



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Adnoddau Dynol

Cyhoeddus Cymru, Uned 1 Cwrt Charnwood
Heol Billingsley, Parc Nantgarw, Caerdydd CF15 9QZ

Human Resources

Public Health Wales, Unit 1 Charnwood Court
Heol Billingsley, Parc Nantgarw, Cardiff CF15 7QZ

Ffôn/Tel: 01443 824169 · Ffacs/Fax: 01443 824174

Gwefan/Web: www.iechydcyhoedduscymru.org

www.publichealthwales.org

18 November 2011

For the attention of staff – Public Health Wales

Dear Colleague

Re: Christmas Shopping Day

Staff employed by Velindre NHS Trust or the Wales Centre for Health on 30 September 2009 are entitled to take an additional day off as a "Christmas Shopping Day" (pro-rata for part time staff).

This leave will be available to be taken between 1 December 2011 and 31 January 2012.

The additional day has been authorised on a discretionary basis each year for the past seventeen years. As such it is seen as an implied term of employment and transferred into Public Health Wales on 1 October 2009.

Following a period of consultation between the Trust and its recognised trade unions, eligible staff will receive the 'Christmas Shopping Day' this year.

Staff who are ineligible for the additional day's annual leave are:

- Staff who joined Public Health Wales after its establishment in October 2009
- Staff who have transferred to Public Health Wales from organisations other than Velindre NHS Trust and the Wales Centre for Health e.g. CARIS

These staff were never entitled to the "Christmas Shopping Day" and do not have the same implied term of employment.

It is proposed that this will be the last year the additional leave day is granted and staff will no longer receive the additional day beyond 31 January, 2012. As Public Health Wales has an obligation to consult with trade unions regarding any changes



it wishes to make in relation to terms and conditions, it is intended that the Trust will begin the consultation process soon.

Our key aim is to have an equitable annual leave entitlement for all staff in accordance with national terms and conditions of employment. I believe we can no longer justify the cost of this additional provision which is not enjoyed by other staff across NHS Wales. However we will consult fully before any final decision is taken.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Bob Hudson', with a small dot at the end.

Bob Hudson
Chief Executive