

Scottish Terms and Conditions Committee

Ref: STAC(TCS04)2017

5 October 2017

To: Chief Executives,
Directors of Finance,
Directors of Human Resources -
NHS Boards and Special Health Boards,
NHS National Services Scotland (Common Services Agency) and
Healthcare Improvement Scotland

CC: Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Committee

Dear Colleague

MATERNITY SUPERVISION ALLOWANCE

We write to advise that, following discussions within STAC, it has been agreed that the Midwifery Supervisory Allowance (put in place in 2005 and discontinued when midwifery supervision arrangements changed from 1 April this year) will be subject to organisational change protection for those staff who were in receipt of the allowance on a substantive basis as at 31st March 2017.

In accordance with NHS Scotland's organisational change protection arrangements, staff will continue to receive the allowance of £500 per annum. As this payment has always been at this level, payment will continue on this basis and will not be uprated by annual pay uplifts.

If an employee subsequently moves to a promoted post, the value of the allowance should be taken account of in placing the staff member on their new scale to ensure a promotional increase.

In regard to any changes to on-call arrangements as a consequence of the implementation of these new arrangements for midwives, the normal organisational change policies and procedures will apply.

Yours sincerely



Calum Campbell
Chief Executive
NHS Lanarkshire
STAC Management Side Co-Chair



Colin Poolman
Senior Officer
Royal College of Nursing
STAC Staff Side Co-Chair