

Scottish Terms and Conditions Committee

Ref: STAC(TCS03)2022

14 March 2022

To: Directors of Human Resource
NHS Boards and Special Health Boards,
NHS National Services Scotland (Common Services Agency), and
Healthcare Improvement Scotland

CC: Chief Executives,
Directors of Finance,
Members, Scottish Terms and Conditions Committee

Dear Colleague,

Collection of Annual Leave Buy Back Data

The Scottish Government published [DL\(2021\)35](#) last year which gave NHS Scotland staff the option to sell up to 10 days of their accumulated annual leave back to their employing board at premium rates. [DL\(2020\)9](#) issued at the start of the pandemic also gave staff the right to sell leave back to their employer. Whilst the most recent policy was not agreed through STAC, STAC Secretariat nonetheless sees the value in collecting information on the uptake of all of these provisions around Scotland so that an informed assessment can be made of the amount of leave which has been sold back, and which staff have accessed this option.

We have prepared the template included with this letter which we would ask each Board to complete and return to Colin Cowie at colin.cowie@gov.scot by 31 May 2022. Colin will also be happy to answer any questions you may have about this exercise and any enquiries should be directed to the same e-mail address.

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