

## **Professional Development Statement - Effective from 1 January 2008**

### **Introduction**

This policy statement sets out the approach taken by Versa Professional Services Limited to encouraging Versa people to engage in effective professional development to update skills and knowledge and improve performance. We are committed to continuing professional development as a fundamental part of our business strategy. We also recognise that the responsibility for supporting professional development is shared between both Versa Professional Services Limited and its people.

### **Our goal**

Is to ensure that there are high levels of professional development activity undertaken by Versa people

### **Our objectives**

Our objectives in relation to encouraging professional development are to:

- Identify the strategic professional development needs of the business and develop a plan for meeting those needs
- Encourage Versa people to both lead and participate in professional development activities on an on going basis
- Provide support for Versa people to engage in professional development activities including financial resources, time away from work and mentoring support
- Evaluate the return on the investment made in professional development and the impact that this has had on delivering the companies objectives
- Create a working environment and organisational culture that promotes and values learning and development activities as an ongoing part of the life of the company
- Develop an action plan setting out detailed proposals for achieving our policy goal set out above