

Scottish Terms and Conditions Committee

Ref: STAC(TCS04)2022

20 September 2022

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

Following the agreement of a new Organisational Change Protection (OCP) policy as part of the 2018 Agenda for Change pay deal, STAC undertook to begin collecting data on the use of OCP in NHS Scotland. This information was initially requested in early 2020 by [STAC\(TCS01\)2020](#), but the exercise was then suspended in light of the COVID-19 pandemic ([STAC\(TCS04\)2020](#)).

Following discussion at STAC Secretariat, it has been agreed that the time is now right to gather the relevant information. We would therefore ask Boards to complete the template at Annex A (a Word version of which is available on [Circulars and Guidance page of the STAC website](#)). Please complete a separate return for each of the following:

- 1 April 2019 to 31 March 2020
- 1 April 2020 to 31 March 2021
- 1 April 2021 to 31 March 2022

In addition, in order to provide a longer perspective STAC would, if possible, like details of each Boards total spend on OCP for each of the following years:

- 1 April 2017 to 31 March 2018
- 1 April 2018 to 31 March 2019

A total figure for these costs will suffice and we do not require a template to be filled in for those years.

Scottish Terms and Conditions Committee

The returns should be signed off by the Joint Chairs of the Area Partnership Forum and thereafter sent to STAC Secretariat via Colin Cowie (colin.cowie@gov.scot) by 15 January 2023 at the latest. We would of course accept earlier returns and Boards may take the view that it would be helpful to complete the exercise quickly to avoid having to do this over the winter period.

Yours sincerely



Calum Campbell
Chief Executive
NHS Lothian
STAC Management Side Co-Chair



Colin Poolman
Scotland Director (Interim)
Royal College of Nursing
STAC Staff Side Co-Chair

NHS Scotland
Monitoring of Organisational Change

Name of Board	
Year Covered 1 April to 31 March	
Date Completed	
Completed by	

Agenda for Change Staff Groups:

	Number of staff on protection as a result of Organisational Change, split by Band.	Total cost of Organisational Change Protection, split by Band.	Number of staff on the redeployment register as a result of Organisational Change, split by Band.
Nursing and Midwifery			
Admin Services			
Support Services			
Allied Health Professions			
Healthcare Sciences			
Other Therapeutic Services			
Ambulance Support Staff			
Medical and Dental Support			
Personal and Social Care			

Medical and Dental Staff Groups:

	Number of staff on protection as a result of Organisational Change, split by staff group and grade.	Total cost of Organisational Change Protection, split by staff group and grade.	Number of staff on the redeployment register as a result of Organisational Change, split by staff group and grade.
Medical (Consultants, Juniors, SAS etc)			
Dental			

Executive and Senior Managers:

	Number of staff on protection as a result of Organisational Change, split by Grade.	Total cost of Organisational Change Protection, split by Grade.	Number of staff on the redeployment register as a result of Organisational Change, split by Grade.
Executive and Senior Managers			

General:

Please provide a total number of staff that have been on your redeployment register as a result of Organisational Change for more than 12 months.

Please provide reasons why redeployment into suitable alternative employment is providing problematic for those on the register for more than 12 months? This should describe the generic reasons to avoid any breach of General Data Protection regulations in regard to personal information.

Can you please confirm (by ticking the relevant box below) if all employees moving into protected earnings as a result of Organisational Change received written confirmation and guidance on how protected earnings will be applied and arrangements for working up to the level of protection?

Yes	Comments:
No	Comments (If No, reasons why):