

[REDACTED]

Date 13 May 2026
Your Ref FOI-2026-3343
Our Ref FOI-2026-3343

Enquiries to [REDACTED]
Email psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference FOI-2026-3343

I refer to your Freedom of Information (Scotland) Act 2002 (FOISA) request that we received on 12 May 2026 requesting the following information:

With regard to the nss workforce plan - I wondered if you could advise/direct me to any more recent updates (annual progress reports, etc) around the objectives of the plan, across all areas outlined?

From 1 April 2026, NHS National Services Scotland (NSS) and NHS Education for Scotland (NES) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. More information regarding PSD Scotland can be found at the following URL:

[Public Services Delivery Scotland \(PSD Scotland\)](#)

Please find attached copy of a Workforce Plan and End of Year Report for 2024/25 submitted to the NHS National Services Scotland Staff Governance Committee on 2 September 2025.

Please note we have redacted some information due to small numbers to eliminate the risk of identifying individuals as we believe there is a possibility of identification of those individuals. In this situation we believe that we would contravene the Data Protection Principle set out in Article 5 (1)(a) of the General Data Protection Regulation (GDPR) which obliges us to process personal data 'lawfully, fairly and in a transparent manner in relation to individuals'. We believe that although this information relates to staff employment and not private life, the principle would be contravened because of the lack of fairness and transparency to our staff, including that:

- We have not informed staff that we will publish their personal data in this way
- Staff would not reasonably expect us to publish this personal data about them
- Redeployment is of a sensitive nature and staff will have expectations about discreet and proper handling of their personal data in relation to it.

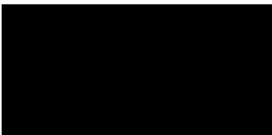
Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

Therefore, this is exempt information under [Section 38\(1\)\(b\) of FOISA for "Third Party Personal Information"](#).

If you are unhappy with any aspect of how we have dealt with your request, you can make representations to us asking us to review the handling of your request. Please write to the Associate Director Corporate Governance, Public Services Delivery Scotland, Headquarters, Gyle Square, 1 South Gyle Crescent, Edinburgh, EH12 9EB or via the email address psd.foi@nhs.scot within 40 working days of the date of this correspondence.

If after a review you are still unhappy, you also have the right to apply to the Scottish Information Commissioner, who can be contacted at Kinburn Castle, St Andrews, Fife, KY16 9DS, or via their [online Appeal form](#).

Yours sincerely,

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Corporate Records & FOI Organisational Lead