

Rest Breaks and End of Shift Protection – Update for Members

Colleagues,

In February 2025, the Trade Unions submitted a proposal to SAS management regarding rest breaks. At that time, there was no meaningful engagement or discussion from management. As a result, the Trade Unions involved in the longstanding Rest Break discussions proceeded to hold a consultative ballot of members.

The strong response from members to that ballot led to further discussions between the Trade Unions and management, with oversight from the Scottish Government.

Following lengthy negotiations, discussions regarding Rest Breaks and End of Shift protection have now concluded. At this stage, the Trade Unions believe that no further gains can be achieved through continued discussion or negotiation.

However, there has been movement from both sides. This has resulted in the development of.

Test of Change (SOP) for Management of Rest Breaks

Test of Change (SOP) Management of Shift OVERRUNS

The **Test of Change** will remain under review and will only be implemented with the agreement of all parties once further scrutiny of the relevant data and evidence has been completed and the additional protections are confirmed to be in place.

Special Break Protection – Purple Calls

With regard to responding to Purple Calls during “Special Break Protection”, it has been agreed that **all 06E calls will be removed from the response requirement**. Evidence shows that this change will have a minimal impact on the completion of Special Breaks without disruption, while still enabling crews to respond to the most critically unwell patients.

Members are encouraged to take time to read and discuss the **Management of Rest Breaks** and **Management of Shift OVERRUNS** documents with colleagues. If you require clarification, please contact your Trade Union representatives.

Please also ensure that your **contact details with your Trade Union are up to date**, so that you are able to participate in the forthcoming vote on whether to accept engagement with the proposed Tests of Change.

Kevin Stewart/Aileen McLaren, William Anderson, Robert Pollock.

