

UPDATE RE SCOTTISH TERMS AND CONDITIONS COMMITTEE SECRETARIAT 14 August 2020

Please find below a note covering STAC activity since the last update was issued on 15 May.

Bank Workers

STAC recognised the need to ensure a consistent and fair approach to the issues which had arisen for bank workers as a result of the COVID-19 pandemic. A set of guidelines was therefore agreed and issued to the service on 20 May as [DL\(2020\)15](#).

Annual Leave and Public Holidays

It is always important that staff have time away from work for rest and recuperation, but particularly at the present time when staff are faced with additional challenges. STAC has therefore agreed a number of pieces of guidance in relation to this. [DL\(2020\)16](#), issued on 10 June, emphasised that staff should use all of their annual leave allocation for 2020-21 and [DL\(2020\)22](#), issued on 17 July, reiterated this point and provided guidance on leave for shielding staff.

Quarantine

Whilst the Foreign and Commonwealth Office continues to advise against all but essential international travel, STAC recognises that there will be instances where staff travel abroad and need to quarantine (self-isolate) on returning to the UK. A set of guidelines covering this situation were therefore agreed and issued to the service as [DL\(2020\)20](#) on 14 July, and re-issued on 31 July to take account of changing circumstances. This guidance will be kept under review as the situation develops.

Shielding

The original shielding arrangements ended on 31 July to be replaced by a more sophisticated risk assessment approach. This was based on evidence gathered over the first half of the year about the effects of COVID-19. STAC subsequently agreed a [Q&A](#) covering the terms and conditions questions which may arise as a result of this change.

Review of COVID-19 Policies

STAC has agreed a large number of policies designed to help NHS Scotland cope with the pandemic. These will be kept under ongoing review to ensure they remain relevant and fit for purpose and the Secretariat will agree a formal timetable for this in the second half of 2020.

Homeworking Policy

COVID-19 has significantly increased the number of staff who are working from home and it is clear that this is going to continue to be part of NHS Scotland's risk

management strategy whilst the pandemic is ongoing. Different ways of working initially adopted through necessity may also lead to longer term changes to the way in which people work within the service. STAC Secretariat therefore intends to look at this issue with a view to producing guidance which will ensure a fair and consistent approach across Scotland.

Return to Business as Usual

Although the plenary STAC meeting scheduled for 20 March was cancelled, it has since been possible to have a full meeting on 18 June via MS Teams, which worked well and indicated a way in which STAC can continue to operate whilst infection control measures are in place.

The first Secretariat update on 20 March listed a number of areas of ongoing STAC work which were being suspended to allow the service to focus on dealing with COVID-19. As non-urgent and elective services are re-mobilised, STAC is also looking to re-start relevant areas of work. An update on areas such as Job Evaluation, the Review of RRP's, Appraisal and Incremental Progression and Organisational Change Protection was provided at the 18 June meeting and the Secretariat has continued to discuss these areas and will look to progress each workstream with the relevant management and staff side contacts over the rest of the year.



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



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

You may wish to bookmark the [STAC Coronavirus \(COVID-19\) Reference Page](#) as a way to quickly access NHS Scotland HR and Workforce advice during the COVID-19 pandemic.