

Core brief

Daily update
(23 September 2025, 12.50pm)

Topics in this Core Brief include:

- NHS Scotland annual leave policy for agenda for change staff – public holiday updates
- We want to hear from all our nurses and midwives – Join the Big Conversation – by answering three leadership questions today
- Confidential Contacts

NHS Scotland annual leave policy for agenda for change staff – public holiday updates

The [STAC \(TCS02\)2025](#) circular was issued to clarify the interpretation of annual leave and public holiday entitlements under Agenda for Change terms and conditions, supported by [PCS\(AFC\)2025/6](#), both issued in May 2025. It supersedes [DL2024\(07\)](#) and all other versions that predate it.

The [STAC \(TCS02\)2025](#) and [PCS\(AFC\)2025/6](#) circulars aim to ensure that staff do not accrue more leave than contractually entitled and that deductions reflect actual paid hours off work.

When deducting public holiday hours if taken, the length of the shift (i.e. the number of paid hours off work) should be deducted from the staff member's allocation of public holiday hours. Where a staff member works a non-standard shift pattern, the number of public holidays which fall within that staff member's shift pattern may vary. For this reason, if a staff member does not use their full allocation of public holiday hours in a given year, the remainder should be added to their allocation of annual leave. Conversely, if the number of paid hours off work on public holidays in a given year exceeds a staff member's allocation of public holiday hours, the excess should be taken from their annual leave hours allocation.

For example, a public holiday falls on a Monday. Employee A's shift/working pattern would normally include working on Mondays for a 12-hour shift (minus unpaid breaks equate to 11 hours), but Employee A is not rostered to work on the public holiday.

The maximum amount of public holiday hours that can be deducted is 7.4; therefore, Employee A is required to also deduct 3.6 hours of annual leave entitlement to cover the full shift duration.

Please note, this is a change to the guidance issued for Public Holidays in 2024/25. This change is effective from 28 May 2025 when the circular was issued; therefore, this will be in effect for the public holiday on 29 September 2025 and future public holidays.

We want to hear from all our nurses and midwives – Join the Big Conversation – by answering three leadership questions today



The Big Conversation continues to be a powerful platform for nurses and midwives across NHSGGC to share their experiences, aspirations, and ideas for the future of our professions. Through this initiative, we've listened to all your voices and used your feedback to shape our first [Nursing and Midwifery Strategy - Leading the Way 2025–2029](#). In this [video](#) we hear what it means to be a nurse and midwife within NHSGGC.

How we lead is the first priority from our Strategy, and we're encouraging teams to reflect on three key questions around leadership, support, and future goals. Responses will be captured on Microsoft Forms via the QR code, right, to streamline feedback and ensure every voice is heard.



We've made a commitment to listen, learn, and move forward together. Leading the Way is more than a document; it's a shared vision built from the ground up. We invite all nursing and midwifery colleagues to get involved - whether by joining local events, nominating champions, or simply sharing your thoughts. Together, we're building a future to deliver our vision that - all individuals, families, and their carers will experience high quality, compassionate care, through transformation of our workforce, while ensuring that our staff are respected, valued and nurtured.

Confidential Contacts

Our Confidential Contacts are here to provide a listening ear for colleagues who may be worried about raising a concern. We understand that speaking up can feel daunting, our role is to offer support, guidance, and reassurance. We will listen in

confidence and help signpost you to the right channels so your concerns can be raised safely and appropriately.

More information can be found here [Confidential Contacts - NHSGGC](#) and we can be emailed individually or via ggc.confidential.contacts@nhs.scot.

Remember, for all your latest news stories, visit the Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)



Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

It is important to share Core Brief with colleagues who do not have access to a computer.

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