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Dear Mrs O'Neill

Thank you for your letter of 28 September concerning 'Paid As If At Work' payments.

Let me assure you that Scottish Government considers it essential that staff receive all 'Paid As If At Work' remuneration they are entitled to. The Service continues to identify moneys due to both existing and ex members of staff and to make payments relating to all contracted elements of pay which were not previously fully reflected in holiday remuneration. NHS Boards across Scotland are working as quickly as possible to complete these payments, and we have recently made clear to them that we expect priority to be given to this task.

The process for ensuring full compliance has been complex, with many Boards discovering, in some cases many years later, that their approach to working out holiday pay was not fully compliant with the 'Paid As If At Work' principle. An IT solution was subsequently developed, which staff side agreed and accepted, and this has been adopted by a number of Boards around the country, aiding the work to identify and make these payments.

The Scottish Government is closely monitoring progress and has reminded NHS Boards of the need to be fully compliant as soon as possible by the end of the current financial year. At the same time we recognise the complex practical issues some Boards have experienced and accept that this timetable may not be achievable in every case. NHS Grampian has agreed a phased implementation plan with the relevant Trades Unions and Professional Organisations, and estimates that retrospection payments will be completed for current staff by December 2018. NHS Highland is working to make payments on the completion of each financial year's collated data, and we have urged them to conclude implementation within financial year 2017-18.

I trust that this letter explains the situation and reassures you of our commitment to seeing that NHS Boards complete payments as soon as possible. We value our NHS workforce incredibly highly and it is essential that they receive all remuneration they are entitled to

Yours sincerely



Sean Neill