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To: All NHS Scotland Board Chief Executives and  
Employee Directors

Copied to: All NHS Scotland Directors of Finance  
and Human Resources

27 March 2020

Dear Colleague

## **SICK LEAVE AS A RESULT OF CORONAVIRUS**

Various measures are being put in place to try to mitigate pressures associated with Coronavirus and these include bringing staff into NHS Scotland who have minimal reckonable service. This has led to questions about sick leave entitlement for those staff who subsequently need to take sick leave because of contracting the virus.

All new starts in the service (Agenda for Change, Medical and Dental and Executive and Senior Manager) are entitled to a month of sick leave on full pay, and in the vast majority of cases this should be enough time to recover from the disease and cease to be infectious. However, the Scottish Government appreciates that staff will be worried about this issue and, following consultation with Employer and Staff Side contacts, we have decided that, where staff fall sick with Coronavirus and need to be absent from work, all staff should be treated as if they have five or more years' service and therefore have access to up to six months sick leave on full pay.

Please see the attached Direction. The need for this measure will be kept under review and it will be withdrawn at the point at which it is considered to be no longer required.

Yours sincerely



Stephen Lea-Ross



## **DIRECTION VARYING APPROVED REMUNERATION AND CONDITIONS OF SERVICE**

1. Scottish Ministers, in exercise of the powers conferred on them by Section 105(7) of and paragraph 5 of Schedule 1 to the National Health Service (Scotland) Act 1978, hereby give all NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency), and Healthcare Improvement Scotland the following Direction.
2. The remuneration and conditions of service agreed and approved by Scottish Ministers, may be varied in relation to staff indicated in, and in accordance with, paragraph 3 of this Direction.
3. This Direction enables all NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency), and Healthcare Improvement Scotland to treat all staff who fall ill with Coronavirus as if they have the full entitlement to sick leave on full pay which is normally only available after 5 years of employment.
4. This Variation Order is effective from the date of issue (27 March 2020) until further notice.

### **STEPHEN LEA-ROSS**

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