

# Scottish Terms and Conditions Committee

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15 December 2016

To: Chief Executives,  
Directors of Finance,  
Directors of Human Resources -  
NHS Boards and Special Health Boards,  
NHS National Services Scotland (Common Services Agency) and  
Healthcare Improvement Scotland

CC: Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Committee

Dear Colleague

## **ADDITION OF WORKING LONGER SECTION TO THE STAC WEBSITE**

As you will know, recent changes to public sector pension schemes mean that, in the future, the age at which pension scheme members can retire with a full pension (known as Normal Pension Age) will be higher. Staff will therefore be working longer. A group was set up at a UK level under the aegis of the Staff Council to explore the implications of this for the NHS and develop advice and guidance for the service. Subsequent to this, STAC convened its own sub-group to examine these questions from a Scottish perspective.

The UK group have developed a range of products and, following discussions within the Scottish group, these have been reviewed and revised to suit the Scottish context. They can be found in a new section of the STAC website which has been developed as a hub for NHS working longer issues in Scotland –

[www.stac.scot.nhs.uk/working-longer](http://www.stac.scot.nhs.uk/working-longer).

We would encourage you to explore this new resource and publicise it within your organisation. A key message is that age awareness and increasing use of the flexibilities available within the NHS Pension Scheme will be vital to the effective staffing of services, going forward. Using the products on the site will help NHSScotland organisations embed good practice with regard to the ageing workforce within the workforce planning process.

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As well as adding a new section to the STAC website, we have taken the opportunity to refresh the overall design. The content remains the same, however, and you should continue to be able to find the same information you have always found there. If you encounter any difficulties with the new website, please contact Colin Cowie at [colin.cowie@gov.scot](mailto:colin.cowie@gov.scot), or by phoning 0131 244 3778.

Yours sincerely



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