

The Scottish Government
Health Workforce Directorate
Workforce, Employment and Retention Division



Dear Colleague

**EXTENSION OF PROTECTED ON-CALL
ARRANGEMENTS UNDER AGENDA FOR CHANGE
BEYOND 31 MARCH 2011**

1. Under the Agenda for Change agreement, as set out in Section 2 of the NHS terms and conditions of service handbook, staff were able to retain, on a protected basis, the on-call arrangements they were on before the introduction of the new system - pending agreement on harmonised provisions. Under paragraphs 2.8 and 2.48 of the current handbook, this protection is due to come to an end on 31 March 2011. However, discussions at a UK level took longer than expected and agreed principles for harmonised on-call arrangements on which local negotiations can be based were only agreed recently.

2. In Scotland, the intention is to negotiate future on-call arrangements on a Scotland wide basis. A Working Group has been set up under the auspices of STAC to do this. Recognising the challenging timescale, however, the Group has sought an extension to the current protection arrangements beyond 31 March 2011 and the Cabinet Secretary has indicated that she is content to see the current arrangements extended, as required, to allow the negotiations to be concluded within the financial year 2011-12.

3. Boards should therefore continue the present arrangements as outlined in paragraph 2.8 of the handbook for staff on protected on-call provisions beyond 31 March 2011. Once the Working Group have concluded their discussions, further clarification will be issued to the service.

14 January 2011

For action

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 Staff Governance Committee

Enquiries to:

Colin Cowie
Scottish Government Health Directorates
Health Workforce
Ground Floor Rear
St Andrew's House
EDINBURGH EH1 3DG

Tel: 0131-244 3778
Fax: 0131-244 2837

E-mail:
colin.cowie@scotland.gsi.gov.uk

Cabinet Secretary Approval

4. This circular has 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.

5. Employers should make their own arrangements for obtaining additional copies of this circular, which can be viewed at - www.sehd.scot.nhs.uk.

Yours sincerely

JOHN COWIE
Deputy Director
Health Workforce Directorate

The Scottish Government
Health Workforce Directorate
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 Health Workforce Directorate circular of 14 January 2011 – PCS(AFC)2011/2 – in respect of protected on-call arrangements under Agenda for Change are hereby approved for the purposes of the said Regulations.

JOHN COWIE
Deputy Director
Health Workforce Directorate
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG
14 January 2011