

# Scottish Terms and Conditions Committee

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Ref: STAC(TCS02)2013

To : NHS HR Directors

Date: 7<sup>th</sup> May 2013

Dear Colleague

## **STAFF REQUIRING MARK TIME PROTECTION AS A RESULT OF THE IMPLEMENTATION OF THE NEW NATIONAL ON-CALL AGREEMENT**

### **OFFSETTING OF ADDITIONAL EARNINGS**

At the March meeting of the Scottish Terms and Conditions Committee, staff side asked for clarity in relation to offsetting of additional monies earned against protected earnings. The issue related specifically to protected earnings where mark time protection may be required as a result of the move to the new National On-Call System.

After considerable deliberation, MSG have agreed that, in these particular circumstances, additional earnings unrelated to on-call shifts should **not** be offset against the agreed level of protected earnings. This would be for additional basic hours worked and overtime.

However, staff who are required to undertake additional on-call shifts would be expected to work these up to the agreed level of protected earnings and would not receive additional payment unless the level of protection was exceeded.

MSG believes this to be fair and in line with the principles of mark time protection following the introduction of new national terms and conditions of service.

We would therefore be grateful if you could ensure that these arrangements are implemented within your own Board area.

Yours sincerely,



Robert Calderwood  
Chief Executive  
NHS Greater Glasgow & Clyde

**STAC Management Side Chair**

cc *Directors of Finance*  
*Employee Directors*  
STAC  
C Cowie, STAC Administrative Secretary



Elizabeth Stow  
Society of Radiographers

**STAC Staff Side Chair**