



**Director of Facilities**  
**Candidate**  
**Information**  
**Pack**

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Please visit <https://apply.jobs.scot.nhs.uk> for further details of how to apply and to complete the online application form.



## Introduction from Chief Executive Professor Grant Archibald



Thank you for expressing an interest in the post of Director of Facilities. This is a key role for NHS Tayside as the organisation continues its redesign and reform programme to ensure we continue to deliver the highest quality healthcare to the people of Tayside.

NHS Tayside is one of the larger health systems in Scotland with around 13,500 staff and a baseline recurring revenue allocation of £1.2 billion, serving a community of around 415,000 people in Angus, Dundee, Perth & Kinross and north-east Fife.

Over the past four years, we have undergone an exceptional transformation as an organisation and NHS Tayside is now one of the most successful healthcare systems in the country with demonstrable success in unscheduled care performance, delivery of key cancer targets and an ethos of whole system working to deliver excellent health and care services.

This role offers you the opportunity to join a Board that has an excellent record in clinical and non-clinical work. The individual we are looking for will bring a high degree of vision and drive to review and develop Tayside's facilities and infrastructure departments to ensure they are state of the art, maximising our available workforce and infrastructure resources this person will contribute to providing the best possible healthcare.

We are, therefore, looking for an exceptional Director of Facilities to join our strong executive team. An inspiring individual and strategic thinker, you will help lead all of our teams to deliver safe, effective care to the communities of Tayside and improve the health and wellbeing of our population.

If you believe you have the experience and qualities we are looking for, plus the commitment and leadership to step up to the challenges and the opportunities of this role, I'll look forward to receiving your application.

If you wish to have an informal conversation about the role, please get in touch in the first instance with my office via email [jackie.reeves@nhs.scot](mailto:jackie.reeves@nhs.scot) or call 01382 740115.

**Professor Grant Archibald**  
**Chief Executive NHS Tayside**  
**May 2023**

# Recruitment Advertisement

<b>Post Title:</b>	<b>Director of Facilities</b>
<b>Grade:</b>	<b>Senior Managers Pay Grade E</b>
<b>Salary Range:</b>	<b>£88,171 to £114,606 per annum</b>
<b>Tenure:</b>	<b>Full Time, Permanent</b>
<b>Hours:</b>	<b>37.5 hours per week</b>
<b>Location:</b>	<b>Ninewells Hospital, Dundee</b>

As Director of Facilities you will provide strategic leadership to the Estates and Soft FM functions across the entire NHS Tayside property portfolio, in order to ensure the delivery of corporate objectives whilst demonstrating best value for money and best practice and enhancing patient experience and the standards in delivery of care to which NHS Tayside aspires. As a member of the senior team, you will fully contribute to and participate in the overall corporate management and governance of NHS Tayside.

Professionally and technically responsible for policy development and implementation of legislative requirements, you will develop and implement strategies and operational plans in order to make an effective contribution to NHS Tayside strategy development, positioning the Directorate as a key contributor to NHS Tayside's delivery and transformation plans, while providing a robust framework for operational planning.

Professionally qualified and a member of an appropriate body, you will have significant experience at a senior level in strategic and operational management in a healthcare or equivalent complex organisation, with the personal credibility and interpersonal skills to lead and deliver in a politically sensitive and demanding role.

NHS Tayside is the fourth largest healthcare provider in Scotland and one of only four teaching Boards. With strong links to local Universities, the Board provides tertiary services to around 415,000 people across Tayside and North East Fife, employing over 13,500 staff across three hospital and many other sites. Primary and community care services are currently organised into three Health and Social Care Partnerships (HSCPs) in Dundee city, Perth and Kinross and Angus which are overseen by Integration Joint Boards. Our ambition is to be regarded as a sector leader in the provision of high-quality patient care.

If you believe you have the necessary attributes to succeed in this high-profile role, then we welcome your application.

**Closing date for applications:** Monday 12th June 2023

**Find out more about NHS Tayside at [www.nhstayside.scot.nhs.uk/](http://www.nhstayside.scot.nhs.uk/)**

# Job Description

## Job Purpose

To provide strategic leadership to the Estates and Soft FM functions in order to ensure the delivery of corporate objectives whilst demonstrating best value and best practice, and enhancing patient experience and the standards in delivery of care to which NHS Tayside aspires.

Professionally and technically responsible for Estates and Soft FM policy development and implementation of legislative requirements.

