplinary for a member who is constantly triggering attendance management policy. In this particular case it is likely that they were covered by the equality act but again highlights issues around health and an aging workforce.

At least two cases of problems with slotting process.

Transforming Imaging

The band 7 review has now concluded with most staff slotting into posts. However, some posts are still to be finalised after which any vacancies will be advertised.

The rota review is far from finalised with sticking points over the numbers of staff required to provide emergency cover, moves from on-call to rotas and public holiday service.