

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. [PCS\(AFC\)2008/6](#) set out the arrangements which it had been agreed through the Scottish Terms and Conditions Committee 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.
2. That circular was effective from the date of issue, 4 July 2008. Following further discussion in partnership through the Scottish Terms and Conditions Committee, it has been agreed that the provisions set out in [PCS\(AFC\)2008/6](#) should be available from the effective date of the Agenda for Change agreement, where necessary. This addendum therefore changes the effective date of that circular to 1 October 2004.

Cabinet Secretary Approval

3. 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

4. Boards are asked to note that the agreed arrangements for staff working less than 1 in 12 on-call under Agenda for Change can be applied from 1 October 2004, where appropriate.

12 January 2009

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

Yours sincerely

JACQUI JONES

Acting Deputy Director for Health Workforce
Employment and Retention

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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 12 January 2009 – Addendum to [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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12 January 2009