

The Scottish Government

Directorate for Health Workforce and Performance
Pay and Terms and Conditions of Service Division



Dear Colleague

**PAY DEDUCTIONS FOLLOWING STRIKE ACTION ON
30 NOVEMBER 2011**

1. It has been agreed between NHS Employers, Staff Side and the Scottish Government that deductions from pay following strike action on 30 November this year should not be actioned until the January 2012 pay run.

2. This approach reflects a desire for good governance by allowing payroll departments time to gather accurate information on which staff members were actually on strike on the day.

Cabinet Secretary Approval

3. This circular has been approved by the Cabinet Secretary for Health, Wellbeing and Cities Strategy 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.

4. 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
Directorate for Health Workforce and Performance

1 December 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

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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 Directorate for Health Workforce and Performance circular of 1 December 2011 – PCS(AFC)2011/8 – in respect of pay deductions following strike action on 30 November are hereby approved for the purposes of the said Regulations.

JOHN NICHOLLS

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Directorate for Health Workforce and
Performance
Scottish Government
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1 December 2011