

Ref: STAC(TCS02)2026

2 April 2026

To: Board Chief Executives  
Board HR Directors  
Board Deputy HR Directors  
Board Directors of Finance  
Employee Directors  
Scottish Terms and Conditions Committee

Dear Colleague

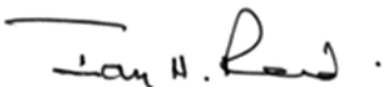
**ON-CALL ARRANGMENTS IN THE CONTEXT OF THE REDUCTION OF THE WORKING WEEK**

We are aware that questions have been raised around how the reduction of the full-time working week for Agenda for Change staff to 36 hours affects the on-call provisions set out in [PCS\(AFC\)2015/3](#), specifically in regard to the maximum length of an on-call period.

Whilst some preliminary discussions have taken place through STAC, it has not been possible to reach partnership agreement on changes to the current guidance. We would encourage Boards to work in partnership locally to manage this issue pragmatically within the existing national agreement, and any local arrangements in place, through being flexible over start and finish times in a way that does not impact on on-call periods.

If it becomes clear that this issue is presenting ongoing challenges for the service, STAC may decide to have further national discussions in due course.

Yours sincerely



Ian Reid  
Management Steering Group  
**Management Secretary, STAC**



Matt McLaughlin  
Regional Organiser, Unison  
**Staff Side Secretary, STAC**