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Calum Campbell, Employer Chair, STAC  
Colin Poolman, Staffside Chair, STAC

Via Email

Review of Agenda for Change  
29/02/2024

Dear Calum and Colin,

Thank you for the recommendations from the Agenda for Change Review that STAC provided to my predecessor on 22 November 2023.

Having considered carefully, I can confirm the following in regard to those recommendations:

- **Protected Learning Time** will be implemented as per the STAC Review Group's recommendations and with effect from 1 April 2024. We will take forward the further work indicated by the Review, which includes the monitoring of completion rates during working hours and supporting further work around a "Once for Scotland" approach to mandatory training through the exploration of training passports.
- A **Review of Band 5 nursing roles** through the process proposed by the Review Group will be taken forward from 1 April 2024. Under the scope of the review, any Band 5 Nurse will be able to self-apply for a review of their role should they feel they meet the criteria. In the event staff are successful in their application, the date from which the corresponding uplift in pay is applied will be determined in accordance with the principles of the extant Job Evaluation Policy. Specifically, to assist with determining when the post changed, the developed pro forma will capture this information in the form of an agreed statement, with backdating being capped at the date it is agreed that the individual nurse has been working beyond their agreed job description, to a maximum of 1 April 2023.
- The recommendation that the first 30 minute **Reduction in the Working Week** for all AfC staff should commence from 1 April 2024 is accepted. In the event, that a local Health Board cannot fully implement the agreement in a particular department or within a particular speciality due to service pressures, safe staffing or wellbeing staff will be recompensed accordingly until such time as the service can accommodate their reduction. As full time hours are reducing to 37, any time above this will be at time a

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half as per the current terms and conditions. As complex changes will be required to be made to Payroll systems to accommodate this change, staff impacted by this may not receive recompense immediately. Where this is the case, backdating of pay will take place once the relevant changes has been made.

Further work will be undertaken through the recommended pilot exercise to analyse the impact on the service and on staff wellbeing of the initial 30 minute reduction. This will help inform the best way in which to roll out the remaining reductions in the working week in future years. This work will be led by the Reduced Working Week Sub Group, linking in with local APFs.

Further communications will be issued to the service to give NHS staff the detailed required on what the reduction in the working week will mean in terms for their pay and terms and conditions.

I look forward to continuing the constructive relationship we have built up and my Officials will ensure that we continue to work in partnership through the implementation of these recommendations.

My officials will be in touch to arrange a meeting between staffside, employers and Scottish Government to agree the next steps, governance and oversight.



NEIL GRAY

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