

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



Dear Colleague

**RATES OF PAY FOR STAFF WHO UNDERTAKE ON
CALL DUTIES ON A LESS THAN 1 IN 12 BASIS 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 arrangements set out at Annex A should be put in place nationally for staff working an Agenda for Change on-call system who are on call less than 1 in 12.

Cabinet Secretary approval

2. These arrangements have been approved by the Cabinet Secretary 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

3. The provisions set out at Annex A are effective from the date of this circular.

4. Employers should 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

COLIN MCGOWAN

Acting Deputy Director for Health Workforce
Employment and Retention

4 July 2008

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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**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 Health Workforce Directorate circular of 4 July 2008 – PCS(AFC)2008/6 – in respect of arrangements which should be put in place for staff working on call on a less than 1 in 12 basis are hereby approved for the purposes of the said Regulations.

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4 July 2008

ARRANGEMENTS FOR PAYING STAFF UNDERTAKING ON CALL DUTIES ON A LESS THAN 1 IN 12 BASIS UNDER AGENDA FOR CHANGE

Paragraph 2.40 of the Agenda for Change Handbook allows local agreements to be reached for paying staff who undertake limited on-call cover, i.e. less than 1:12.

In May 2006, the Scottish Terms and Conditions Committee (STAC) reached agreement on this for staff working within the Scottish Ambulance Service. Following further discussion, STAC has now agreed that these provisions should be implemented by all Health Boards as and when required.

Staff should be paid the equivalent of one hour's pay for being available for on-call duties for every 12 hour on call shift undertaken. Where the working pattern is more or less than 12 hours the following has been agreed:

- Staff undertaking on-call periods which are less than 6 hours should receive half of one hour's pay.
- Staff undertaking on-call periods which are more than 6 and up to 12 hours should receive one hour's pay.
- Staff undertaking on-call periods which are more than 12 hours and up to 18 hours should receive one and a half of one hour's pay.
- Staff undertaking on-call periods which are more than 18 hours and up to 24 hours should receive two hour's pay.