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**Sent by Email**

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Anna Gilbert  
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Date	28 June 2019
Your Ref	
Our Ref	GD/NMcK/280619-1
Enquiries to	George Doherty
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Dear Anna

**NHS Tayside Response to Sturrock Review**

I refer to the Cabinet Secretary's letter of 20 May 2019 seeking an understanding of our Board's response to the Sturrock Review.

The findings of Sturrock Review, and the Cabinet Secretary's response to that, have been considered both at NHS Tayside's Staff Governance Committee on 18 June 2019, and subsequently at the full Board meeting held in 27 June 2019. Early discussions on the outcome findings of the Sturrock Review have also taken place with the Chief Executive's senior team.

Alongside this, the Board Chairman has also requested that the Chairs and Chief Officers of NHS Tayside's three Health and Social Care Partnerships allocate time on their agendas to lead discussion and reflect on the findings of the Sturrock Review.

Against a backdrop of NHS Tayside's existing programme of work aimed at engendering a positive workplace culture and behaviours that reflect NHS Scotland's Values, the Board has agreed that the Director of Workforce and Employee Director lead an ongoing process of engagement on Sturrock. This will include workshops involving ongoing engagement with the Executive Leadership Team, Area and Local Partnership Fora, Operational Management Team, down through line managers and on in to our services on the delivery of our response.

NHS Tayside believes existing framework and action plan around 'Culture and Collective Leadership', originally agreed by the Board in October 2018 offers a platform for addressing many of the issues raised through 'Sturrock'. Through actions embedding a Values-Based approach to staff experience and engagement, promoting leadership in every role, and underpinning an ethos of team-working and respect across all professions, NHS Tayside believes it has a strong platform to ensure that the learning from 'Sturrock' is adopted throughout our services. This is allied to complimentary action already initiated to strengthen our Board whistleblowing arrangements, and ensuring robust processes and support concerning any matters of bullying and harassment.

***Everyone has the best care experience possible***  
Headquarters: Ninewells Hospital & Medical School,  
Dundee, DD1 9SY (for mail) DD2 1UB (for Sat Nav)

Chairman, John Brown CBE  
Chief Executive, Grant Archibald



However, through the engagement process outlined above, to be undertaken across the period July to October 2019, we will look to enhance our existing action plans to ensure they clearly support reflection and consideration of Sturrock Review, both corporately and throughout our services. It is anticipated that this timescale will afford opportunity to also ensure local incorporation of any emerging actions from the Cabinet Secretary's own National group.

The Board has meantime agreed the attached update for the Cabinet Secretary in response to the specific matters raised by her in the correspondence of 20 May 2019.

Should you require to discuss these or seek further detail, please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink, appearing to read 'G. Doherty', written in a cursive style.

**George Doherty**  
**Director of Workforce**

**cc Grant Archibald, Chief Executive**  
**cc Jenny Alexander, Employee Director**