

Introduction

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The terms and conditions of service set out in this handbook apply in full to all staff directly employed by NHS organisations, except very senior managers and staff within the remit of the Doctors' and Dentists' Review Body. NHS organisations include health and social care organisations in Northern Ireland. References to the NHS throughout this document should be read as including these organisations where appropriate.

This handbook is published on the NHS Employers website. It is amended whenever new agreements are reached in the NHS Staff Council. Amendments to the handbook are published in numbered pay and conditions circulars which set out details of the changes, including the effective date(s) of changes to pay and conditions. The title page shows the number of the latest amendment and the number of the circular which announced it. Footnotes refer to the pay circular which contained the last amendment to each section.

Some sections and annexes only apply to specific countries and these are indicated in brackets after the relevant section and annex title.

This handbook is not published in hard copy, but you can [download it in full as a PDF document](#).

Introduction (Scotland)

This Handbook is published on the [Management Steering Group website](#), with a link also placed on the [Scottish Terms and Conditions Committee website](#). It is not published in hard copy.

It is amended whenever amendments are agreed by the NHS Staff Council or the Scottish Terms and Conditions Committee.

The terms and conditions of service set out in this Handbook apply in full to all staff directly employed by NHS Scotland Boards, except medical and dental staff and those who fall into the Executive and Senior Management cohorts. Staff covered by the provisions in this Handbook are known as Agenda for Change (AfC) staff.

The AfC terms and conditions system covers the whole of the UK. However individual UK countries are free to agree amendments to suit

their particular needs. This version of the Handbook sets out the provisions which apply in Scotland. The master copy of the Handbook is housed on the NHS Employers website [here](#). The master copy contains multiple version of those sections which are different in different parts of the UK and can thus be used as a reference to clarify the areas in which Scotland has diverged.

In addition, some of the provisions in the master Handbook cover issues which are addressed in Scotland by our Partnership Information Network policies which can be found [here](#). Where this is the case, it has been clearly indicated in the text of this version, with relevant links provided.

Finally, there are sections which simply do not apply in Scotland because it has never been deemed necessary to have such a provision in this country. Again, where this is the case it has been clearly indicated in the text of this version.

Finding content in the handbook

Use [this A-Z to find content](#) contained within the NHS Terms and Conditions of Service Handbook.

Contact us

If you are an employer and have any questions relating to this TCS handbook, please [email the team](#).