

**PE1423/A**

NHS Lanarkshire Letter of 9 May 2012

Dear Sirs,

I write on behalf of NHS Lanarkshire to provide a response to Petition 1423 set out in the Public Petitions Committee letter of 1st May 2012.

NHS Lanarkshire has been asked – What is our response to what the Petition seeks?

NHS Lanarkshire places great emphasis on harnessing the contribution which staff make in the delivery of the highest quality care and services to the people of Lanarkshire.

The NHS in Scotland has an established statutory Staff Governance Standard which forms the foundation and a framework for our approach – with a focus and clear emphasis on staff engagement and involvement, staff influence on planning and decision making, effective staff communication, continuous investment in staff training and development and treating staff fairly and consistently.

NHS Lanarkshire recognises that our staff are our most valuable resource and through our approach to ongoing delivery against the Staff Governance Standard we continuously seek to encourage, develop, train, lead, support and reward staff to exploit their maximum potential to the benefit of the public, patients, services and colleagues.

Whilst the work of the NHS has benefited significantly from developments in technology it remains the case that effective and high quality health improvement and health care relies heavily on the skills, values, motivation and contribution of staff.

To this end NHS Lanarkshire has developed and implemented a Learning Strategy in support of our Health Strategy (A Healthier Future ). The Learning Strategy recognises the importance of direct linkage between what we seek and plan to do to develop and improve health and health services in Lanarkshire and the priority which we give to associated support, arrangements and investment for the training and development of staff.

A key component of our Learning Strategy is the emphasis placed on regular Personal Development Planning and Review (PDPR) for every member of staff. An explicit linkage is made between PDPR and NHS Lanarkshire's annual priorities, the context of personal performance, ambition and commitment and the outcome /

outputs from PDPR are recorded and are used to inform the NHS Lanarkshire training and development priorities.

This structured approach provides a level of organisational confidence that we are having regular and appropriately focused engagement with staff which links review of current and future performance with investment in training and development.

I would be happy to provide further information on this matter as deemed helpful.

Yours faithfully,

K A Small  
Director of Human Resources