

9 April 2020

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

**BANK WORKERS IN VERY HIGH RISK CATEGORIES DURING CORONAVIRUS  
OUTBREAK**

STAC is conscious that there will be bank staff who work regularly and fall into one of the very high risk categories set out in the [NHS Inform guidance](#), for whom shielding is recommended. People employed via a staff bank are “as and when required” workers, and as such they are not entitled to any protections in respect of their income. Where a person on the staff bank is unable to take up their allocated shifts because they fall into one of the groups referred to above, we do not want them to suffer an unfair disadvantage.

STAC would therefore advise Boards to continue to pay people in this situation, based on average income over a 12 week reference period preceding the point at which it became clear that they should not be working. Staff should be encouraged to bring it to the attention of their employer if they find themselves unable to accept shifts because they are shielding, as recommended in the NHS Inform guidance.

The need for these protection arrangements will be kept under review by STAC. Further guidance will be published in due course, based on the best available advice and following partnership discussion.

Yours sincerely



Calum Campbell  
Chief Executive  
NHS Lanarkshire  
**STAC Management Side Co-Chair**



Colin Poolman  
Senior Officer  
Royal College of Nursing  
**STAC Staff Side Co-Chair**