

Scottish Terms and Conditions Committee

Ref: STAC(TCS01)2021

14 June 2021

To: Chief Executives,
Directors of Finance,
Directors of Human Resource
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,

ADVERSE REACTION FOLLOWING COVID-19 VACCINATION

Queries have been raised about the correct approach when a staff member experiences adverse effects in the wake of receiving a COVID-19 vaccination and is unable to attend work. STAC has agreed that, in these circumstances, any time taken off work in the 48 hours following the vaccination should be recorded as sick leave but should not count for trigger purposes.

This is a time limited policy to encourage COVID vaccinations this year and does not set a precedent for any other immunisations.

Yours sincerely



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



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