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<b>Report To:</b>	<b>Policy and Resources Committee</b>	<b>Date:</b>	<b>20 September 2016</b>
<b>Report By:</b>	<b>Head of Organisational Development, Human Resources &amp; Communications</b>	<b>Report No:</b>	<b>HR/02/16/AW</b>
<b>Contact Officer:</b>	<b>Allan Wilson</b>	<b>Contact No:</b>	<b>Ext 2015</b>
<b>Subject:</b>	<b>Recognition of Service - NHS Greater Glasgow and Clyde (NHSGGC) &amp; Other Public Bodies</b>		

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## 1.0 PURPOSE

- 1.1 The purpose of the report is to recommend to committee that continuous NHSGGC service is recognised for certain conditions of service by the Council when engaging a new employee and to note that NHSGGC will mirror this arrangement. In addition approval is sought to widen recognition of continuous service to cover service with other public bodies without any reciprocal arrangements.

## 2.0 SUMMARY

- 2.1 Inverclyde Council work in partnership with NHSGGC providing joint services developed through the (Inverclyde) Health and Social Care Partnership (HSCP).
- 2.2 Currently employees who transfer from NHSGGC to the Inverclyde HSCP have previous continuous service with NHSGGC recognised for the application of (local) conditions of service however, not in respect of statutory terms and conditions of employment.
- 2.3 There is currently no reciprocal arrangement in place for Inverclyde Council (IC) employees who transfer to NHSGGC. However, following recent discussion with officers from the NHSGGC, it has been agreed that they are now in a position to rectify this for (local) conditions of service and enter into a reciprocal agreement which will benefit any Council employee who may transfer to NHSGGC.
- 2.4. In recognition of this improved position it is proposed to widen the arrangement to cover all Inverclyde Council employees (not just those employed in the HSCP) who transfer to NHSGGC and, for all NHSGGC employees who transfer to Inverclyde Council. In addition, this report seeks approval to widen recognition of continuous service to cover all public bodies without any reciprocal arrangements.

## 3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Committee:

- agree to extend the recognition of continuous service effective from 1 January 2017 for local terms and conditions of employment to previously NHSGGC employees who transfer to Inverclyde Council;
- note that this arrangement will now be fully reciprocated by NHSGGC;
- agree to extend the recognition of service to all Public Bodies without any reciprocal arrangement as outlined in the report.

**Steven McNab**  
**Head of Organisational Development,**  
**Human Resources and Communications**

## **4.0 BACKGROUND**

- 4.1 A report to the former Best Value and Corporate Services Committee of December 2005 introduced the recognition of continuous service with NHS Argyll & Clyde (now changed to NHSGGC) only, for employees who transfer to Inverclyde's then Joint Future Partnership (now changed to HSCP) for certain terms and conditions of employment.
- 4.2 Otherwise employees moving into Local Government from the NHS do not have NHS service recognised; this is because the NHS is not a named employer on the Redundancy Modification Order. Essentially, the primary significance of the Order is in relation to redundancy.
- 4.3 Inverclyde Council therefore, currently recognise NHSGGC continuous service for posts that are designated HSCP posts. Details of how this is applied is undernoted:
  - Inverclyde Council recognise service of employees who have continuous service with NHS Greater Glasgow and Clyde only,
  - Service is recognised for annual leave, sickness allowance, maternity/paternity/worklife balance, and any other (local) service orientated benefits,
  - Inverclyde Council continue to apply the Redundancy Modification Order, which does not allow for the recognition of NHS service, in respect of redundancy, and statutory employment rights.
- 4.4 NHSGGC are proposing a reciprocal agreement to recognise service for the Council or NHS employees working with the 6 HSCPs within the NHSGGC area.
- 4.5 There are a range of agreements currently in place across Health and Social Care Partnerships within the NHSGGC boundaries, with some offering reciprocal credit for service between the respective council and NHS.
- 4.6 The proposals in this report to extend the recognition of service to NHSGGC and other Public Bodies increases the potential talent pool of job applicants, who otherwise may be put off applying for an HSCP or Council vacancy. There are however minor financial implications in recognising NHSGGC service, primarily in relation to immediate access to sickness allowance benefits and holiday entitlement. However, this is not considered to be a significant sum and may be off-set to a degree by the benefit of ensuring that vacancies attract a high level of qualified applicants.

## **5.0 PROPOSALS**

- 5.1 It is proposed to extend the recognition of continuous service of NHSGGC employees who join the Council across any Directorates. Details of how this is to be applied:
  - Inverclyde Council (including HSCP) recognise service of employees who have continuous service with the NHSGGC,
  - Service is recognised for annual leave, sickness allowance, maternity/paternity/worklife balance, and any other (local) service orientated benefits,
  - Inverclyde Council continue to apply the Redundancy Modification Order, which does not allow for the recognition of NHS service, in respect of redundancy, and statutory employment rights.
- 5.2 It is proposed to widen this arrangement to cover all Public Bodies without any reciprocal arrangement.

## 6.0 IMPLICATIONS

### Finance

6.1 There are direct and indirect financial implications as undernoted:

Direct:-

- Immediate access to sickness absence/maternity scheme/paternity scheme benefits, rather than after a qualifying period

Indirect:-

- Immediate increase in annual leave entitlement

Note: on costs are considered insignificant and will be contained within existing budgets.

#### Financial Implications:

##### One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

##### Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (if Applicable)	Other Comments
N/A					

### Legal

6.2 As outlined in report.

### Human Resources

6.3 All areas covered in report – note proposal implemented from 1 January 2017 as this will allow any increased annual leave to be managed appropriately. This arrangement will not be applied retrospectively.

### Equalities

6.4 Has an Equality Impact Assessment been carried out?

YES (see attached appendix)

NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

## 7.0 CONSULTATIONS

7.1 Trades Unions have been consulted and support the proposals in this paper.

## 8.0 LIST OF BACKGROUND PAPERS

8.1 N/A