

# Document 1

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 21 July 2022 14:18  
**To:** [REDACTED]  
**Subject:** FW: PQ Reference: S6W-07727

**From:** [REDACTED]  
**Sent:** 07 April 2022 13:54  
**To:** [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** FW: PQ Reference: S6W-07727

Hi [REDACTED] – as discussed,

Let me know if you are happy to clear / want changes.

Wording is a direct uplift (shortened given query) from recent LC Debate submission.

## Suggested Response

“We introduced temporary Special Leave measures at the beginning of the pandemic to support our NHS colleagues and help the service manage infection levels.

Since March 2020, NHS Staff who have been absent due to COVID have been paid in full as if they had been at work.

As we move as a society towards living with COVID-19, we will require to transition away from these temporary measures at an appropriate time.

Prior to any change, we will engage with both NHS Scotland Employers and Staff Side representatives to ensure an effective and smooth transition back to standard Sickness Absence terms and conditions.”

## Background

Policy Officer: [REDACTED]

Since March 2020, a series of temporary variation orders Where staff are self-isolating or are absent due to COVID, they are paid in full as if at work:

- Any absence due to COVID does not count towards sickness absence triggers.
- While these temporary measures are still in place, they cannot continue indefinitely and so a future transition to “normal” sick pay conditions will be required.
- These arrangements will end on 1 July at which point on staff on indefinite sick pay will revert back to normal sick pay arrangements meaning they will get six months of full pay followed by six months of half pay from 1 July 2022. **We have not announced this change yet.**

██████████  
Workforce Pay, Terms and Conditions Unit  
Pay, Practice and Partnership Division  
Scottish Government  
St Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

**From:** ██████████@gov.scot>  
**Sent:** 01 April 2022 11:48  
**To:** ██████████@gov.scot>  
**Subject:** PQ Reference: S6W-07727

A PQ, reference S6W-07727 has been allocated to you as lead action officer. This PQ may be reached by clicking on the link below.

Your PQ Tracker Home Page is at:-

<http://s0678a:8080/pqtracker/drafting/answer>

- MSP: Alex Cole-Hamilton
- Due at MPO: 15/04/2022
- Question Text: To ask the Scottish Government what the current arrangements are regarding continuing pay for NHS Scotland staff who are experiencing prolonged absence from work due to long COVID.

Allocation notes: Hi ██████████ Please see the attached PQ to be with your MPO for 15/04/22. Many thanks  
██████████

The user guidance for the PQ Tracker system may be found here:-

<http://intranet/InExec/AboutUs/Ministers/Guidance/PQ>

# DOCUMENT 2

**From:** [REDACTED]  
**Sent:** 27 July 2022 11:34  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: 2 - DD Clearance Needed 31 May PQ Reference: S6W-08295

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**From:** Zeballos L (Laura) <Laura.Zeballos@gov.scot> **On Behalf Of** Deputy Director of Health Workforce Pay Practice and Partnership  
**Sent:** 30 May 2022 18:07  
**To:** [REDACTED] <[REDACTED]@gov.scot>; Deputy Director of Health Workforce Pay Practice and Partnership <Deputydirectorhscwppe@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot> [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** RE: DD Clearance Needed 31 May PQ Reference: S6W-08295

Yes thanks [REDACTED] content

laura

Laura Zeballos [she / her]

Deputy Director Health Workforce Pay, Practice and Partnership – Job Share with Victoria Bowman  
Health Workforce Directorate  
07584 336 418

My working pattern is Monday to Thursday at 2.30pm.

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**From:** [REDACTED] <[REDACTED]@gov.scot>  
**Sent:** 30 May 2022 13:41  
**To:** Deputy Director of Health Workforce Pay Practice and Partnership <Deputydirectorhscwppe@gov.scot>  
**Cc:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Subject:** DD Clearance Needed 31 May PQ Reference: S6W-08295

Hi Laura / Victoria,

Please see suggested response to the below PQ.

The due date is tomorrow (Tuesday 31 May) – let me know if you are happy to clear / have any suggestions.

“Since March 2020 a series of temporary measures ([https://www.sehd.scot.nhs.uk/dl/DL\(2020\)05.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2020)05.pdf) and [https://www.sehd.scot.nhs.uk/dl/DL\(2020\)30.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2020)30.pdf)) have been in place to support our NHS Scotland colleagues and help the Service manage infection levels. Specifically:

- Any staff who are self-isolating or are absent due to COVID are paid in full as if at work and
- Any absence due to COVID does not count towards sickness absence triggers.

While these measures are currently in place, I can confirm that they will end on 30 June 2022.

Transitional arrangements are currently being drafted but I can confirm that no staff member will see a reduction in pay in their July salary”.

Thanks

[REDACTED]  
[REDACTED]  
[REDACTED]  
Workforce Pay, Terms and Conditions Unit  
Pay, Practice and Partnership Division  
Scottish Government  
St Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

**From:** [REDACTED]@gov.scot [REDACTED]@gov.scot>  
**Sent:** 20 May 2022 12:05  
**To:** [REDACTED]@gov.scot>  
**Subject:** PQ Reference: S6W-08295

A PQ, reference S6W-08295 has been allocated to you as lead action officer. This PQ may be reached by clicking on the link below.

