

REPORT TO ABERDEENSHIRE INTEGRATION JOINT BOARD 20 MARCH 2024

ABERDEENSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP - WORKFORCE PLAN 2022-2025 – 2023/2024 UPDATE

1 Recommendation

It is recommended that the Integration Joint Board (IJB):

- 1.1 Receives the first 2024 progress update on the Aberdeenshire Health and Social Care Partnership Workforce Plan 2022-25 (Appendix 2).
- 1.2 Note the progress made during the last 6 months on the delivery of the Workforce Plan since the June 2023 update and the proposed actions for the new financial year.
- 1.3 Note the work to refresh the baseline data to monitor the Workforce Plan going forward (Appendix 1).

2 Directions

- 2.1 No direction requires to be issued to Aberdeenshire Council or NHS Grampian as a result of this report.

3 Risk

- 3.1 There is an overarching IJB risk (3) for Workforce capacity, recruitment, training development & staff empowerment, plus a Strategic Delivery Plan risk relating to staff health and wellbeing. The Workforce Plan is the prime mechanism for mitigating these two risks.

In addition a number of service specific workforce risks have been recorded which the actions in the Workforce Plan are seeking to mitigate. The work of the three workforce sub-groups and short life working groups are our prime mechanisms for mitigating these workforce risks.

4 Background

- 4.1 In October 2022, the Aberdeenshire Health and Social Care Partnership Workforce Plan 2022-25 was published at the request of Scottish Government and initial work to commence implementation of the Plan began.
- 4.2 This work included the recruitment of a fixed term post of Workforce Transformation Programme Manager in April 2023 and a Digital Project Manager to support the delivery and co-ordination of the Plan and some of the key Plan actions.

4.3 The first Workforce Plan Update was reported to IJB in July 2023. This report forms our second update, outlines progress and is informed by a second refresh of the initial baseline data on which the Plan was based in 2022.

5 Summary

5.1 This report includes the full update (Appendix 2) as an attachment. The update details the progress made since the June 2023 update of the approved Workforce Plan across the seventeen actions, together with an indication of activity for the new financial year and beyond.

5.2 The activity planned for the new financial year and beyond will continue to be driven forward at pace by the Workforce Transformation Programme Manager. The three thematic sub-groups reporting to the Workforce and Training Groups (Recruitment, Staff Health and Wellbeing and Training, Development and Succession Planning) continue to implement their detailed Action Plans, which were reported to IJB in December 2023. In addition, the Health and Care Staffing Act Short Life Working Group, formed in November 2023, is progressing with plans to prepare and improve existing practice to enable us to comply with the duties under the Health and Care (Staffing) (Scotland) Act 2019. Other short life working groups are delivering actions on the Adult Social Care International Recruitment, Prison Review and Bladder and Bowel Review.

5.3 This report also includes refreshed data indicators in Appendix 1 that allow us to track and measure our impact against the Plan actions and outcomes. This document is the second refresh of what comparable data exists across Aberdeenshire Council and NHS Grampian, the bulk of which we are able to refresh every six months currently through the agreement of the various data source owners in both organisations. It is hoped that during the latter part of 2024/25 the two organisations may be able to supply this data on a quarterly basis or through Power BI, which will help in terms of the frequency of monitoring and evaluation of our impact. The document includes a summary of key challenges and the common issues across both employing organisations.

5.4 The Chief Officer, along with the Chief Finance Officer and the Legal Monitoring Officers within Business Services of the Council have been consulted in the preparation of this report and their comments have been incorporated within the report.

6 Equalities, Staffing and Financial Implications

6.1 An Integrated Impact Assessment (IIA) was carried out as part of the development of the Workforce and Training Plan 2022-25 and shared previously with the IJB.

- 6.2 This is a progress update report and at this moment in time, there are no staffing and financial implications which have not already been captured within existing strategic projects or service reviews.
- 6.3 As mentioned in paragraph 5.2, we appointed a Workforce Transformation Programme Manager to a two-year fixed term post in April 2023 together with a Digital Project Manager.

**Philippa Jensen Interim Strategy & Transformation Manager
Aberdeenshire Health and Social Care Partnership**

Report prepared by Chris Coldwell, Workforce Transformation Programme Manager
Date: 23 February 2024

List Appendices:

Appendix 1 Workforce Data, January 2024
Appendix 2 Aberdeenshire Workforce Update January 2024