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Clare Haughey MSP
Convener
Health, Social Care and Sport Committee
Scottish Parliament

By e-mail: hscs.committee@parliament.scot

2 March 2026

Dear Clare

THE NATIONAL HEALTH SERVICE (FUNCTIONS OF THE COMMON SERVICES AGENCY) (MISCELLANEOUS AMENDMENTS) (SCOTLAND) ORDER 2026

Thank you for your letter of 19 February 2026, requesting further information in relation to The National Health Service (Functions of the Common Services Agency) (Miscellaneous Amendments) (Scotland) Order 2026. My responses are set out below.

How will GP training, specialty training, CPD all be protected during the transition period?

I want to reassure you that GP training, speciality training and CPD provision will remain fully protected during this period of change. All statutory and contractual responsibilities continue unchanged and ensuring service continuity is one of the core underlying principles. The structures that underpin training quality, such as deanery oversight, national curricula, Annual Review of Competence Progression (ARCP) processes and protected educator roles will remain firmly in place.

What financial savings are expected and when do we expect to see the financial savings?

With regard to financial considerations, savings are expected following the initial stabilisation phase. Efficiencies will begin once the organisation is operating in a steady state. These savings will come from reducing duplication, streamlining governance, consolidating corporate functions, and improving the coordination of workforce planning. While this will be a gradual process, we anticipate that the most meaningful financial benefits will be realised over the medium term as the new structures embed, and opportunities for considering stronger 'Once for Scotland' service provision that leads to financial savings at a local level.

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Are there any measurable workforce improvements that will be seen by this measure?

In practice, the bringing together of NES and NSS is expected to involve very little change for the vast majority of staff on 1 April 2026. They will be supported to integrate into PSD Scotland, to embrace the new organisation's identity and to promote the values of the organisation as set out by its leadership team.

We believe staff can benefit from the improved access to capacity, expertise and experience which will be achieved as a result of bringing together a broad range of skills within a single national delivery organisation and we expect the Board and executive leadership team to consider how best to harness potential opportunities in this space as they take forward work to agree the future operating model PSD Scotland.

More broadly, we believe PSD Scotland has an important role to play in supporting the wider improvements to workforce planning and development we are already working to deliver in partnership with NHS Education for Scotland. The staff transferring from NES into PSD Scotland will continue to take forward work on behalf of NHS Scotland to support more coherent workforce planning, better alignment between training capacity and service need, clearer and more flexible career pathways, and improved retention supported by consistent access to development opportunities.

I am, of course, happy to answer any further questions the Committee has, and hope that you find the above information helpful.

Yours sincerely



NEIL GRAY

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