Your PQ Tracker Home Page is at:-

<http://s0678a:8080/pqtracker/drafting/answer>

- MSP: Alex Cole-Hamilton
- Due at MPO: 31/05/2022
- Question Text: To ask the Scottish Government, further to the answer to question S6W-07727 by Humza Yousaf on 22 April 2022, whether it will provide the information requested regarding what continuing pay arrangements NHS Scotland staff, who are experiencing prolonged absence from work specifically due to long COVID, are currently entitled to, and what changes it plans to make to these arrangements.

Allocation notes: Hi [REDACTED] Please find the attached PQ to be with your MPO for 31/05/2022. Many thanks [REDACTED]

The user guidance for the PQ Tracker system may be found here:-

<http://intranet/InExec/AboutUs/Ministers/Guidance/PQ>

# DOCUMENT 3

FOI Request

## BACKGROUND NOTE FOR S6W-07727

Since March 2020, a series of temporary variation orders Where staff are self-isolating or are absent due to COVID, they are paid in full as if at work:

- Any absence due to COVID does not count towards sickness absence triggers.
- While these temporary measures are still in place, they cannot continue indefinitely and so a future transition to "normal" sick pay conditions will be required.
- These arrangements will end on 1 July at which point on staff on indefinite sick pay will revert back to normal sick pay arrangements meaning they will get six months of full pay followed by six months of half pay from 1 July 2022. **We have not announced this change yet.**

Contact Name: [REDACTED]

Ext: [N/A]

## BACKGROUND NOTE FOR S6W-08295

(To be completed as necessary with any additional information)

In response to draft, PO have advised: "Question returned for redraft by PO - Cabinet Secretary for Health and Social Care: Please see Mr Yousaf's comments below: Would this be the first time we have publically announced the end of the transitional arrangements at the end of June? If so this is not the way to do it."

To confirm – this has been communicated to both Employer and Staff Side representatives at the Scottish Terms and Conditions committee. Given this, we believe it is more appropriate to confirm the change is forthcoming and that transitional arrangements will be put in place.

Contact Name: [REDACTED]

Ext: [N/A]

# DOCUMENT 4

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 27 July 2022 11:35  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: 4 PO Query S6W-08295  
**Attachments:** s6w-08295.docx

**From:** [REDACTED] <[REDACTED]@gov.scot> **On Behalf Of** Cabinet Secretary for Health and Social Care  
**Sent:** 09 June 2022 16:04  
**To:** [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>  
**Cc:** Cabinet Secretary for Health and Social Care <CabSecHSC@gov.scot>  
**Subject:** S6W-08295

Dear [REDACTED]

Can I check if you are aware of any similar questions on the go just now and who has asked them?

Cab Sec feels that this should be announced via a GIQ and that this PQ should be held until the GIQ is issued. Cab Sec has also suggested some tweaks/additions to this response (attached here).

Kind regards,

[REDACTED]  
Assistant Private Secretary  
Cabinet Secretary for Health and Social Care  
St Andrew's House | Regent Road | Edinburgh | EH1 3DG

Please note I am currently working from home.

*All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.*

*Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)*

Apologies for this not having been brought to your attention earlier.

# DOCUMENT 4 ATTACHMENT

## SCOTTISH PARLIAMENT

### WRITTEN ANSWER

7 June 2022

Index Heading: Health and Social Care

**Alex Cole-Hamilton (Edinburgh Western) (Scottish Liberal Democrats):** To ask the Scottish Government, further to the answer to question S6W-07727 by Humza Yousaf on 22 April 2022, whether it will provide the information requested regarding what continuing pay arrangements NHS Scotland staff, who are experiencing prolonged absence from work specifically due to long COVID, are currently entitled to, and what changes it plans to make to these arrangements.

S6W-08295

**Humza Yousaf:**

Since March 2020 a series of temporary measures ([https://www.sehd.scot.nhs.uk/dl/DL\(2020\)05.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2020)05.pdf) and [https://www.sehd.scot.nhs.uk/dl/DL\(2020\)30.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2020)30.pdf)) have been in place to support our NHS Scotland colleagues and help the Service manage infection levels. Specifically:

- Any staff who are self-isolating or are absent due to COVID are paid in full as if at work; and,
- Any absence due to COVID does not count towards sickness absence triggers.

While these measures are currently in place, I can confirm that we have notified both employers and trade unions that they will end on 30 June 2022. (can we add in a line about the fact the comparator position in E&W?).

Transitional arrangements are currently being drafted but I can confirm that no staff member will see a reduction in pay in their July salary (do our arrangements not effectively mean that anyone diagnosed with LC after special measures have been removed will not see a reduction in their pay for the entirety of this calendar year? If so we may want to make this clear in the answer).