

Date: 07/10/2026
Our Ref: 11925
Enquiries to loth.freedomofinformation@nhs.scot

Dear

FREEDOM OF INFORMATION – REDEPLOYMENT

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

Question:

1. Could you please provide me with details of any 'redemption pool' or 'redemption 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.

Answer:

NHS Lothian uses the NHS Scotland Redeployment policy which can be found on the NHS Scotland Workforce Policies website here:

<https://workforce.nhs.scot/policies/redeployment-policy-overview/>

Question:

Can you please provide the following:

2. how many employees are currently in your redeployment pool?

Answer:

62 employees.

Question:

3. 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.

Answer:

The information you have requested is detailed in the table below. I have not released numbers of 5 or fewer in the table, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the

information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

Time in redeployment pool, NHS Lothian	
Time period	Number of employees
Under 1 year	26
1-2 years	26
2-3 years	8
3-4 years	0
4-5 years	0
5 years or more	≤5

Question:

4. 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.

Answer:

I am not able to release the number of years, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

Question:

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

Answer:

£274,762.50 is the cost of employing workers awaiting redeployment. These staff continue to work for the organisation while waiting for a suitable alternative permanent post.

I hope the information provided helps 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 <https://www.foi.scot/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 reviewer at the address at the top 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.nhsllothian.scot/FOI>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive