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To: All NHS Scotland Board Chief Executives and
Employee Directors

Copied to: All NHS Scotland Directors of Human
Resources

18 March 2020

Dear Colleague

OVERTIME FOR AGENDA FOR CHANGE BAND 8 AND ABOVE DURING CORONAVIRUS (COVID 19) OUTBREAK

Paragraph 3.6 of the Agenda for Change Handbook states that senior staff in pay bands 8 or 9 will not be entitled to overtime payments. However, given the pressure the service is likely to be under as a result of Coronavirus (COVID-19), the Scottish Government has decided not to apply this provision for the time being. Staff in bands 8 or 9 will therefore be able to receive overtime, at normal rates and at the discretion of the employer, where this is deemed helpful for the provision of clinical or other services necessary to the continued operation of NHS Scotland.

Variations to standard terms and conditions would normally be for a limited time and have a specified end point. However, because it is not possible to predict how the Coronavirus outbreak will progress, this variation is being applied on an open ended basis, with the decision being reviewed from time to time based on consultation with NHS Scotland Employers and Staff Side.

Yours sincerely



Stephen Lea-Ross



DIRECTION VARYING APPROVED REMUNERATION AND CONDITIONS OF SERVICE

1. Scottish Ministers, in exercise of the powers conferred on them by Section 105(7) of and paragraph 5 of Schedule 1 to the National Health Service (Scotland) Act 1978, hereby give all NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency), and Healthcare Improvement Scotland the following Direction.
2. The remuneration and conditions of service agreed under Agenda for Change, and approved by Scottish Ministers, may be varied in relation to staff indicated in, and in accordance with, paragraph 3 of this Direction.
3. This Direction enables all NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency), and Healthcare Improvement Scotland to offer overtime at the standard rate specified in paragraph 3.1 of the Agenda for Change Handbook (time and a half or double time on general public holidays) to Band 8a, 8b, 8c, 8d and 9 staff, where this is deemed helpful for continued clinical provision or the resilience of the service during the period when NHS Scotland is coping with the additional pressures created by Coronavirus (COVID-19).
4. This Variation Order is effective from the date of issue (18 March 2020) until further notice.

STEPHEN LEA-ROSS

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18 March 2020