

REPORT TO ABERDEENSHIRE INTEGRATION JOINT BOARD 05 JULY 2023

ABERDEENSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP - WORKFORCE PLAN 2022-25

1 Recommendation

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

- 1.1 Note the submission of the update on the Aberdeenshire Health and Social Care Partnership Workforce Plan 2022-25 (Appendix 2) to NHS Grampian to include within their own, co-ordinated update to Scottish Government on 1 June 2023
- 1.2 Note the progress made during the last 12 months on the delivery of the Workforce Plan and the proposed actions for the current financial year.
- 1.3 Note the initial work done to update 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 Overarching Datix risk for Workforce capacity, recruitment, training development & staff empowerment. A more detailed risk assessment is included in the Workforce Plan and this is being detailed through the work of the sub-groups that will deliver the Workforce Plan actions.

4 Background

- 4.1 In October 2022, the Aberdeenshire Health and Social Care Partnership Workforce Plan 2022-25 (Appendix 5) was published at the request of Scottish Government and initial work to commence implementation of the Plan began.
- 4.3 This work has included the recruitment of additional and fixed term staffing resources to support the delivery and co-ordination of the Plan and some of the key Plan actions.
- 4.2 On 17 May 2023 we were requested via NHS Grampian to prepare and submit an annual update to NHS Grampian to collate into a Scottish Government response as part of the Strategic Delivery Plan process by 1 June 2023 (Appendix 3).

5 Summary

- 5.1 This report includes the full update (Appendix 2) as an attachment together with the request from Scottish Government (Appendix 3). The update details the progress the Workforce Plan Team have delivered during the seven months since publication of the approved Workforce Plan (Appendix 5) at the request of Scottish Government in October 2022 across the seventeen actions, together with an indication of activity for the current financial year and beyond.
- 5.2 The activity planned for this financial year and beyond will be driven forward at an increased pace now given the appointment of the additional staff resources identified in the Workforce Plan including the Digital Project Manager and the Workforce Transformation Programme Manager. Three thematic sub-groups reporting to the Workforce and Training Groups have also recently been formed to develop and deliver more detailed Action Plans for each of the seventeen actions.
- 5.3 This report also includes updated work as an Appendix 1 to refresh the data indicators that will allow us to track and measure our impact against the Plan actions and outcomes. This document did not have to be submitted to Scottish Government with the update. In some cases this is still work in progress to achieve comparable data and it is our intention to update this data at a minimum of twice a year with the support of the various data owners across Aberdeenshire Council and NHS Grampian. The document includes a summary of key challenges and 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) has been carried out as part of the development of the proposals set out above. It is included as Appendix 4 and the following impacts have been identified which can be mitigated as described: -
- Through creating a robust Workforce Framework and Delivery Plan, and dedicating our resources to take a strategic and methodological approach towards examining our workforce. With the aim of having better understanding of our workforce, analysing its issues, identify processes to achieve our targets. This piece of work will be led by a dedicated Workforce Transformation Programme Manager, who has oversight of the project planning and supported by the existing Partnership's Workforce and Training Group. We are already aware of much of what our workforce

needs and where the gaps are. The current status quo has been challenging and we need to dedicate and target our resources around closer understanding of demand and supply to sustain, recover and grow. By doing this, it will create opportunities for advancing equality of opportunity.

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.

6.3 As mentioned in paragraph 5.2, we appointed a Workforce Transformation Programme Manager for a two-year post in April 2023.

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

Report prepared by Chris Coldwell, Workforce Transformation Programme Manager

Date: 6 June 2023

List Appendices:

Appendix 1 Workforce Data, June 2023 v2

Appendix 2 Aberdeenshire Workforce Update May 2023 v.2.2 Final (submission to Scottish Government)

Appendix 3 Scottish Government Letter 2023 – Workforce Plan Update

Appendix 4 IIA-000914 Workforce Plan 2022-2025

Appendix 5 Aberdeenshire Health and Social Care Partnership Workforce Plan 2022-2025