

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



Dear Colleague

CONVERSION OF RETENTION ALLOWANCE PAYABLE TO CLINICAL PERFUSIONISTS TO A RECRUITMENT AND RETENTION PREMIA UNDER AGENDA FOR CHANGE

Summary

1. It has been agreed in partnership under the aegis of the Scottish Terms and Conditions Committee (STAC) that the current retention allowance payable to clinical perfusionists should be converted into a long term recruitment and retention premium in line with the provisions set out in Annex R 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 retention allowance.

Cabinet Secretary approval

3. Employers should implement this agreement, which has been approved by the Cabinet Secretary for Health and Wellbeing under regulations 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, Special Health Boards and NHS National Services Scotland (Common Services Agency) are asked to implement this agreement with effect from 11 July 2007.

29 October 2007

Addresses

For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Finance, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)
Directors of Human Resources, NHS Boards and Special Health Boards and NHS National Services Scotland (Common Services Agency)

For information

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Group

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

Yours sincerely



Alex Killick
Deputy Director for Health Workforce
Employment and Retention

The Scottish Government
Health Workforce Directorate
Workforce Employment and Retention Division



**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 Government circular of 29 October 2007 – NHS Circular PCS(AFC)2007/8 - in respect of a recruitment and retention premium for clinical perfusionists are hereby approved for the purposes of the said Regulations.



Elinor Mitchell
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Planning and Development

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29 October 2007