

REPORT TO ABERDEENSHIRE INTEGRATION JOINT BOARD 12 OCTOBER 2022

CHIEF OFFICER'S UPDATE

Joint Inspection of Services for Children and Young People at Risk of Harm

A multi-agency inspection is presently underway for children and young people in Aberdeenshire at risk of harm. The inspection is being undertaken jointly by the Care Inspectorate, Education Scotland, His Majesty's Inspectorate of Constabulary in Scotland and Healthcare Improvement Scotland. Notification was provided to the Chair of Aberdeenshire Community Planning Partnership Board on 11th July 2022 of the intention to commence the inspection.

For the Aberdeenshire Health & Social Care Partnership (HSCP), we are part of the inspection process, particularly around Health Visiting and School Nursing services. Preparation and oversight of the inspection is co-ordinated through the HSCP Children's Inspection Steering Group, chaired by the Partnership Manager (Central). This group links with the multi-agency inspection group, led by Aberdeenshire Children's Services. Regular Briefing Notes are being issued on behalf of the Executive Group for Public Protection, to keep partners and staff updated on the progress of the inspection, and key dates.

The inspection focuses on 4 areas:

- Children and young people are safer because risks have been identified early and responded to effectively.
- Children and young people's lives improve with high quality planning and support, ensuring they experience sustained loving and nurturing relationships to keep them safe from further harm.
- Children, young people, and families are meaningfully and appropriately involved in decisions about their lives. They influence service planning, delivery, and improvement
- Collaborative strategic leadership, planning and operational management ensure high standards of service delivery

The first multi-agency Partnership Discussion was held on 17th August 2022 where senior leaders across agencies in Aberdeenshire were invited to introduce the inspectors to Aberdeenshire services and share what we do in Aberdeenshire to support children at risk of harm.

The inspection will continue over the next few months. The final inspection report is expected to be published early next year.

Workforce

Workforce availability and support for staffing continues to be a key issue for the HSCP. Staff continue to be highly committed to provide the best possible care for our communities. The Senior Management Team is focussed on maximising our workforce capacity through the use of the Scottish Government funding provided at the end of 2021/22 for care at home and multi-disciplinary teams. Some of the funding provided last year was non recurrent meaning that some appointments were made on a non-recurrent basis. A review has taken place of the recruitment to date against the

allocation, and this has allowed the temporary posts to be made permanent. In addition, some additional prioritised appointments have been agreed. We have recruited an additional 184.65 wte posts with the funding to date and another 63.11 wte posts have been agreed. These posts are and will support existing teams to meet growing service demands and will enable greater resilience going into winter. The Senior Management Team continues to be resourceful where we have not been able to recruit to posts, considering how functions can be fulfilled and roles made more attractive. We are delighted that through joint work with Aberdeenshire Education Services we have been able to place 56 Foundation Apprenticeships in HSCP services. Breakdown of the placements are as follows:

- Care Homes 17 pupils
- Very Sheltered Housing 4 pupils
- Sheltered Housing 2 pupils
- Supported Living 3 pupils
- Day Centres 3 pupils
- Vaccination Centres 27 pupils

Management teams are working with human resources to focus on absence levels, and this is assisted by, for Council staff, where data is available on a real time basis. Self-isolation is a significant factor but stress features highly as well. Staff can continue to access wellbeing supports through both the Council and NHS. Across services staff recently completed an iMatter survey which looks at staff engagement and support. Each team is asked to develop an action plan in response to the findings.

Performance

Officers are continuing to refine our performance reporting framework, in line with the work that is underway to finalise our revised strategic delivery plan which we hope to present to the IJB in December. As per current arrangements, transformational projects in the revised strategic delivery plan will have a clear reporting line to the Strategic Planning Group, and improvement and business as usual workstreams will report our Senior Management Team. A regular reporting cycle will be established to ensure appropriate monitoring and scrutiny.

In-depth project updates on all of the major transformational workstreams will continue to be reported to the IJB via the Strategic Planning Group. In addition, we are also proposing that, on a quarterly basis, an overview of the status of all projects is presented to the IJB, highlighting overall progress and enabling exception reporting of any key barriers or delays. Subject to approval of the revised strategic delivery plan in December, revised performance reporting will commence from January 2023.

It may also be helpful to highlight that NHS Grampian is moving to whole system performance review meetings on a quarterly basis. The Aberdeenshire Health and Social Care Partnership will be expected to report into these meetings on our



performance in key areas, e.g., delayed discharge, transfers of care, Medication Assisted Treatment (MAT) Standards.

etc. However, this will not detract from our performance reporting to our IJB and Council Area Committees.

Pam Milliken
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Aberdeenshire Health & Social Care Partnership