To work closely with internal colleagues and external partners to ensure that all Estates and Soft FM matters are considered as part of any business transformation and service reconfiguration, and in the development of the strategic ambitions of NHS Tayside.

As a member of the Senior Team, the Director will fully contribute to and participate in the overall corporate management and governance of NHS Tayside.

## Dimensions

### Hard FM (Estates)

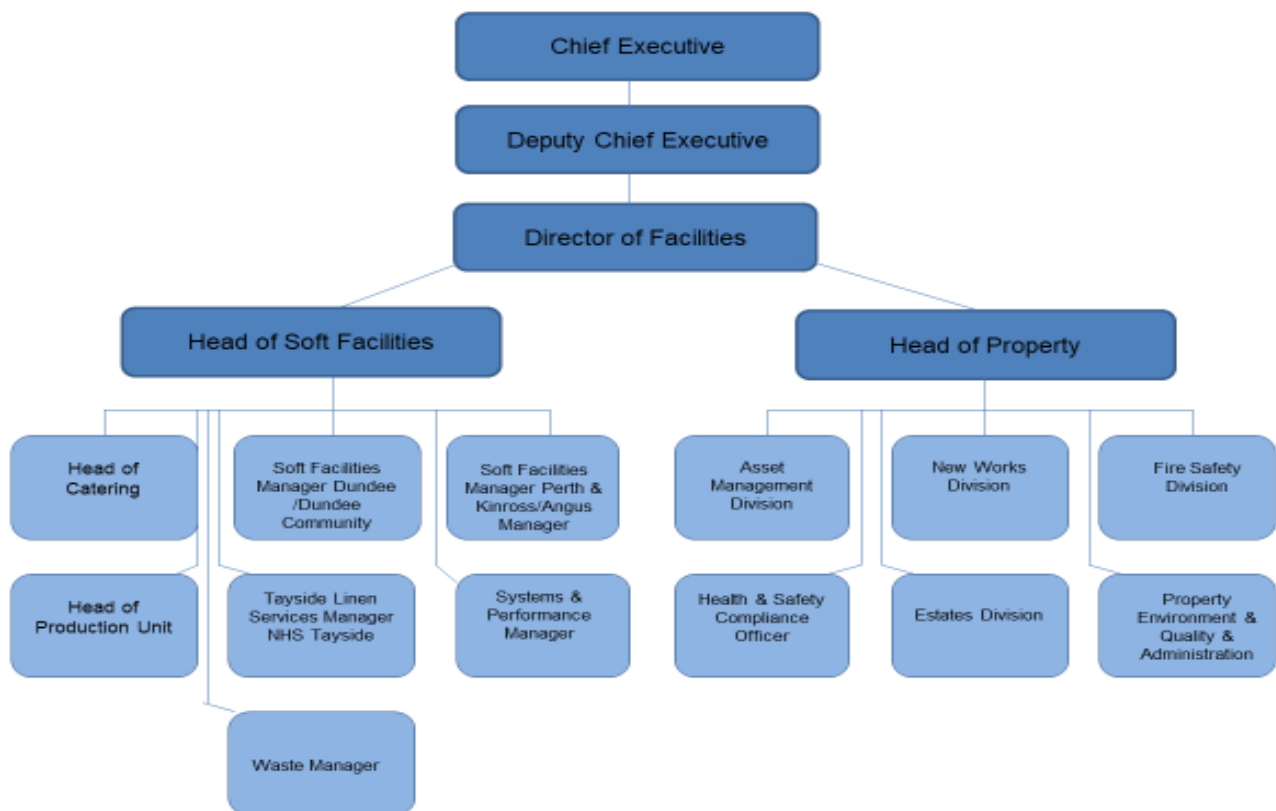
Establishment:	226 wte
Budget:	£41.038m

### Soft FM (incl Production Unit)

Establishment:	1,230.10 wte
Budget:	£36.128m

### Staff:

NHS Tayside employs approximately 13,500 staff operating from over 160 locations across 3000 square miles serving over 415,000 people.



## Role of the Department

The Facilities Directorate has the broad objective of maintaining a physical environment within which effective and efficient healthcare can be provided and be developed to meet changing needs.

The main areas of responsibility are:

- To ensure compliance with all relevant statutory requirements.
- To influence healthcare planning strategy and provide, where appropriate, capital project and programme management expertise.
- Effectively manage and develop all aspects of Facilities Services to provide high quality and cost effective, customer focussed, service delivery, including planned and ad hoc maintenance services to buildings, fabric, and equipment.

