

Date 17/03/2026  
Your Ref  
Our Ref 11179

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Dear

## FREEDOM OF INFORMATION – LEAVERS

I write in response to your request for information in relation to staff leaving NHS Lothian.

Question:

1. Any data held by your organisation regarding NHS-employed prescribing clinicians (including but not limited to medical practitioners, dentists, nurse independent prescribers, pharmacist prescribers and allied health professional prescribers) who have left NHS Scotland employment within the last five financial years.
2. Any recorded destination-of-leaver data indicating movement into:
  - a. Private healthcare practice
  - b. Independent clinical practice
  - c. Cosmetic or aesthetic medicine services
  - d. Non-surgical cosmetic treatment providers
  - e. Self-employment in healthcare provision

Answer:

I am advised that this information is not held in a centrally extractable format or not held at all. As per Section 17 of the Freedom of Information (Scotland) Act 2002 (FOI(S)A) formally I must advise that we do not hold this information.

Under the Freedom of Information Act NHS Lothian is not required to create new records to enable it to respond to your enquiry. This information is not collated or held in aggregate form and it would be necessary to review all case files relating to patients over the period you have requested to assemble the information you seek. Even if NHS Lothian did this – and there would be significant cost implications in doing so – it would be unable to respond in full to your request. The information requested is therefore exempt under section 12.1 – Cost.

Question:

3. Any internal workforce impact assessments, modelling, workforce planning assumptions, risk registers or reports produced since 2018 that reference:
  - a. Workforce loss to the private healthcare sector

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Chair Professor John Connaghan CBE  
Chief Executive Professor Caroline Hiscox  
*Lothian NHS Board is the common  
name of Lothian Health Board*

- b. Workforce loss to the cosmetic or aesthetic medicine sector
  - c. Reduced NHS clinical capacity linked to private sector migration
  - d. Prescribers reducing NHS contracted hours in order to undertake private aesthetic practice
4. Any estimates held regarding:
- a. Full-time equivalent (FTE) clinical capacity lost due to prescribers undertaking private practice
  - b. Waiting list impact associated with workforce attrition to private practice
  - c. Training investment loss associated with prescribers leaving NHS Scotland employment

Answer:

As per Section 17 of the Freedom of Information (Scotland) Act 2002 formally I must advise that we do not hold this information. It is also the case that estimates are not covered under FOI(S)A only factually accurate recorded information.

Question:

5. Any correspondence, briefing papers, or policy discussions held since 2018 relating to:
- a. The migration of NHS clinicians into the cosmetic/aesthetic medicine sector
  - b. The impact of dual practice (NHS and private aesthetics work)
  - c. Retention risks linked to private sector injectable or cosmetic treatment markets
6. Any plans, current or proposed, to:
- a. Monitor workforce migration into cosmetic or aesthetic medicine
  - b. Record private sector destination data more accurately
  - c. Mitigate workforce displacement related to private aesthetic practice

Answer:

We do not hold this information. As per Section 17 of the Freedom of Information (Scotland) Act 2002 formally I must advise that we do not hold this information.

I am sorry that we cannot help with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/Appeal](http://www.itspublicknowledge.info/Appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.



FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director, Nursing**  
Cc: Chief Executive