

Scottish Terms and Conditions Committee

Ref: STAC(TCS02)2022

18 February 2022

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,

Payment Rates for On-Call Work Over Christmas and New Year

Questions have been raised over the interpretation of [PCS\(AFC\)2021/4](#) in respect of the payment for certain work done on-call at Christmas and New Year. Specifically, where a staff member who normally works Monday to Friday was off on the designated Public Holiday days of 27 and 28 December 2021, but was required to be on-call for Saturday 25 and Sunday 26 December 2021. In this scenario, the staff member will receive an on-call allowance and payment for any work undertaken on 25 and 26 December at the Public Holiday rate of double time.

This same principle applies to the analogous scenario for 1 and 2 January 2022.

Yours sincerely



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



Colin Poolman
Scotland Director (Interim)
Royal College of Nursing
STAC Staff Side Co-Chair