

## Freedom of Information request 329-22

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### Request

1. I would be grateful if you could detail what the management structure of NHS Borders is? If you hold any documents which show the management structure (eg. a pyramid or chart), please forward this.
2. Kindly confirm if the management structure of NHS Borders follows a standardised structure used across Scotland or whether the board has adopted its own structure.
3. Please detail the processes in place for investigating and addressing mismanagement, misconduct or inefficiency by NHS Managers in NHS Borders.

### Response

1. The management structure of NHS Borders is attached. Details of current non executive Board members and executive directors can be found at <https://www.nhsborders.scot.nhs.uk/corporate-information/board-members/>



Structure Flow Chart  
01.07.2022.pdf

2. NHS Borders is managed by a Board of Non-Executive and Executive Directors. The Board is accountable to the Scottish Government through the Cabinet Secretary for Health and Sport. Of the Executive Directors, five postholders are statutory appointments and all Health Boards must appoint: a Chief Executive, a Director of Nursing, a Medical Director, a Director of Public Health and a Finance Director. Beyond these statutory executive director appointments there is not a standardised management structure used across Health Boards in Scotland.
3. The processes in place for investigating and addressing mismanagement, misconduct or inefficiency for all employees, including executive directors and managers, of NHS Boards is contained within the NHS Scotland workforce policies, and can be viewed at this website [NHS Workforce Policies | NHS Scotland](#). The relevant polices are Capability, Conduct, Whistleblowing and Workforce Policies Investigation Process.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **329-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for

correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.