

PE1423/F

**PUBLIC PETITIONS COMMITTEE
QUESTIONS ARISING FROM COMMITTEE MEETINGS
TUESDAY 17 APRIL 2012**

CONSIDERATION OF PETITION PE 1423

Petition by Gordon Hall, on behalf of The Unreasonable Learners, calling on the Scottish Parliament to urge the Scottish Government to review the considerable research into the thinking that underpins the approach to managing the contribution from staff that has been undertaken over the past decades and compare this with the assumptions that underpins existing management practice; and subsequently to use the findings to ensure that it harnesses the talent of its staff.

NHS Tayside was asked - What is your response to what the petition seeks?

As an NHS Scotland organisation and governed by the terms of the statutory Staff Governance Standard, NHS Tayside is firmly committed to ensuring the talents of its employees are brought to bear in delivering the highest possible quality of care and service to the people of Tayside and beyond.

To this end, NHS Tayside has comprehensive Workforce and Staff Development strategies, plans and policies, and regularly assesses our performance against these at Board level in public session through our Staff Governance Committee.

Additionally all staff working within NHS Tayside – clinical and non-clinical - are required to agree annual personal development plans which frame key learning and link clearly with NHS Tayside's corporate objectives, reflecting best practice.

This approach offers both transparency and confidence that the learning agenda is at the heart of our organisation's and staff practice.

**George Doherty
Director of Human Resources**