

Paul Martin RN, RHV, DMS, MBA  
Chief Nursing Officer & Interim Director for Workforce  
St Andrew's House  
Regent Road  
Edinburgh EH1 3DG

To:  
Directors of Human Resources, NHS Boards and Special Health Boards

Copy to:  
Chief Executives, NHS Boards and Special Health Boards  
Chairs, NHS Boards and Special Health Boards

Telephone: 0131-244 2314  
Fax: 0131-244 2042  
Paul.martin@scotland.gsi.gov.uk  
http://www.scotland.gov.uk

Our ref: HUP 9/1

25 April 2006

Dear colleagues

**UNSOCIAL HOURS AND ON CALL ARRANGEMENTS UNDER AGENDA FOR CHANGE**

The purpose of this letter is to update you on the current position on the introduction of new unsocial hours arrangements and the review of the interim on-call arrangements under Agenda for Change.

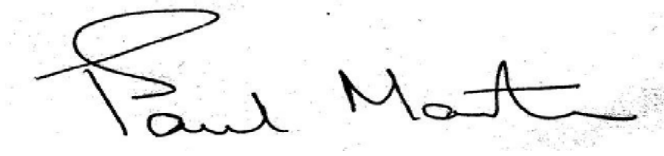
On 25 November 2005 I wrote to inform you that the implementation date for the new unsocial hours arrangements had be deferred from April 2006 until October 2006. This was to allow sufficient time for the rigorous and robust testing of agreed options, and to carry out a ballot of staff once a preferred option had been identified.

The UK level deliberations have now fallen a further two months behind schedule, and there will be few opportunities to make this time up before October 2006. Given the need to get the new system right and not rush into one which is not fit for purpose, it has been agreed in partnership that implementation should now be deferred until **April 2007**. This new implementation date will also represent the effective date of the new arrangements.

In terms of on call, an interim set of arrangements was introduced under the terms of the Agenda for Change agreement. Staff groups have the option of either moving to these interim arrangements, or retaining their current Whitley arrangements for a four year period from October 2004. It was agreed that during the four year "protection" period the NHS Staff Council would review the interim on-call arrangements with a view to either confirming them or devising a new set of arrangements. There has as yet been no timeframes set for this review.

I will continue to keep you up to date as the position with unsocial hours and on-call arrangements progresses. In the meantime, if you have any questions about the contents of this letter, please feel free to contact John Provan, Workforce Directorate, NHS Pay and Pensions by e-mail at [john.provan@scotland.gsi.gov.uk](mailto:john.provan@scotland.gsi.gov.uk). Alternatively, you can call him on 0131-244-4192.

Yours sincerely

A handwritten signature in black ink that reads "Paul Martin". The signature is written in a cursive style with a large initial 'P'.

**PAUL MARTIN**  
Chief Nursing Officer and Interim Director of Workforce

ଓଡ଼ିଶା ସରକାର      ଓଡ଼ିଶା      ଓ