



Federation of Clinical Scientists

NOTICE OF ANNUAL GENERAL MEETING

The Twenty-Fourth Annual General Meeting of the Federation will take place at 16:25 on Friday 18th June 2021 via Microsoft Teams video/audio conference

[Click here to join the meeting](#)

The above link will give you access to the event on the day.

We would be grateful if you could indicate whether you plan to attend via email to ACB Membership Manager Mike Lester, mike@acb.org.uk

AGENDA

1. **To receive apologies for absence**
2. **To receive and, as the members see fit, to approve the Minutes of the Twenty-Third Annual General Meeting of the Federation of Clinical Scientists held on 25th June 2020**
3. **To consider matters arising from those minutes**
4. **To receive the Chair's report**
5. **To receive the National Negotiator's report**
6. **To receive the Secretary's report**
7. **To receive the Treasurer's report**
8. **To consider any other business**

Note to Agenda Item 8

Members wishing to raise issues under Item 8 are requested to give advanced notice to the FCS Secretary (email: secretary.fcs@acb.org.uk) by 11th June 2021.

**L Garrison
Secretary**

Federation of Clinical Scientists

Minutes of the Twenty-Third Annual General Meeting of the Federation of Clinical Scientists, held via Microsoft Teams on Thursday 25th June 2020.

The Chair of the FCS, Dr Emma J Lewis, called the meeting to order at 15:45h.

Present: Emma Lewis, Chair
Lisa Garrison, Secretary
Geoff Lester, National Negotiator

and 55 other members of the Federation.

23.1 Apologies

Received from Mike Cornes (NHS Staff Council representative), Kate Baillie (ACB Non-Executive Director), Oliver Clifford-Mobley, Sophie Barnes, Maria Firth, Gary Firth.

23.2 Minutes of the Twenty-Second FCS AGM held at held on 3rd May 2019

These were received and approved. The acceptance of the minutes was proposed by Mrs Sarah Robinson, seconded by Miss Janet Smith and carried *nemine contradicente*.

23.3 To consider matters arising

There were none.

23.4 Chair's report by Emma Lewis (EJL)

This year FCS has been working with the NHS trade Unions on a variety of topics that are relevant to our members. We continue to work with NHSI around the Pathology Improvement project, meeting with Unison and Unite whose members are also affected by the changes and David Wells who is heading up the project. This allows us to feed back issues, problems and any areas of concern with the changes that are being made.

We are collaborating with other Trade Unions on the Staff Council to bring up issues that are affecting our members and to inform our members of new policies and updates. With the social partnership forum we are talking to all the Trade Unions involved in Health and social care to bring in own knowledge of issues on the 'shop floor' and to feed into Department of Health and Social care (DHSC). This has been especially relevant recently.

We are still working with staff within Public Health England (PHE) to support our members within the organisation. This has included talks about potential relocation of staff and terms and conditions of those who are on different pay scales within PHE.

We have our own pension's expert within FCS and he is working closely with the pension agency and others on all issues affecting pensions including the potential changes to the pension contributions system and the recent McCloud court judgement about public health pensions and the implications for all our pensions.

As ever we have endeavoured to keep all our regional and local reps up to date with all these matters so they can help inform members and deal with any issues that may arise.

23.5 National Negotiator's report by Geoff Lester (GHL)

Over the course of the year Mike Cornes (MC) has been increasingly assuming the role of Staff Council representative and NHS Trade Union Leads representative for the FCS as part of the continued handover from GHL, who will continue his role on the Pensions Scheme Advisory Board.

Members were reminded that, since the inception of Agenda for Change (AfC) in 2004, NHS Staff Council has negotiated terms and conditions. Since legislation governing public sector pensions came into force in 2015 the Scheme Advisory Board has advised the Secretary of State on desirable changes to the pension scheme. Members were also reminded you that all members of the ACB are automatically members of FCS.

It has been a different year to normal for obvious reasons and the activity of these bodies over the last year can really be split into pre-COVID and COVID.

Before the COVID-19 pandemic the key areas of activity were around the ongoing reform of pay and moving into year 3 of the pay deal. A briefing was issued on this detailing each year of the process and its complexities. In this third year some top up payments have come into play to ensure no detriment occurs in the migration to the new pay structure. How the 5 & 10% "re-earnable pay" will operate at band 8c and above is still under discussion with official guidance in development. Considerable work has also been done to look to reach agreement with employers on buying and selling annual leave. Whilst agreement wasn't reached a joint statement on good practice was jointly published.

One problem that did arise in year 3 affecting bands 8c and above is that for those staff receiving a top up, any percentage-based enhancements were calculated of the lower base salary not the topped up value. This will be corrected in the July pay slip onwards.