## Key Result Areas

1. Responsible Director for the development and delivery of Estates and Soft FM services across NHS Tayside, including on-going development, implementation and support of a number of complex solutions for the delivery of Estates strategy, Soft FM management, and engineering services across the entire NHS Tayside property portfolio.
2. Develop, secure agreement, and implement strategies and operational plans covering all areas of the Directorate in order to make an effective contribution to NHS Tayside strategy

development, positioning the Directorate as a key contributor to NHS Tayside's delivery and transformation plans, while providing a robust framework for operational planning.

3. Provide leadership, vision and direction for the Estates and Soft FM functions, and ensure the effective management and technical control of Directorate service. This will be done in a way that ensures, the best use of resources, and engages teams and individuals by ensuring effective processes for communication, consultation, and staff involvement so that there is a motivated and effective workforce in place.
4. Develop, monitor, and control the utilisation of agreed budget, ensuring this delivers value for money and effectively control of expenditure on an ongoing basis. This will include subjecting service provision, methods of working and resource utilisation to regular review in order to ensure resources are aligned to the needs of customers, and support corporate objectives by ensuring value for money, encouraging innovation, and sustaining a culture of continuous improvement.
5. Develop, implement, and monitor the effectiveness of performance management arrangements across the Directorate that ensure all services deliver agreed objectives whilst meeting the highest standards of governance and health and safety. Specifically, take the lead role around control of and assurance on process for: Buildings, land, plant and non-medical equipment; Portering; Domestic Services; Catering and food hygiene; Contracts and contractor control; Environmental management; Security management; Transport; Waste management; Fire safety; Decontamination
6. Develop in conjunction with the Director of Finance, and relevant Managers and Senior Clinical Directors, all Capital Development Business cases to meet both the Board and NHS Scotland requirements, ensuring appropriate project support is in place for all capital projects, and supported by the relevant professional, finance, technical, human resources and service leads.
7. Promote a positive culture of partnership working across the Directorate, ensuring managers, trade unions and other staff organisations work together to maintain a productive and positive employee relations climate, and that effective processes are in place for communication, consultation, and staff participation in the development of strategies and plans affecting services and teams.
8. Participate in various Regional, National and local advisory and decision-making groups covering the Directorate remit in order to make a significant and positive contribution to Estates and Soft FM policy and practice development, and ensure representation of NHS Tayside's interests and that its views are adequately represented.
9. Establish and sustain productive relationships with all clinical and non-clinical functions, with NHS Tayside's Integration partners, and other agencies whose engagement/input in to Estates and Soft FM issues is required to ensure the relevance and effectiveness of Corporate and Directorate strategies, and to maximise and capitalise on any potential synergy that exists for the benefit of all stakeholders.
10. As a member of the Board's Executive Team, participate fully in the corporate management of NHS Tayside, providing high level expert input in to all areas of Board

governance, including participation in Executive on call and other management arrangements.

11. Deputise as required for the Chief Executive, representing NHS Tayside across the range of local, regional and national fora, including linking regularly with the Scottish Government on matters of NHS Tayside's strategic reporting and performance.

## Assignment and Review of Work

The post is directly accountable to the Deputy Chief Executive and, through an agreed scheme of delegation, works under broad direction within the parameters of Government priorities and policies for health and services.

Day-to-day work is generated independently and managed by the post holder with significant freedom to act, analyse situations, determine action required and deliver within appropriate timescales. The post holder represents NHS Tayside with external agencies as required and is empowered to take decisions as appropriate in these circumstances. In-depth, specialist knowledge of health issues, policy and corporate objectives is therefore required and must be kept current through commitment to CPD.

Review of performance in the post is undertaken through the agreement of annual performance objectives and annual individual performance appraisal by the Deputy Chief Executive, as reviewed by the Chief Executive. Informal appraisal and discussions about performance will take place on a more frequent basis with the Deputy Chief Executive.

## Communications and Working Relationships

The postholder will communicate with a wide range of senior clinical and non-clinical staff in NHS Tayside, the NHS in Scotland and beyond, the local authorities within Tayside and with senior officials of external organisations. Excellent communication skills are required in order to influence and persuade others and negotiate the implementation of change. Strong presentational skills are required as is the ability to express views convincingly and coherently using a variety of media.

