



Federation of Clinical Scientists

NOTICE OF ANNUAL GENERAL MEETING

The Twenty-Third Annual General Meeting of the Federation
will take place at 15:30 on Thursday 25th June 2020
via Microsoft Teams video/audio conference

[Join Microsoft Teams Meeting](#)

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

If unable to join via this method you may do so via telephone by dialling +44 20 3795 5672 (Conference ID: 517 144 671#)

We would be grateful if you could indicate whether you plan to attend via email to admin@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-Second Annual General Meeting of the Federation of Clinical Scientists held on 3rd May 2019**
- 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 15th June 2020.

**L Garrison
Secretary**

Federation of Clinical Scientists

Minutes of the Twenty-Second Annual General Meeting of the Federation of Clinical Scientists, held at the Boisdale 2 room, Scottish Event Campus (SEC), Glasgow on Friday 3rd May 2019.

The Chair of the FCS, Dr E J Lewis, called the meeting to order at 13:23h.

Present: Emma Lewis, Chair
Geoff Lester, National Negotiator & NHS Staff Council representative

and 47 other members of the Federation.

22.1 Apologies

Received from Christopher Price, Mike Thomas, Sophie Barnes, Lisa Garrison and Mike Bosomworth.

22.2 Minutes of the twenty-first FCS AGM held at held on 8th June 2018 at the Manchester

These were received and approved. The acceptance of the minutes was proposed by Mr P Newland, seconded by Mrs H Borthwick and carried *nemine contradicente*.

22.3 To consider matters arising

There were none.

22.4 Chair's report by Emma Lewis (EJL)

This year the Federation has seen the continuation of the work around creating the pathology networks in England. FCS, along with the other healthcare unions, is continuing to engage with NHS Improvement to try and improve communication.

We have seen the outcome of the review of genetics laboratory medicine services in England and the creation of 7 genomic medicine laboratory hubs. This has been followed by the merger of other genetics laboratories into these hubs. FCS has many members in genetics labs and we have been providing support and advice to these members during this time.

We have continued to work with the joint unions on a variety of topics. We continue to sit on the NHS Staff Council and this year have been involved in the negotiation and implementation of the new Pay deal in England. We have contributed to consultations on a range of topics including maternity redundancy protection and HCPC consultation on fees increase in conjunction with the ACB as a whole.

Our regional representatives have been working with the governments of the other countries of the Union and here have been involved in negotiating new pay deals for Wales, Scotland and Northern Ireland as well as having input into other matters affecting our members.

This year there have been changes within the committee with the departure of Dr Andrew Taylor, previous Chair of FCS and a regional representative for the Southern Region for many years. We must wholeheartedly thank Andrew for all the time and expert knowledge he has given to the Federation. Meanwhile Lisa has become Secretary and is doing an admirable job of co-ordinating all our activities.

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

Members were reminded that, since the inception of Agenda for Change 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 (SAB) has advised the Secretary of State on desirable changes to the pension scheme. Members were also reminded that all members of the ACB are automatically members of the FCS, which includes our medical staff members as well as healthcare scientists.

The two major issues, amongst lots of other detail, exercising these bodies during the last year have been the reform of Agenda for Change pay scales and the implications of revaluation of the NHS Pension Scheme. These are developments from the work GHL reported a year ago during the previous AGM.

Firstly reform of pay. For unions the objective was to break, for non-medical NHS staff at least, the austerity years of zero or 1% caps to cost of living pay increases. This will be achieved through the complex series of transitional reforms to pay progression. We are now in year 2 of the three years of the pay reform journey. FCS released briefings last summer about the proposed deal and only recently about implementation of year 2.

Significantly the new system puts more emphasis on the importance of pay progression criteria, expressed in a new Annex 23 to Agenda for Change. We would encourage everyone to be familiar with this and with the consequent local policies and procedures. The joint NHS unions have produced guidance for local representatives. We will post this on the ACB website Latest News column.

How the 5 & 10% “re-earnable pay” will operate at bands 8c, 8d & 9 is still under discussion.

Public sector pensions legislation requires schemes to be revalued every 4 years under Treasury directions on assumptions about the growth of the national economy and demographic factors of NHS staff, the scheme’s future beneficiaries. We were also due to re-establish the member contributions from 1st April 2019 when previous regulations expired. The valuation has resulted in the odd outcome that the notional value of “invested contributions” has gone down, because the HMT assumptions about the national economy are poorer, and thence employer contributions have risen (although for the front line NHS paid for by HMT itself) but that the liabilities of the scheme have gone down meaning that employee benefits should go up or this windfall be otherwise shared. However legal cases from firefighters about age discrimination of the 2015 CARE schemes, which is awaiting a decision on whether the government will be given leave to appeal to the Supreme Court, has caused a pause to this work and an extension to the former contributions arrangements.

The third major issue over the year, for the unions covering pathology staff, has been the consolidations in laboratory medicine: NHS Improvement’s pathology projects, cervical cytology move to HPV testing hubs and the re-organisation of genetics that has already been reported by Emma.

Finally, by way of succession planning, from the beginning of 2019 Mike Cornes, Worcester, is leading on our involvement at NHS TU Leads and Staff Council whilst Geoff Lester will continue to represent FCS at the NHS Pensions Board and Scheme Advisory Board.

In questions a member sought information about actions taken to protect the interests of long-serving members in senior posts who may be affected by pensions taxation through breaching annual or life time allowances. It was stated that this is a priority issue for the SAB seeking flexibilities to allow scheme members to mitigate these impacts.

22.6 Secretary’s report by Emma Lewis (on behalf of Lisa Garrison)

In addition to the changes to the national committee, this year we have seen the appointment of our new industrial relations lead at the Chartered Society for Physiotherapy (CSP) who provide us with help and guidance and provide all our representatives’ training. Our new lead is Emma Lenehan who has got stuck in straight away providing information and advice on some of our more tricky cases and is in the process of helping to organise our training sessions for reps for this year. We are continuing with our policy of conducting some training by teleconference and with a yearly face-to-face training day. This allows more people to participate in training than if we organise just face-to-face training days.

We have continued with our national committee meetings and executive meetings as previously but are trying to have more meetings via teleconference to increase participation and keep costs down. We still have a few committee vacancies and are actively working to fill these.

This year we have been advising on a lot of cases particularly around the genetics reorganisation that was announced last October. Our representatives have provided advice on a whole range of topics especially around the new pay scales. Pensions have also been a particular hot topic.

Lisa would like to thank all our local and regional representatives for all the work they do as well as the ACB Office staff who make our job as FCS Officers easier. Thanks should also be relayed to Emma Lenehan of CSP who has given us invaluable advice across a number of our cases.

22.7 Treasurer’s report by Emma Lewis (on behalf of Mike Bosomworth)

As noted at previous AGMs, the ACB 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 and will be covered during the ACB AGM immediately following this meeting.

It was agreed that there will be no increase to subscription fees for the coming year. No objections were raised.

22.8 Any other business

There were no other items of business raised.

The meeting closed at 13:48h.