

UPDATE RE SCOTTISH TERMS AND CONDITIONS COMMITTEE SECRETARIAT 17 APRIL 2020

Please find below a note covering STAC activity since the last update was issued on 3 April.

Bank Workers in Very High Risk Categories

Recognising that there will be bank workers who are in one of the identified very high risk categories and are therefore shielding, STAC Secretariat agreed that the pay of these staff should be protected. This agreement was published on 9 April as [STAC\(TCS05\)2020](#).

Staff Wellbeing and Support

STAC Secretariat had generated guidance highlighting the key duties of Employers in protecting the wellbeing of staff and providing the right support, which will be especially important during the COVID-19 outbreak. This was agreed and issued on 14 April as [DL\(2020\)8](#).

Annual Leave and Public Holidays During Coronavirus

The exceptional circumstances brought about by COVID-19 mean there will be a number of challenges around annual leave and public holidays for the coming year. STAC has agreed a set of guidelines for employers and staff covering how these issues should be dealt with. This was issued on 16 April as [DL\(2020\)9](#).

Q&A For Student Nurses

The Secretariat has produced a Q&A aimed at answering the common questions which student nurses coming into NHS Scotland to assist with the COVID-19 pandemic will have. This was produced firstly as a resource for NHS Education for Scotland to use, but will also be placed on the STAC website, for information.

Staff Stranded Abroad

STAC Secretariat also considered the correct approach when an employee is stuck abroad due to a travel ban or is quarantined and is unable to return to work.

It was agreed that Employers will need to take a view on a case by case basis but, as a general principle, if an employee was on holiday/overseas for personal reasons but is now unable to return home through no fault of their own they should not lose out. Boards should therefore place such individuals on Special Leave.

Biomedical Scientists Student Guidance

Scottish Government Nursing Directorate had produced guidance covering the employment of biomedical scientist students in NHS Scotland to assist with the COVID-19 response. STAC are considering this from a terms and conditions perspective and, following approval through the Secretariat, it will be published.

Staff for Care Homes

Care homes look after some of the people who are most vulnerable at the present time. Recognising the importance of supporting this sector as part of a whole system approach, STAC representatives are working with senior colleagues in the Scottish Government and other stakeholders to agree staffing guidelines in partnership, aimed at protecting the interests of staff whilst addressing the needs of the system. This work is being progressed quickly with a view to publishing guidance at the first opportunity.



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You may wish to bookmark the [STAC Coronavirus \(COVID-19\) Reference Page](#) as a way to quickly access NHS Scotland HR and Workforce advice during the COVID-19 pandemic.

If STAC members have any questions about the Committee's response to the COVID-19 pandemic, please direct these to Colin Cowie in the first instance at colin.cowie@gov.scot.

