

**PE1423/G**

**Public Petitions Committee  
Consideration of Petition PE1423  
24 May 2012**

**CONSIDERATION OF PETITION [PE1423](#)**

*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 Ayrshire & Arran has been asked to respond to the question:

- What is your response to what the petition seeks?

NHS Ayrshire & Arran strongly supports the view that staff are our most important resource in order to ensure delivery of high quality care and services to the people of Ayrshire & Arran.

Under the statutory Staff Governance Standard all staff are entitled to be:

- well informed;
- appropriately trained;
- involved in decisions which affect them;
- treated fairly and consistently; and
- provided with an improved and safe working environment.

NHS Ayrshire & Arran has a Staff Governance Committee reporting to the NHS Board, whose remit is to ensure that a culture of support for the above Standard exists for all staff within NHS Ayrshire and Arran, and that this is built on the principles of partnership. Under the 'appropriately trained' Standard, staff have the opportunity to participate in their personal and professional development, which is tailored to their individual needs and those of the organisation.

To this end, the Committee monitors the outcomes of an action plan aimed at embedding and sustaining qualitative Personal Development Reviews for all staff within the organisation.

As part of our Learning Strategy, there are a number of initiatives on-going in the organisation, including leadership development, learning sets, coaching and mentoring. Staff needs are identified through Personal Development Plans, and additional diagnostic work can also be carried out to identify what development an individual would benefit from.

NHS Ayrshire & Arran is, therefore, committed to developing and supporting the future potential of our staff in order to best meet our future service challenges and priorities in a planned and sustainable way.

Patricia Leiser  
Director of Organisation & Human Resource Development  
NHS Ayrshire & Arran