



NHS Management Executive
St. Andrew's House
Edinburgh EH1 3DG

29th April 1998

Dear Colleague

TOWARDS A NEW WAY OF WORKING

Summary

The Human Resources Strategy "Towards a New Way of Working" was launched at the Human Resources Conference on 16 April 1998 by the Minister for Health and the Arts, Sam Galbraith MP.

The Human Resources Strategy document produced after discussion with over 1,000 staff in the NHS in Scotland and together with other interested parties concentrates on:

- partnership working in a framework of consistency
- increasing staff involvement in decision-making
- improving the health and security of staff
- developing education and training opportunities
- promoting family-friendly employment practices
- and delivering real improvements in conditions for junior doctors
- improving performance of the NHS through people.

Action

Employing authorities are requested to implement the contents of the Human Resources Strategy and are asked to report progress through HIPs/TIPs, Accountability Review and Annual Reports.

Addressees

For action:

General Managers, Health Boards

General Manager, Common Services Agency

General Manager, Health Education Board for Scotland

Executive Director, Scottish Council for Postgraduate Medical and Dental Education.

For information:

Chief Executives, NHS Trusts

Enquiries to:

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Requests for additional copies to:

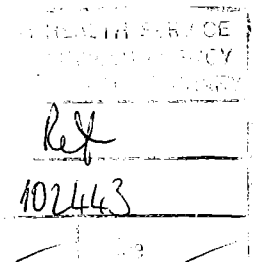
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Publication of the Strategy

Following the launch, copies of the Strategy were sent to Health Board General Managers and NHS Trust Chief Executives for distribution to Executive Directors and non-Executive Directors, local staff associations, trades union representatives and other key individuals. Additionally Health Boards were asked to pass a copy to all General Practice and Dental Practice surgeries.

If your supply did not arrive, please telephone 0131 244 2480.

Summary for Staff

Arrangements are in hand for each NHS Trust Chief Executive and Health Board General Manager to receive a supply of the Summary of Towards a New Way of Working for distribution to **all staff**. Additionally, and in line with normal practice, Health Board General Managers are asked to arrange for copies of the summary to be sent to General and Dental Practices within their area. Sufficient copies for each practice staff member will be sent to Health Boards.

If copies of the summary document do not arrive by Friday 15 May, please telephone 0131 244 2480.

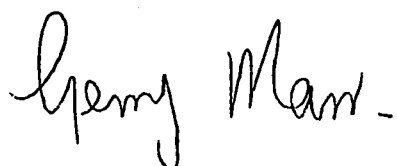
Braille and Cassette Tape Copies

Limited copies of the Strategy will be available shortly in Braille and on Tape by calling 0131 244 5993.

Internet Access

To allow greater access to the full document we have arranged for the HR Strategy to be available on the Internet site www.scotland.gov.uk.

Yours sincerely



GERRY MARR
Director of Human Resources