

PE1495/X

NHS Forth Valley

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Petitions Committee

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Date 14 April 2014
Your Ref
Our Ref Log 651/JG/HK/me

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Dear Sir

Consultation of Petition PE1495

Thank you for your email dated 17 March 2014 in which you refer to a previous email and attachment dated 6 December 2013.

I apologise for any inconvenience the delay in replying may have caused the Public Petitions Committee.

Two specific questions are asked and our response is as follows:-

What are your views on what the petition seeks and the discussion that took place at the meeting on 26 November 2013?

You will be aware of the action taken, over recent months, by the Directorate of Health Workforce and Performance, SGHD, in relation to Settlement Agreements.

The most recent letter from Lorimer MacKenzie, Head of Pay and Conditions, dated 20 March 2014 described the decision to be implemented in relation to confidentiality clauses.

As a Public Sector Body we will comply with this and support the open and transparent approach proposed. We have replied to the consultation document and given comments on the proposed administrative arrangements as requested in the letter of 20 March 2014.

What management training do you have in place to ensure all staff are enabled and encouraged to raise matters that may affect patient safety and quality of care as well as employment issues such as workplace bullying.

Chairman: Alex Linkston CBE
Chief Executive: Jane Grant

*Forth Valley NHS Board is the common name for Forth Valley Health Board
Registered Office: Carseview House, Castle Business Park, Stirling, FK9 4SW*

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Our management training is delivered in the context of the Everyone Matters 2020 Workforce Vision launched by the Cabinet Secretary for Health and Wellbeing in June 2013.

Locally we have a workforce strategy to ensure we delivery our commitments, in partnership with Trade Union colleagues under the Staff Governance Standard.

We have a specific focus on creating a modern, healthy culture to address the issues in the above question and a dedicated Learning Plan.

We also have recently agreed a set of, locally determined, values which inform our approach to recruitment, staff development, leadership competencies and performance management.

We have a full programme of training and development to deliver organisational priorities. This covers, for example, Equality and Diversity, Managing Difficult Conversations, Bullying and Harassment and Team Building.

Specifically we have a Whistleblowing policy and staff have access to a confidential alert line run independently, to raise concerns.

In addition we have a wide range of best practice policies and procedures with related on line and face to face training, to enable all staff to raise concerns and to have these concerns heard and addressed as appropriate.

Yours faithfully

Jane Grant
Chief Executive