

# Scottish Terms and Conditions Committee

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To : NHS Chief Executives

19<sup>th</sup> March 2013  
Ref: STAC (GL01) –2013

Dear Colleague

## **COMMONWEALTH GAMES VOLUNTEERS**

The Scottish Terms and Conditions Committee (STAC) debated issues that may arise within NHS Scotland during the Commonwealth Games in the Summer of 2014.

Whilst the impact is likely to be most significant in the West of Scotland, STAC felt that some guidance would be helpful on the steps that should be taken to ensure that staff are treated fairly and flexibly in relation to volunteering for Commonwealth Games duty, or attending events at the Games whilst ensuring that all clinical and non clinical services can be delivered as necessary.

As you are aware, there has been a considerable public drive to recruit 15,000 volunteers to help support the Games. Based on observations of the Olympics in London last year, we can be certain that there will be a spotlight on clinical services in Glasgow and other Boards in the West of Scotland during the Games. There will be extra demands on services resulting from the many thousands of visitors, the athletes themselves and the wider Commonwealth Games “family” in addition to the pressures generated from peak summer holiday time.

STAC are aware that any staff who do register to become a volunteer at the Games will not know if they have been successful until much nearer the time. However, in order to start forward planning, Boards may wish to consider agreeing through their APFs whether it would be appropriate to ask staff, by questionnaire or other methods, whether or not they have registered. That will allow Boards, particularly those in the West of Scotland where clinical services are likely to be in extremely high demand, to ascertain the possible impact that could result from staff attendance at the Games either as volunteers or attending events.

While it is recognised that this will be challenging for Boards at this time of year STAC would wish to encourage support for volunteers to this event where possible. In considering requests from staff, Boards are encouraged to adopt as flexible an approach as possible making use of annual leave or unpaid special leave as appropriate.

Yours sincerely



Robert Calderwood  
Chief Executive, NHS Greater Glasgow & Clyde

***STAC Management Side Chair***



Elizabeth Stow  
Society of Radiographers

***STAC Staff Side Chair***

cc HR Directors  
Employee Directors  
STAC Members