



Freedom of Information Request

13th November 2024

Question

Under the Freedom of Information Act can you provide details of how Paid as if in Work payments are calculated for Annual Leave and Sickness Absence. Can you provide details of what is included in the calculations. Can you provide the codes used on staff payslips to show these payments.

Answer

The Scottish Ambulance Service calculate Pay As If At Work (PAIAW) following the guidelines as set out by NHS Scotland.

PAIAW for overtime is set on as per PCS(AFC)2019/6 and follow up circular PCS(AFC)2020/2 and defines PAIAW for annual leave as 4 or more separate occasions in the 12 month period which precedes the first day of annual leave. Where this is the case, a calculation is undertaken using this method looking back at the periods to determine the annual leave payment due. This is shown on payslips as:

- PAIAW OT Hrs T ½
- PAIAW OT Hrs T ½ Amt
- PAIAW OT Hrs T 2
- PAIAW OT Hrs T 2 Amt

PAIAW for sick leave is set out in the Agenda for Change Terms and Conditions, under section 14.4. The definition of full pay will include regularly paid supplements, including any recruitment and retention premia, payments for work outside normal hours and high-cost area supplements. Sick pay is calculated on the basis of what the individual would have received had he/she been at work. This would be based on the previous three months at work or any other reference period that may be locally agreed.

Staff on equated payments receive the same unsocial hours irrespective if off sick or not. Relief staff receive an average of the previous three months of unsocial hours considering WTR already paid within the same period, broken down into a daily rate based on the number of shifts. This is then multiplied by the days lost. The same applies for those who operate an on-call or call out roster.

This is shown on the payslip as:

- WTR Absence Pay SUPN
- WTR Absence Pay – NSUP