Key contacts will include:

Internal:

- Chief Executive, Chairman and other members of the NHS Tayside Board and Executive Team
- Management Team colleagues, Senior Clinical and Non-Clinical staff across NHS Tayside and partner organizations
- Partnership representatives, Staff Side and Professional Organisations
- Audit

External:

- Scottish Government
- Local Authorities
- Other NHS Boards and healthcare systems
- Universities

- 3rd Sector organisations
- External Suppliers
- Police Scotland
- Central Legal Office
- Health and Safety Executive
- Patients, visitors and carers
- MSPs
- Press / media
- National Representatives of Trade Unions/Professional Organisations

## Most Challenging Parts of the Job

To ensure the development and delivery of high-quality Estates and Soft FM functions in a rapidly changing environment, while positioning the Directorate as strategically important to the ongoing delivery of patient care so that all estates and facilities needs are considered in addressing the current delivery and future transformation of NHS Tayside services.

Managing the available resources to provide a safe, cost-effective, high-quality environment for patients, staff and the general public in all NHS Tayside properties.

## Knowledge, Training and Experience Required to do the Job

Professionally qualified e.g. membership of an appropriate recognised Chartered Institute, e.g. Chartered Institute of Facilities Management, Building or Engineering, or Royal Institute of Chartered Surveyors, with evidence of continuing professional development.

Substantial leadership experience at a senior corporate level, gained within complex settings, such as health or university sectors, including responsibility for Estates and Soft FM Services at a strategic level, and understanding of NHS capital investment procedures.

Demonstrable track record of success at building and leading effective teams, with highly developed leadership skills that motivate and inspire others, and with experience of matrix management, and a sound understanding of business /organisational context, human resource management, performance management and governance arrangements in a large complex organisation.

The post requires an individual who demonstrates competencies in the critical leadership behaviours identified as crucial to achieving success within NHS Scotland:

- Caring for Staff
- Working in partnership
- Learning and development
- Improving performance through team-working
- Communicating effectively
- Improving quality
- Achieving results

## Education, Training and Qualifications

### *Essential*

- Educated to degree level with postgraduate
- Professionally qualified and member of an appropriate recognised body
- Demonstrates continuing Professional development.

## Experience

### *Essential*

- Extensive senior management experience, including strategic decision making within an analogous organisation of similar size, scope and complexity.
- Substantial leadership experience at a senior corporate level
- Demonstrates significant knowledge and delivery of Estates and Soft FM services, including legislative requirements
- Significant and successful track record of leading large scale projects.
- Demonstrates a comprehensive understanding of current developments within the market place.
- Experience of developing innovative solutions that deliver growth whilst demonstrating best value and best practice
- Successful leadership of strategic change projects aimed at delivering transformation and raising performance in a fast moving environment
- Track record of effective partnership working across complex networks, delivering through influence and negotiation.
- Track record of business acumen, including strategic planning.

## Skills, Competency and Disposition

### *Essential*

- Highly strategic thinker.
- Highly developed interpersonal, planning and technical skills, combined with supportive and visible leadership skills which demonstrates competencies in the critical leadership behaviours identified as crucial to achieving success within NHS Scotland:
  - Working in Partnership
  - Learning and development
  - Caring for staff
  - Improving performance through team-working
  - Communicating effectively
  - Improving quality
  - Achieving innovative results
  - Professional & personal credibility to earn the confidence and respect to motivate and inspire staff and a range of stakeholders.
  - High level of personal integrity.
  - Highly effective influencing, interpersonal and political skills.
  - Ability to operate effectively under pressure.
  - Ability to travel.

# Summary of Core Leadership Competencies

## Strategic Focus

- Understands the vision of the organisation and their role in achieving this
- Sets longer term plans and develops contingencies
- Understands external environment and its potential impact
- Is aware of relevant national and local initiatives, imperatives and factors influencing local health service provision
- Translates broad strategies into specific objectives and action plans
- Aligns resources, processes and systems to support strategic priorities

## Collaborative/ Partnership approach

- Promotes collaboration and teamwork across organisational boundaries
- Creates an open, team environment where differences can be discussed constructively
- A balanced view of conflicting perspectives is established.
- Cultivates an active network of relationships inside and outside the organisation.
- Understands current power and political relationships
- Recognises and responds to the concerns of others
- Takes a systematic approach to the development and maintenance of effective partnership working
- Has a sound understanding of multi-agency influencing and decision-making protocols

