Ref: STAC(TCS04)2020

27 March 2020

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

Our letter of 10 March this year, STAC(TCS01)2020, provided guidance around the annual review and audit which we have brought in as part of the revision of Organisational Change Protection in NHS Scotland. This letter included a template for Boards to fill in providing information on various aspects of Organisational Change Protection within the Board.

At that time, we indicated that returns should be submitted to STAC by 29 May at the latest. However, since then the danger presented by Coronavirus has increased significantly, to the degree that non urgent work is now being suspended.

In light of this we are writing to inform you that you do not need to submit this template for the time being. We still believe it will be important to monitor the use of Organisational Change Protection nationally, but recognise the importance of freeing up all possible capacity at the present time. We will write to you again when we consider it is reasonable to start seeking this information once more.

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