This year also saw the publication of the NHS People Plan. Various work streams have been set up to look at different aspects of this and Staff Council's position on it. These and some of the above projects are on hold due to redirecting efforts to the COVID-19 pandemic.

During the COVID-19 pandemic it will come as no surprise that the response to the emergency has occupied the bulk of our activities. There are many areas that have been and are being discussed regularly (at an increased frequency due to the speed of change) in relation to protecting staff during COVID. Personal Protective Equipment and the impact on the safety of our staff has been important to understand. There was also significant work on overtime payments for all bands of staff, with it ultimately being left to local policy. There has been collaborative work on ensuring redeployed and returning staff are fairly treated, including standardised job descriptions/contracts and death in service agreements all underpinned by a policy of no-detriment. There is ongoing work to ensure that those on bank/short term contracts don't lose income and move them to a source of guaranteed income. In addition, testing has been a major source of conversations in regards to working to ensure everyone's role in the process is clarified and that all laboratories performing testing are working to the same standard.

In addition to the response to the COVID-19 pandemic, work has already begun on the next pay claim to follow the end of the 3 year pay deal.

NHS Pensions:

Pensions should be a boring topic – the contributions go almost without you noticing and you enjoy a good secure pension when you retire. This year has been exciting for pensions. The first required revaluation of the scheme since the new 2015 scheme was devised was completed concluding that the “cost cap” – the mechanism to ensure value for money for both scheme members and the taxpayer (i.e. The Treasury) – was breached, but by not delivering enough benefit for members. The HMT never expected that!

We had just started addressing how the extra contributions members had paid should be used to your benefit when events were overtaken by legal cases “McCloud” and “Sargeant”. After a long legal process the courts determined that in these schemes the protection arrangements to protect those near to retirement when the new CARE schemes were introduced were age discriminatory. Therefore some remedy of that illegal situation must be put into place. The government have declared that the remedies must apply across the whole of the public sector, including the NHS, even though not part of the original cases. The Scheme Advisory Board is working with NHS Employers and DHSC to advise on how the remedy should work within Treasury limitations.

The likely outcome is that all those in the schemes before 2015 are transferred back into their original (final salary) 1995/2008 scheme until a future “remedy date”, expected to be 2022 or 2023, when everyone will be transferred to the 2015 CARE scheme.

Complications are that some members may be better off staying in the 2015 scheme from its outset and that there are costs to the return to final salary-based schemes, which use up that extra contribution already paid triggering a re-run of the revaluation process. Those who have retired or had other life events since 2015 will also have to be reconciled. We expect to see consultation of the necessary legislation in the autumn. Watch this space.

23.6 Secretary's report by Lisa Garrison

This year has been a quieter year in terms of committee work, the Government has been heavily distracted by planning for the exit from the European Union and things that we had expected to be on the statute books are still outstanding including things such as the redundancy pay cap. We have however been involved with the ACB in planning the new website and deciding how our information should be displayed.

Member's cases:

We have continued to provide advice on a variety of topics to our members and support members, where necessary, with workplace issues. Whilst some issues are straightforward, there are others that require more specialised advice and we are grateful to our industrial relations representative at the Chartered Society for Physiotherapy (CSP) for her input into some of the more tricky cases.

Training days:

It is still proving challenging to get people together for training days so most training has continued to be via teleconference, with training on a specific issue. We have had a number of these this year on a variety of subjects that are of relevance to our members such as part time working. These have again generally been well received but we would hope to plan face-to face training days this year.

Committees

There are still a few regional representatives' vacancies on the committee, notably the North East and Manchester/Lancashire. Paul Cawood from Scotland has retired from his NHS post but we still need to replace him as the Scotland representative. Mike Cornes has taken over duties for the NHS Staff Council however Geoff Lester is still informally involved and continues to work on pension matters.

Wider working:

This year we have been working with other Trade Unions on matters that are important to our members through a variety of routes. We have tried to use our knowledge to influence policies and provide feedback on changes within pathology.

Thanks:

We would like to thank Emma Lenehan from the CSP for providing our industrial relations service, working with us on some of our cases and providing our training. We would like to thank the office staff at Tooley Street for all their help and support during the year.

23.7 Treasurer's report by Mike Bosomworth

As noted at previous AGMs, the auditors have stated that the ACB is not required to keep separate accounts for the Federation. The accounts for the ACB as a whole can be found in the annual report.

It was agreed that there will be a small increase of £1.25 to subscription fees for the coming year. No objections were raised.

23.8 Any other business

There were no other items of business raised.

The meeting closed at 16:10h.