## Achieving results and making decisions

- Key accountabilities, judgement and decisions are accepted and acted upon.
- Sets and pursues appropriate goals for self and service
- Is committed to achieving results and demonstrates a strong commitment to organisational success
- Manages stakeholder expectations to achieve results
- Reviews key indicators and uses management systems to monitor progress and achieve results
- Demonstrates a creative approach to problem solving
- Able to work effectively under pressure
- Important issues in a complex situation and their implications are identified.
- Establishes appropriate, yet realistic timeframes to achieve results

## Managing Resources

- Recognises and capitalises on staff strengths and abilities
- Engages staff in understanding all decisions affecting them
- Establishes clear objectives and results for all staff

- Develops staff to achieve
- Assigns clear authority and accountability
- Is aware of employee issues and responds appropriately
- Aligns available resource to agreed service priorities
- Delivers financial responsibilities and develops contingencies

## Interpersonal approach

- Promotes ideas and proposals persuasively
- Provides compelling rationales
- Shapes stakeholder opinions through positive negotiations
- Builds a broad base of support among key decision makers and influencers
- Presents a balanced approach which demonstrates both empathy and a focus on facts, problems and solutions is maintained when handling emotional situations.

## Change and Redesign

- Champions new initiatives and service redesigns
- Stimulates and develops innovative ideas and improvements based on accurate data
- Challenges status quo and resistance
- Prepares others to understand and accept change
- Is proactive, utilising intelligence to support proposals
- Is recognised as an enabler of change
- Demonstrates resilience to continuous and concurrent change
- Able to make hard decisions when implementing change
- Works well with ambiguity or impartial data
- Is flexible and adaptable

## Professional Development

- Areas for development are identified through reflection and appropriate strategies pursued to improve performance
- Areas of strength are recognised and consistently applied
- Constructive feedback is sought and acted upon to improve professional performance.

## Respects Diversity

- Supports and enables fair treatment and equal opportunity for all
- Establishes an environment where staff are comfortable raising issues or concerns
- Challenges inappropriate behaviour and prejudice effectively
- Managing people on an individual basis
- Fostering relationships with people who have different views

- Actively mentors and coaches staff and colleagues
- Recruits and develops talent from all backgrounds
- Actively seeks and applies diverse views and perspectives
- Applies employee policies in a constructive way for all staff
- Uses inclusive language
- Applies inequalities sensitive approach to service delivery

## Governance

- Maintains focus on strategic issues and priorities to ensure required organisational performance is achieved
- Monitors organisational performance and exercises accountability for results
- Makes and supports decisions that achieve effective financial, clinical and employee results
- Ensures the organisation fulfils its financial, clinical and staff responsibilities
- Examines and defines factors that could adversely affect performance or delivery of committed activities
- Ensures compliance with statutory or policy obligations
- Quantifies and assigns probabilities to risks and opportunities (level and likelihood).

# Our Vision, Mission and Values

## Our Vision

**Longer, healthier lives for the people of Tayside.**

## Our Mission

**To transform services so everyone has the best health and care experience possible.**

## Our Values

- **Care and compassion**
- **Dignity and Respect**
- **Openness, honesty and responsibility**
- **Quality and teamwork**



# Employment Package

The successful candidate will be employed under NHS terms and conditions. The following sections outline the employment package applicable to NHS Tayside.

## NHS Tayside Summary Terms and Conditions

A package commensurate with the responsibilities of the post and the level of seniority of the successful candidate will be available to the appointed candidate.

Appointment of the successful applicant to the post will be subject to satisfactory pre-employment checks including Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

The terms and conditions for this post are set by direction of Scottish Ministers under the arrangements in place for Executive and Senior Managers Pay within NHS Scotland

**Grade: Executive and Senior Management Grade E**

**Salary: £88,171 to £114,606 per annum**

Placing on the range will be determined by a range of factors, considering current salary. The starting salary will be part of the formal offer of employment. Progression through the pay range is on the basis of an annual assessment of performance in a year beginning 1st April and ending 31st March. A pay uplift determined by performance rating is applied in line with national circulars.

## Hours of Duty

The set hours of work are 37½ per week; however, the number and pattern of hours will reflect the demands of the post. There is no contractual right to additional pay or time off in lieu of additional hours. This will not affect individual rights under the Working Time Directive. The postholder will also participate in the executive directors out of hours on call rota as required.

## Tenure

This is a full-time permanent position.

## Pension Arrangements

New entrants to NHS Tayside who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme.

Our pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards.

