



SCOTTISH EXECUTIVE

Health Department
Workforce Directorate

Dear Colleague

HOUSING ALLOWANCE PAYMENTS FOR HEALTHCARE CHAPLAINS - REPLACEMENT BY A RECRUITMENT AND RETENTION PREMIUM UNDER AGENDA FOR CHANGE

Summary

1. It has been agreed under the aegis of STAC that the housing allowance currently paid to existing healthcare chaplains in NHSScotland employment (including those subject to the recent TUPE transfer from Church of Scotland employment) will be replaced by a long term recruitment and retention premium, as provided for under annex R, paragraph 15 of the Agenda for Change terms and conditions handbook.

2. The level of recruitment and retention premium payable to the staff concerned should be calculated using the same methodology which applied to the housing allowance.

Scottish Ministers approval

3. Employers should implement this agreement, which has been approved by the Scottish Ministers under regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537). A copy of the formal approval is attached.

Action

4. NHS Boards and Special Health Boards are asked to implement this agreement with effect from 24 January 2007.

30 April 2007

Addresses

For action

Chairs, NHS Boards and Special Health Boards

Chief Executives, NHS Boards and Special Health Boards

Directors of Human Resources, NHS Boards and Special Health Boards.

For information

Members, Scottish Terms and Conditions Committee

Members, Scottish Partnership Forum
Members, Scottish Workforce and Governance Group

Members, Scottish Pay Reference and Implementation Group

Enquiries to:

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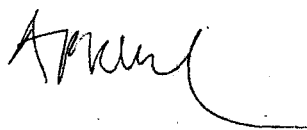
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5. Employers are asked to make their own arrangements for obtaining additional copies of this circular, which can be viewed on www.show.scot.nhs.uk/sehd/publications.asp

Yours sincerely



ALEX KILLICK

Associate Director for Workforce
Employment and Retention



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

In accordance with regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (S.I. 1991/537) the remuneration and conditions of service set out in the attached Scottish Executive Health Department letter of 30 April 2007 - NHS Circular PCS(AFC)2007/2- in respect of a recruitment and retention premium for healthcare Chaplains, are hereby approved for the purposes of the said Regulations.

Elinor Mitchell

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Planning and Development

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30 April 2007