

GJG/JAS  
1 August 2008  
Neil McKay  
Chief Executive  
NHS East of England  
Towards the best, together  
NHS East of England  
FREEPOST  
Victoria House  
Capital Park  
Fulbourn  
Cambridgeshire  
CB21 5XB

**Executive Office**  
Box 146  
Addenbrooke's Hospital  
Hills Road  
Cambridge CB2 2QQ  
  
Switchboard: 01223 245151  
Direct Dial: 01223 217510  
Facsimile: 01223 274480  
  
[www.addenbrookes.org.uk](http://www.addenbrookes.org.uk)

Dear Neil

Thank you for the East of England document 'Towards the best, together', and for the opportunity to respond in detail to the proposals.

The document has been widely circulated throughout the Trust and comments have been collated from staff, some of whom were members of the clinical pathway groups. To ensure that we could provide a well informed and balanced response we have undertaken numerous face to face meetings as well as receiving responses electronically.

May I refer you to the attached questionnaire for the fine detail of our response, but there are several key points which have arisen in discussions with our staff which I would like to bring to your attention.

In the main we are in agreement with the key elements of the document and therefore support the proposals. However, it was felt by Trust staff that although this document went some way towards delivering the kind of health care we aspire to it does not go far enough. For example in the end of life section the document is positive for older people in that it does recognise the ageing population in the East of England; however, it should also specifically recognise the importance of older people as major consumers of health and social care.

Staff highlighted the challenge regarding the introduction of the new services and changes to existing services; how they might be implemented and delivered. For example:

- Staff raised the question of extra funding and whether there would be any extra funds to help facilitate delivery of the proposals for health and care. The proposal to 'Guarantee one to one midwifery care in established labour by recruitment of at least 160 more midwives' is one such example.

- Staff believed that it was essential to undertake further work to identify the benefits of the changes and to measure how these changes are implemented to ensure that what we deliver makes a tangible difference to the experience of our patients.
- Some staff felt that the issue of clinical academic medicine should have received more emphasis in the document, with the recognition of the importance of medical education as underpinning excellence and innovation through the production of high quality doctors.

That said we look forward to the results of this consultation programme, and engaging in the next stage of the programme. Locally the consultation process has raised many pertinent and relevant issues which will be used to facilitate our own planning process and I hope some of which will be included in the next round of discussions for the members of the clinical pathways.

Yours sincerely

**Dr Gareth Goodier**  
Chief Executive