All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>. Once a year, (following 2 years qualifying service) a statement is available online (<http://www.sppa.gov.uk/>) showing how much service has built up in your pension.

You can increase the amount you put in if you want by buying additional pension. For full details please see the Factsheet “Additional Pension” available on the SPPA website <http://www.sppa.gov.uk/>. The amount contributed by the government in the form of tax relief would also increase.

Superannuation benefits accrued in the NHS Scheme elsewhere in the UK can be transferred to the Scottish scheme by arrangement with the Scottish Public Pensions Agency. The transferability of other public sector pension schemes entitlements may be possible and may be explored on appointment.

## Motor Vehicle Provision

Where there is a job requirement, a vehicle may be offered. The arrangements will be determined by the Remuneration Sub-Committee in accordance with the leased car provisions for staff on Executive Managers’ pay arrangements.

## Location

For employment purposes, your initial base will be within NHS Tayside. The post will inevitably require you to travel regularly throughout the Board’s area and within Scotland. Less frequently you will require travelling further out with Scotland. Home to work expenses will be met by the post holder but all other travel expenses incurred as a result of your employment will be reimbursed by the Board.

## Removal Expenses

Reasonable removal expenses in line with the Board’s policy will be payable, should the Board require you to move home. This will be discussed with you, as part of an offer of employment.

## Annual Leave

The annual leave entitlement is 27 days rising to 29 days after 5 years’ service and 33 days after 10 years’ service. Public Holidays (8 days) are allocated in addition for all Board employees.

## Performance Appraisal and Personal Development

The annual performance cycle is from 1 April to 31 March. Performance is assessed against a performance plan, which contains individual service objectives relating to the Board’s corporate objectives and individual behavioural objectives based on the NHS Scotland Leadership Competency Framework. The performance plan is agreed with the Director of Workforce.

Performance against the plan is assessed by the Chief Executive(s) and performance is rated on a five-point rating scale:

1. Unacceptable – misses most targets
2. Incomplete – misses most targets without counterbalancing over- achievements
3. Fully Acceptable – balances shortfalls with over-achievements
4. Superior – meets all targets and exceeds most
5. Outstanding – substantially exceeds all targets

## Other Terms and Conditions of Service

Terms and Conditions of Service which are not set down in the arrangements for Executive and Senior Managers Pay, are those contained within the Agenda for Change Terms and Conditions Handbook, and the Board's Workforce Policies.

# Recruitment Process and Timetable

The closing date for applications for this position is Monday 12<sup>th</sup> June 2023.

NHS Tayside's Recruitment team will coordinate candidate communications including application confirmation and the scheduling of each stage of the recruitment and selection activity. Outlined below are key note timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.

Candidates should note that the recruitment process will include for shortlisted candidates a pre-interview assessment stage prior to formal interview. This will include participation in online psychometric assessments. The results of this stage and subsequent stages of the recruitment process will be kept confidential and restricted to only those who have direct responsibility for the decision making in the recruitment to this post.

Recruitment Stage	Planned Date
Recruitment Advertising Campaign opens	Monday 22 <sup>nd</sup> May 2023
Closing date for return of applications	Monday 12 <sup>th</sup> June 2023

## Special Requirements for Selection Events

Where appropriate we are fully supportive in discussing making any reasonable adjustments to the recruitment process to ensure no candidate is disadvantaged as a result of a disability or any other health condition. If you require any special arrangements to be made in regards your participation in selection event, please indicate this by contacting Keira Macdonald, Senior Recruitment Advisor, on 01382 660111 ext no. 35352.

If you have a disability or long-term health problem, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment.

If you require further information on any stage of the recruitment process the please contact Keira Macdonald, Senior Recruitment Advisor, on 01382 660111 ext no. 35352.

## Data Protection Legislation

The information supplied by your application will only be processed by authorised NHS Tayside personnel involved in relevant stages of the recruitment process. Applications submitted via the NHS Scotland Recruitment system Job Train will be retained by NHS Tayside and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Tayside will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

## How to Apply

For an informal conversation about the role, please contact Iain Atkinson at Eden Scott, [iain.atkinson@edenscott.com](mailto:iain.atkinson@edenscott.com) or call 07714 124 033.

