

# Scottish Terms and Conditions Committee

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Ref: STAC(OrgCh)2020

Date: 16 September 2020

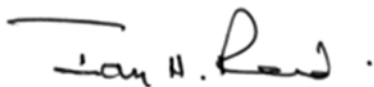
**To: Directors of Human Resources/Workforce  
NHS Boards and Special Health Boards,  
NHS National Services Scotland (Common Services Agency), and  
Healthcare Improvement Scotland**

Dear Colleague,

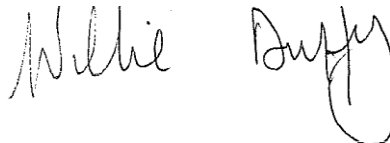
## **Organisational Change Policy**

We have received a number of enquiries from Health Boards and Staff Side colleagues in regard to the status of the current Organisational Change policy and potential confusion with reference to it in COVID-19 guidance. The purpose of this letter is to confirm that the present policy for Organisational Change remains as is, and Boards should adhere to this if they are taking forward any significant change within their organisation.

Yours sincerely



**Ian Reid**  
**Secretary to MSG**  
**STAC Management Side Secretary**



**Willie Duffy**  
**Regional Officer, Unison**  
**STAC Staff Side Secretary**

c.c.

Calum Campbell, Chief Executive, NHS Lothian (STAC Management Side Co-Chair)  
Colin Poolman, Professional Officer, Royal College of Nursing (STAC Staff Side Co-Chair)