



**Federation of
Clinical Scientists**

NOTICE OF ANNUAL GENERAL MEETING

The Twenty-Sixth Annual General Meeting of the Federation
will take place at 14:00 on Wednesday 14th June 2023
at the Royal Armouries Museum, Leeds

AGENDA

- 1. To receive apologies for absence**
- 2. To receive and, as the members see fit, to approve the Minutes of the Twenty-Fifth Annual General Meeting of the Federation of Clinical Scientists held on 13th July 2022**
- 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 7th June 2023.

**L Garrison
Secretary**

The Association for Clinical Biochemistry and Laboratory Medicine

Federation of Clinical Scientists

Minutes of the Twenty-Fifth Annual General Meeting of the Federation of Clinical Scientists (FCS), held via Microsoft Teams on Wednesday 13th July 2022.

The Secretary of the FCS, Lisa Garrison, called the meeting to order at 16:01h.

Present: Lisa Garrison, Secretary
Mike Cornes, National Negotiator
Geoff Lester, NHS Pensions Scheme Advisory Board (SAB) representative

and 47 other members of the Federation.

25.1 Apologies

Received from Emma Lewis (Chair), Mike Bosomworth (ACB Director of Finance), Kamaljit Chatha, Alexandra Yates, Ian Godber, Rebecca Pattenden, Jennifer Cundick, Oliver Clifford-Mobley, Ann Bowron and Janet Smith.

25.2 Minutes of the twenty-fourth FCS AGM held at held on 18th June 2021

These were received and approved. The acceptance of the minutes was proposed by Lisa Garrison, seconded by Sarah Glover and carried *nemine contradicente*.

25.3 To consider matters arising

There were none raised not covered elsewhere in the agenda.

25.4 Chair's report by Emma Lewis (EL), delivered by Secretary Lisa Garrison (LG)

LG reported that 2021/2022 has been a case of recovering from the additional workload and other aspects of our professional lives following the Covid-19 pandemic.

This has been reflected in the case workload of the FCS and changes to ways of working. The FCS Officers have worked with the ACB, and other organisations and Trade Unions as part of the Social Partnership Forum on these sorts of issues. We continue to meet via online mechanisms and plan a more hybrid approach going forward.

We continue to work closely with colleagues at the Chartered Society of Physiotherapy in the delivery of our trade union activities and we are delighted to welcome Iain Croker, alongside Emma Lenehan, with this in mind.

A more detailed summary of the activities of the Federation can be found on page 21 of the ACS Annual Report.

25.5 National Negotiator's report by Mike Cornes (MC)

MC reminded members 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. MC also reminded members that all ACB Ordinary members in the UK & Ireland are automatically members of FCS.

MC reported that it has continued to be a challenging time for the NHS due to the after and ongoing impacts of the Covid-19 pandemic, the drive to recover by increasing workload and the rise in cost of living. Additionally, there has been difficulties with supplies of tubes and reagents further impacting the pressure on pathology.

For Covid the big change is the move to 'living with Covid' and the withdrawal of legislation brought in to support Covid. Most recently this has been the removal of Covid sick pay for Covid related absences and the removal of special leave for self-isolation. As a result of Covid there have been some key revisions to the AfC handbook. In particular, the flexible and home working section has been revised to better reflect the post Covid world. There has also been guidance produced for long Covid and an update to the equality delivery system. The vaccine has broadly been a success, however the mandating of the vaccine for NHS staff then subsequent U-turn created a great deal of anxiety amongst some staff and great deal of work both to prepare then recover from the impact of this.

Last July the NHS AfC staff in England, Wales and NI received a pay award of 3%. In Scotland the award was slightly higher at lower bands. This was disappointing to the TU committee and there were some ballots taken around industrial action. There was however insufficient turn out at these for any action but those that did turn out were largely unhappy. The general feeling was one of muted disappointment. There was also considerable disappointment in the time it is taking to make the award announcements year on year and the lack of appreciation for NHS staff this demonstrates. For this year Scotland have taken the approach of a negotiation and currently have an offer of 5%. In England the case has been framed around recruitment and retention and the need for a pay increase to support this with an ask for an above inflation pay rise but no specific number. All unions initially agreed that going as a single voice with a single claim was most powerful but one union went with their own claim at the last minute asking for a Retail Price Index + 5%. This year's award announcement is expected this week although recent political events may impact on that.

GL reported that during COVID, Public Health England (PHE) became the UK Health Security Agency (UKHSA) and the FCS have been working hard in various areas resulting from this. It is noted that as we see NHS Test & Trace wound down this is likely to have an impact on the UKHSA workforce. Also it is currently unclear what the future of the Rosalind Franklin Laboratory at Leamington Spa will be. The FCS will continue to monitor this and assist members where required.

NHS Pensions Scheme Advisory Board (SAB) representative's report by Geoff Lester (GL)

GL reminded members that the FCS is a member of both statutory boards advising the Secretary of State on the NHS Pension Scheme. The Scheme Advisory Board (SAB) gives advice on changes to the scheme and the Pension Board scrutinises the quality of the scheme administration.

The SAB has been particularly busy this year with the two big issues of: The McCloud discrimination remedy, and Member contributions.

The legislation for the first stage of the McCloud remedy is now in place, although many will not notice much difference. This can be thought of as contributions from salary investing in one's pension pot, which should have an increase of the Consumer Price Index (as at September of the previous year) + 1.5%.

The second stage of the McCloud remedy is likely to have a greater impact, especially for those who retired between 2015-2022 and retiring from now on. This stage will include the implementation of the 'deferred choice underpin'. Members will be presented with a choice for how they would like their pension calculated during this 7 year period, either from former fixed salary pension or new pension.

There is a lot of documentation available from the scheme agency, with the help of external agency Accuity and the behavioural insights team, to help ensure the communication is simple and intelligible.

Several changes have been proposed to member contributions, which will involve increased contributions for some. These were due to be implemented from April but will now not be implemented until October 2022, in recognition that the 2022 pay award via the Pay Review Body process is yet to be completed.

For those working on a part time basis contributions will be calculated based on pay rather than whole time equivalent, which is more aligned with the Career Average Revalued Earnings (CARE) scheme members are now on. The CARE scheme also includes a gradual flattening of the contributions tiers which will likely be of benefit to our number of our members, particularly those in AfC band 8. The tier boundaries will also no longer be fixed but linked to AfC increases which will remove cliff edges that occur simply through an annual pay award.

GL thanked the ACB staff team and all FCS regional and local representatives for their hard work over the year.

25.6 Secretary's report

LG reported that during the year we have had input in the ACB Membership Structure Review and, as reported at the ACB Annual General Meeting, shall no longer be offering a Federation only membership option to new members, who should now apply for Full Membership of the ACB to acquire our trade union support, however this will remain for existing members currently in this category.

We have held three training sessions online which were well attended. These covered the topics of Anti-Racism and White Allyship, Sickness Absence and The Equality Act, and Flexible Working.

Looking forward we are looking to grow on our relationship with the wider ACB and other bodies, recruit more local representatives, and return to some face-to-face training sessions moving to a mixture of face-to-face and an online training session programme.

LG echoed thanks to the staff team and all FCS Committee members and representatives for their hard work.

25.7 Treasurer's report by Mike Bosomworth (MB), delivered by ACB President Bernie Croal

MB gave apologies for this meeting. BC reported that the accounts for the ACB as a whole, which includes those of the FCS, can be found in the annual report.

25.8 Any other business

There were no other items of business raised.

The meeting closed at 16:20h.