To apply, please send the following details to Iain Atkinson at [iain.atkinson@edenscott.com](mailto:iain.atkinson@edenscott.com)

- a copy of your CV
- A covering letter addressing what interests you in the role and details of your 3 most relevant skills or experiences that make you suitable for the role, as set out in the job description and person specification

Further information about NHS Tayside including the full job pack can be found at [www.edenscott.com/employer/nhs-tayside](http://www.edenscott.com/employer/nhs-tayside)

## Further Information

If you have any further queries regarding the recruitment and selection process, please do not hesitate to contact [keira.macdonald@nhs.scot](mailto:keira.macdonald@nhs.scot)

All applications will be acknowledged and treated in the strictest of confidence.

# Living and Working in NHS Tayside

## NHS Tayside

NHS Tayside is responsible for delivering healthcare to more than 420,000 people living in Tayside and North East Fife. We employ around 13,500 staff and provide a comprehensive range of primary, community-based and acute hospital services for the populations of Dundee City, Angus, Perth & Kinross and North East Fife. Our annual budget is now £1.2 billion of public money.

Within NHS Tayside and based on the western edge of Dundee, Ninewells Hospital is one of the largest teaching hospitals in Europe. It is internationally renowned for introducing laparoscopic surgery to the UK as well as being a leading centre in developing fields such as the management of cancer, medical genetics, cardiovascular disease, diabetes, informatics, neuroscience and imaging.

Other acute sites are Perth Royal Infirmary in Perth and Stracathro Hospital near Brechin, as well as 14 community hospitals, mental health facilities and dental hospitals across Tayside.

NHS Tayside is a large teaching Health Board with strong nursing and research links with the University of Dundee, Abertay University, Dundee and Angus College and Perth College UHI in our own locality, as well as other universities across Scotland. The University of Dundee Medical School is integrated into the Ninewells Hospital campus.

In addition, at the heart of health services in our communities are our GP and primary care services which are there supporting our patients and their families where they live and work.

## Health and Social Care Partnerships

There are three Health and Social Care Partnerships in Tayside: Angus; Dundee; and Perth & Kinross.

NHS Tayside works very closely with colleagues in the partnerships as they provide a range of adult health and social care services to our local communities.



## Life in Tayside

Dundee, Angus and Perth and Kinross make up the thriving and vibrant region of Tayside – between them offering the perfect blend of city, country and coastline. Covering a large area of the north-east of Scotland, it includes the stunning mountains and glens of Perthshire and Angus, and the historic cities of Dundee and Perth. The three council areas are [Dundee City](#), [Angus](#) and [Perth & Kinross](#).



Close to larger cities such as Edinburgh and Glasgow without sharing their high cost of living, Tayside offers an excellent work-life balance with affordable housing, excellent schools and rural and city centre living in easy reach. From mountains to sandy beaches, cultural hotspots to superb leisure opportunities for the outdoor enthusiast, Tayside offers an exceptional quality of life.

The region is immersed in rich culture and activities with something for everyone. Angus has many quaint towns to visit along with the Angus Glens for any keen hill walkers and cyclists. Dundee offers the first V&A museum in the world outside London and the first ever design museum in Scotland and the Dundee Eden Project which is due to open in 2026. Perthshire provides rural countryside, highland hills and lochs, and the bustling city of Perth filled with historical attractions. The university town of St Andrews and home of golf is 30 minutes' drive from Dundee. There is easy access to hiking, skiing, world class mountain biking, water sports, and road cycling in some of the best of Scottish countryside.

Getting around is quick and easy on the excellent road and rail links and we're well connected to the rest of Scotland and the UK. Edinburgh, Aberdeen and Glasgow are all less than 90 minutes from Dundee and there are direct flights from [Dundee airport](#) to London City and Belfast.

Find your new home at the [Tayside Solicitors Property Centre](#) or the [Perthshire Solicitors Property Centre](#) or through a number of local letting and estate agents.



## Dundee

Dundee is Scotland's sunniest city and has an unrivalled location at the mouth of Scotland's longest river, the Tay. Dundee is the UK's only [UNESCO City of Design](#).

Dundee is innovative, creative with a rich heritage, countryside splendour and thriving industries and is encapsulated by the slogan, 'One City, Many Discoveries'.

In 2018, following the opening of [V&A Dundee](#), Lonely Planet named the city one of the Top Ten Destinations in Europe. In 2019, Dundee was The Times regional winner of the Best Places to Live in the UK and was among The Times 2020 Best Places to Live in Scotland, while Broughty Ferry was in the 2021 list.

Dundee is home to two highly-regarded universities, recognised for the quality of their student experience – [Dundee](#) and [Abertay](#) – as well as [Dundee and Angus College](#).

