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Letter issued by email

Date: 08 May 2026  
Our Ref: FOI2026-3339  
Enquiries to: Freedom of Information  
Email: [psd.foi@nhs.scot](mailto:psd.foi@nhs.scot)

Dear ██████████

**Freedom of Information Reference: FOI2026-3339**

Thank you for your information request received on 13 April 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

Your Request

*Could I please have a copy of the NHS Education for Scotland Redeployment Policy Pre-August 2025.*

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a full response to your request, as detailed below.

Please find attached the NES Redeployment Policy and Guidance (May 2018), which was the locally applicable policy in effect prior to the introduction of the Once for Scotland Workforce Redeployment Policy in August 2025.

This was a long-established policy within NES (as a predecessor of PSD Scotland) which has been formally reviewed on a number of occasions, the most recent of which was in June 2022. NHS Scotland workforce policies are developed through the national Partnership Framework, a formal process where employers and recognised trade unions work collaboratively to agree policy. Local Board policies are also developed and agreed through a formal partnership process to agree workforce policies.

From August 2025, redeployment arrangements for NES transitioned to the national Once for Scotland Workforce policies; however, this document reflects the NES policy framework that applied before that date.

Chair Mr Keith Redpath  
Chief Executive Professor Karen Reid

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

[Redacted signature]