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All NHSScotland Health Board:  
Chairs  
Chief Executives

Copied to:  
HR Directors  
Employee Directors

30 March 2020

Dear Colleagues,

## **PAUSING OF WORK PROGRAMMES DURING CORONAVIRUS (COVID-19)**

The Scottish Government Health and Social Care Directorate is continuing to work closely with Boards and key stakeholders during the coronavirus (COVID-19) pandemic.

In recognition of changing priorities, it has been agreed that the following programmes of work will be paused during this time:

- The introduction of the Independent National Whistleblowing Officer (INWO) role and the Whistleblowing Standards
- The Annual Staff Governance Monitoring for 2019/2020
- The National (Once for Scotland) Workforce Policies Programme
- iMatter (as already advised in the letter of 17 March 2020 from iMatter Programme Manager Liz Reilly)
- Distinction awards and discretionary points schemes (note that this updates arrangements set out in DL2020/4)

The Workforce Practice team will continue to liaise with Boards and stakeholders to assess the ongoing situation with a view to re-commencing this work at an appropriate time.

We would like to thank you for patience during this period whilst we have been reviewing your settlement and severance business cases. Whilst we continue to review cases we may not be able to meet our turnaround target, of 5 working days for routine cases and 15 working days for those high profile cases that require ministerial input. Those business cases with a scheduled employment tribunal date and high profile cases will be given priority. We will endeavour to provide feedback to boards and/or Central Legal Office (CLO) as soon as we have concluded the review of cases.



Yours sincerely



Dr Stephen Lee-Ross  
Deputy Director Health Workforce

