

[REDACTED]
Letter issued by email

Date: 13 October 2026
Our Ref: FOI2026-3486
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI2026-3486

Thank you for your information request received on 16 September 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 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

Under FOI, could you please provide me with details of any 'redeployment pool' or 'redeployment register' operated by the health board. Please also send me a copy of any formal policy regarding the operation of the pool.

By redeployment pool/register, I mean any mechanism for workers whose roles are no longer required, but instead of being made redundant, continue to be employed with a view to an alternative role being found for them.

Can you please provide the following:

- 1. How many employees are currently in your redeployment pool?*
- 2. Of these workers, please specify how many have been in the pool for; under one year, 1-2 years, 2-3 years, 3-4 years, 4-5 years, five years or more.*
- 3. If a worker has been in the pool for five years or more, the total time, to the closest year, they have been in the pool.*
- 4. The current monthly cost to the organisation of employing workers who are in the redeployment pool, inclusive of NI costs, pension contributions, etc.*

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

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.

PSD Scotland operates a redeployment register in accordance with the NHS Once for Scotland Redeployment Policy (attached). Under Section 25 of the FOISA this information is fully accessible via the following link: [Redeployment Policy | NHS Scotland](#).

Employees on the register remain employed and continue to be supported in seeking suitable alternative employment opportunities.

The below table details the answers to questions 1-3.

Duration	Number of Employees
< 1 year	23
1-2 years	0
2-3 years	0
3-4 years	0
4-5 years	0
> 5 years	0

4. The current monthly cost to the organisation of employing workers who are in the redeployment pool, inclusive of NI costs, pension contributions, etc.

The current monthly employment cost for the employees on the redeployment register is approximately £44,910 based on payroll data.

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]