For a taste of what you can see and do in Dundee, explore [One City, Many Discoveries](#) and [Dundee City Council Tourism Culture and Leisure](#).



## Perth & Kinross

The historic city of Perth is also beautifully located on the banks of the Tay, some 20 miles west of Dundee, and is often described as 'the gateway to the Highlands'. [Perthshire](#) is home to scenic glens, medieval castles, whisky distilleries and mountains packed with wildlife and Kinross sits close by [Loch Leven, a National Nature Reserve](#) with a 13-mile Heritage Trail.

There are many lovely towns and villages in Perth & Kinross. Pitlochry is surrounded by beautiful scenery and has lots of things to see and do. It is perfect for hill walking, fishing and golf with all the facilities you would expect on your doorstep. Crieff is a vibrant town and community with good local schools, sports facilities and restaurants.

Discover the [extensive range of activities](#) in and around Perth, where you'll also find [Perth College](#), which is part of the University of the Highlands and Islands.

There are lots of opportunities for outdoor activity and Perth is also within easy reach of Stirling, Edinburgh and Glasgow.



## Angus

With coastal villages and beaches, hills and market towns, [Angus](#) is a county of great variety. Visit a castle, go to the beach, ride a classic steam train, or step back in time – [it's all here](#).

Angus is a popular destination, thanks to attractions such as Arbroath Abbey (home of Scotland's historic Declaration of Independence) and Carnoustie with its legendary championship golf course.

The Angus coastline is a wildlife watching secret and is home to a wide variety of coastal and marine habitats and species. The lovely Lunan Bay near Montrose is one of many places for a great day out. For walking, cycling or riding, the Angus Glens – Clova, Doll, Lethnot, Prosen, Isla, and Esk – run deep into the foothills of the Cairngorms and include 10 Munros as well as spectacular views.

The southern part of the [Cairngorms National Park](#) lies across Angus and Perth & Kinross, and the counties are also home to [Tayside's Catevan Ecomuseum](#).



## Excellence in Tayside

NHS Tayside has a long history of delivering innovation in healthcare. Through the work of our clinical teams and close partnership working with the University of Dundee, the organisation is often a pioneer in cutting-edge developments and improvements.

NHS Tayside is the first region in the world to have effectively eliminated hepatitis C with its pioneering approach to treating the disease. In late 2019, NHS Tayside had diagnosed 90% of patients and treated 80% of eligible infected cases, meeting the World Health Organisation's (WHO) 2030 target for reducing prevalence of hepatitis C 11 years early.

In another UK first, NHS Tayside was the first health board to offer pioneering genetic testing as part of a new approach for stroke care. NHS Tayside is at the vanguard of this approach called precision medicine, which moves away from one-size-fits-all prescribing to a more tailored approach with treatments customised to individual patients and their unique genetic make-up.

NHS Tayside Health Visiting and Family Nurse Partnership services are the first in Scotland to have achieved and then maintain the prestigious UNICEF Gold award for excellence in maternity, health visiting, neonatal and children's centre services. The standards are designed to provide parents with the best possible care to build close and loving relationships with their baby and to feed their baby in ways which will support their health and development.

Tayside has also seen the first portable virtual radiotherapy system in the UK go live. The virtual radiotherapy system simulates the look, sounds and features of a linear accelerator, which is the machine used to deliver radiotherapy and is being used to train staff treating cancer patients.

Robotic surgery in Tayside is going from strength to strength as patients from across Tayside continue to benefit from the expansion of NHS Tayside's robotic surgical service. The robot enables surgeons and their multi-disciplinary teams to carry out complex procedures in hard-to-reach areas of the body. Patients benefit from reduced hospital stay and quicker recovery, reduced pain, reduced complications, reduced blood loss and ultimately, improved outcomes.

Looking to the future, plans are progressing for Tayside to host one of the new National Treatment Centres at Perth Royal Infirmary. The purpose-built unit will offer a range of routine procedures for patients in specialities including breast surgery, general surgery, gynaecology, neurosurgery, oral maxillofacial surgery, orthopaedics, ophthalmology, plastic surgery, urology, dermatology and ear, nose and throat (ENT).

The proposals for the National Treatment Centre - Tayside will see a with five new theatres to complement the five existing theatres at Perth Royal Infirmary. The centre will also have two enhanced treatment rooms for ophthalmology and day procedures as well as dedicated patient rooms for all pre and post operative checks and a short stay unit.

