

Memo

NHS Tayside

To:	Lynn Smith	Your Ref:	
From:	Nicky Connor	Our Ref:	NC/jr
Date:	18 September 2025	Enquiries to:	Nicky Connor

OPERATION STRINGENT: THEATRE LOGBOOKS INVESTIGATION UNDER NHS SCOTLAND WORKFORCE POLICIES INVESTIGATION PROCESS

On 28 August 2025, the Head of Health Records contacted the Clinical Care Group Manager for Theatres, Anaesthesia and Critical Care regarding a request from Operation Stringent, which is the Police Scotland investigation into Mr Eljamel. This request was to seize theatre logbooks containing information regarding the surgical practice of Mr Eljamel dating from May 1995 to November 2014.

Upon receipt of this request from Operation Stringent, it was discovered that all logbooks over eight (8) years' old pertaining to the theatre in which Mr Eljamel would typically operate, were removed from their location on 28 July 2025 and added to the confidential waste stream to be destroyed.

A "Do Not Destroy" notice was received from The Eljamel Inquiry in October 2024, requesting that no material of potential relevance to the Inquiry be destroyed, deleted or disposed of. The Do Not Destroy directive was communicated to individuals and across the organisation in November 2024.

A high level SBAR commissioned by the Chief Officer, Acute Services, outlining the background and assessment of the circumstances of the destruction of the logbooks, was provided to the Eljamel Oversight Board on 12 September 2025. Following its consideration, it was agreed that the NHS Tayside executive members of the Oversight Board should consider next steps.

In the absence of Executive Medical Director Dr James Cotton who is Responsible Officer (currently on annual leave), Margaret Dunning (Board Secretary), Jane Duncan (Director of Communications) and Elaine Watson (Director of People & Culture) made a recommendation to the Chief Executive that a full investigation should be commissioned to establish more detailed facts of the incident than those included in the SBAR. This is primarily an investigation into people and their actions, and therefore it is agreed that the NHS Scotland Workforce Policies Investigation Process is most appropriate, applying a "Just Culture" lens.

In response, I, as Chief Executive, am instructing the following commission:

Lynn Smith, Chief Officer, Acute Services will undertake an investigation under the NHS Scotland Workforce Policies Investigation Process to:

- **Establish the detailed facts of what transpired that resulted in the decision to make arrangements for the destruction of the logbooks from the theatre in which Mr Eljamel would typically operate.**

NHS Tayside
Level 10, Ninewells Hospital & Medical School,
Dundee, DD1 9SY

CAT E

- **Assess if there are any capability or conduct concerns on the part of the individuals involved, or any failure of responsibility on the part of senior staff, in light of the “Do Not Destroy” notice and its implementation.**
- **Provide a comprehensive assessment of how information that would have been available through the provision of the logbooks can be provided from other documentation.**
- **Provide a detailed assessment of the preventability of this incident and detail all steps and mitigations which are required to ensure it does not happen in the future.**
- **Make any further necessary recommendations in response to learning from this incident.**

Lynn Smith will be supported by Wendy Farquharson, Head of HR Business Relations, and Lesley Sharkey, Nurse Director Acute.

The investigation should be concluded as soon as possible, and no later than 30 September 2025.



Chief Executive

Cc

Elaine Watson, Director of People & Culture

James Cotton, Executive Medical Director

Margaret Dunning, Board Secretary

Department

CHP/Division/Board Name

Address 1

Address 2, Town/City, Postcode

Tel: Number and/or Extension Fax: Number Email: Address