



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

THE REDUNDANCY PAYMENTS (NATIONAL HEALTH SERVICE) (MODIFICATION) ORDER 1993

Summary

1. This letter is to inform you of a technical but important measure affecting NHS staff which came into effect on 13 January. It is the Redundancy Payments (National Health Service) (Modification) Order 1993 (SI 1993/3167). It has been produced by the Department of Employment following agreement between Ministers.

2. The Order modifies a number of redundancy payments provisions in the Employment Protection (Consolidation) Act 1978 in respect of NHS staff so that a change of NHS employer does not break continuity of employment for the purposes of the redundancy payments provisions of the Act. Its effect is that NHS employers, whether Trust or Health Board, will no longer be liable for statutory redundancy compensation payments in respect of staff who are transferred between them following redundancy caused, for example, by organisational change. The Order applies only to redundancy payments and not to any other employment rights.

Action

3. Employing authorities should note the making of the Order, copies of which can be obtained from HMSO at a cost of £1.10 per copy.

4. This letter should be copied to Unit General Managers, for action as required.

Yours sincerely

A J MATHESON
Director of Manpower

25 February 1994

Addressees

For action:

General Managers,
Health Boards

General Manager,
Common services Agency

General Manger, State
Hospital

General Manager,
Health Education Board
for Scotland

Executive Director,
Scottish Council for
Postgraduate Medical
and Dental Education

Chief Executives, NHS
Trusts

The Scottish Dental
Practice Board

To be copied to Unit
General Managers for
Action

Enquiries to:

W Welsh
Manpower Directorate
NHS Management
Executive
Room 70
St Andrew's House
EDINBURGH EH1 3DE

Tel: 031 244 2492
Fax: 031 244 2837

Our ref: WCL/1/4

COMMON SERVICES AGENCY	
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28 FEB 1994	
FILE No.	
REFERRED TO	ACTION TAKEN

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