

# Scottish Terms and Conditions Committee

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Ref: STAC(TCS01)2014

23 April 2014

To: NHS HR Directors

cc: STAC Members

Dear Colleague

## **ACCRUAL OF PUBLIC HOLIDAYS DURING MATERNITY LEAVE**

It has been agreed in NHS Scotland that all public holidays should be accrued during periods of Maternity Leave effective from 1 April 2008. The STAC letter STAC(TCS03)2013 confirms this.

The Scottish Terms and Conditions Committee received a few questions on this and have agreed the Q&A below to ensure that all staff are treated fairly and consistently.

Should you have any enquiries in relation to this issue please contact Janis Millar at [janismillar@nhs.net](mailto:janismillar@nhs.net).

Yours sincerely



Robert Calderwood  
Chief Executive  
NHS Greater Glasgow & Clyde  
**STAC Management Side Co-Chair**



Elizabeth Stow  
Society of Radiographers  
**STAC Staff Side Co-Chair**

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Q1 – Is it essential to give staff time off or can they be paid in lieu?

A1 – The intent was that staff should be given the time off but if this is not possible and all parties agree, payment in lieu can be made.

Q2 – How is payment or time off calculated retrospectively where there have been contractual changes, eg working hours, hourly rates?

A2 – Pay or time off should be provided for according to the contractual position at the time of maternity leave. Pay should be at the hourly rate at the time of maternity leave and where hours have reduced or increased, time off should be calculated according to hours being worked at the time of maternity leave.