

# Scottish Terms and Conditions Committee

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Ref: STAC(TC03)2020

24 March 2020

To: Directors of Human Resource and  
Employee Directors:  
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

## **JOB EVALUATION DURING CORONAVIRUS OUTBREAK**

We have been asked by a number of Boards if they can match posts using smaller panels in recognition that it may be difficult to get sufficient matchers at the present time. It is STAC's view that all job evaluation and matching should be put on hold during the current emergency situation. Any requests can be logged and taken into account when we return to normal conditions and there are sufficient trained matchers to match posts in accordance with our agreed governance standards.

Boards will wish to note more generally that the STAC sub-group on Job Evaluation has an agreed programme of work to take forward to ensure NHS Scotland maintains robust job evaluation. This will include developing "Once For Scotland" policies, procedures and protocols.

Yours sincerely



Calum Campbell  
Chief Executive  
NHS Lanarkshire  
**STAC Management Side Co-Chair**



Colin Poolman  
Senior Officer  
Royal College of Nursing  
**STAC Staff Side Co-Chair**