

Scottish Terms and Conditions Committee

Ref: STAC(TCS03)2021

18 August 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 – FURTHER ADVICE

[STAC\(TCS01\)2021](#) set out the agreed approach to time taken off work in the 48 hours following vaccination as a result of any adverse reaction. However, feedback from stakeholders has indicated that this approach presents logistical difficulties because of the degree of manual intervention required by managers and payroll staff. It has therefore been agreed that time taken off work in these circumstances should be recoded as Special Leave, under the absence code "Coronavirus".

As previously indicated, this approach is time limited in order to support staff in receiving COVID vaccinations 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