

# Scottish Terms and Conditions Committee

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Ref: STAC(TCS01)2023

25 April 2023

To: Directors of Human Resource:  
NHS Boards and Special Health Boards,  
NHS National Services Scotland (Common Services Agency), and  
Healthcare Improvement Scotland.

CC: Chief Executives,  
Directors of Finance,  
Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Committee

Dear Colleague

## **ORGANISATIONAL CHANGE PAY PROTECTION: DATA COLLECTION 2022-23**

We are writing, firstly, to thank Board contacts for providing the information which STAC requested last year on Organizational Change Protection (OCP) covering the years 2017-18 to 2021-22. This has been helpful in providing the first ever national picture on the use of, and expenditure on, OCP around Scotland. It is important that STAC continues to receive and review this data annually in order to assess the impact of the policy.

The revised [Organisational Change Protection Policy](#) agreed as part of the 2018 Agenda for Change pay deal makes clear that each Board's Area Partnership Forum should monitor the use of OCP locally. This local process should provide the basis for ongoing national data collection, and we are therefore writing to ask each Board to now submit data covering the period 1 April 2022 to 31 March 2023.

Included with this letter is a template setting out the information which is being requested. This is the same information which was collected for previous years but in an Excel format to aid with collation of the national data.

The returns should be signed off by the Joint Chairs of the Area Partnership Forum and thereafter sent to the STAC Secretariat via Colin Cowie ([colin.cowie@gov.scot](mailto:colin.cowie@gov.scot)) by 30 June 2023 at the latest. Any questions should be directed to Colin at the same e-mail address. This letter and a downloadable version of the data collection template will be placed on the [Circulars and Guidance page of the STAC website](#).

Yours sincerely



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NHS Lothian  
STAC Management Side Co-Chair



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