

Integration Joint Board

Date of Meeting: 25th May 2022

Title of Report: Health and social care workforce strategy: Three year workforce plan

Presented by: Geraldine Collier

The Board is asked to:

- Note the content of this report, advising the IJB of the HSCP approach to meeting the timeframes of the workforce planning deadlines recently set by Scottish Government
- Take the opportunity to ask questions relating to the content of the report.

1. EXECUTIVE SUMMARY

- 1.1 This report summarises the requirements pertaining to the development of the HSCP workforce plan which is required by Scottish Government by the 31st July 2022. It reassures the board that the required programme of actions are in place to meet this commitment.

2. INTRODUCTION

- 2.1 Following the recent publication of the National Workforce Strategy for Health and Social Care and the publication of Scottish Government guidance on the completion of workforce plans, all Boards and HSCP's are required to submit a draft 3 year workforce plan to Scottish Government by 31st July 2022.
- 2.2 The strategy sets out the vision for the health and social care workforce and supports the tripartite ambition of recovery, growth and transformation of our workforce and details Strategic actions and commitments that will be taken to achieve this vision and ambition, using a Five Pillars of Workforce strategic framework (Strategy (Plan, Attract, Train, Employ, Nurture).
- 2.3 The workforce planning guidance, received in April, constitutes the first iteration of new medium term workforce planning guidance for health and social care. It outlines the express intentions of improving the strategic alignment between organisations' workforce, financial and service planning supporting a sustainable social care workforce.

3. DETAIL OF REPORT

- 3.1 The three Year Workforce Plan required by A&B HSCP, is expected to use the Five Pillars strategic framework outlined within the National

Workforce Strategy) to structure the proposed actions to secure sufficient workforce to meet local projected short-term recovery and medium-term growth requirements across health and social care services.

- 3.2 It will contain current workforce information and also project what is needed for the future analysing this gap and aligning with medium term planning priorities. There will also be an associated action plan detailing what interventions are needed to fill this gap.
- 3.3 The time scales set out by Scottish Government are as follows:
- By end July 2022: Three Year Workforce Plans should be submitted in draft to the National Health and Social Care Workforce Plan Programme Office WFPPMO@gov.scot
 - By end August 2022: Draft Three Year Workforce Plans will be reviewed and feedback provided by Scottish Government;
 - By end October 2022: Three Year Workforce Plans to be published on organisations' websites with electronic side copy to the email link above

3.2. Progress against Scottish Government Time scales

- 3.2.1 Throughout April there has been work carried out further discussing and capturing the ongoing workforce challenges, building on the information gathered to complete the interim HSCP workforce plan in 2021. . This has involved working across the HSCP (NHS and Council) to identify and shares actions and capture the required data in line with the national guidance.
- 3.2.2 The month of May will focus on collating the information and compiling a draft plan with relevant discussions with Heads of Service and lead professionals. This will include a facilitated discussion on workforce challenges, risks and mitigations with the SLT on 20th May.
- 3.2.3 A development session is arranged for IJB on the 15 June where this information will be shared and provides an opportunity for discussion and feedback. After this session all feedback will be incorporated, shared and discussed with SLT and EDG and built into a final draft to be submitted on Scottish Government by the 31st July 2022.

4. RELEVANT DATA AND INDICATORS

- 4.1 The draft Workforce plan will be furnished with all the relevant data, indicators and trends pertaining to the workforce plan for the HSCP for further scrutiny and discussion.
- 4.2 For the first time a single workforce dataset for the HSCP will be developed allowing risks across the whole workforce to be mapped and addressed.

5. CONTRIBUTION TO STRATEGIC PRIORITIES

- 5.1 In a move towards a more integrated approach to workforce planning, the three year workforce plan will detail the workforce actions and risks associated with delivery of the HSCPs joint Strategic Plan.

6. GOVERNANCE IMPLICATIONS

6.1 Financial Impact

The workforce action plan will detail the costs associated with actions as appropriate

6.2 Staff Governance

Workforce planning actions and data will feature in the Staff Governance reports or more focused workforce planning reports as appropriate.

6.3 Clinical Governance

The workforce planning process and actions will appropriately link to the clinical governance requirements both now and in the future.

7. EQUALITY & DIVERSITY IMPLICATIONS

The 3 year workforce plan and actions plans will be impact assessed in the normal manner.

8. GENERAL DATA PROTECTION PRINCIPLES COMPLIANCE

Undertaken in compliance with guidance.

9. RISK ASSESSMENT

9.1 Recruitment retention and workforce planning have featured in the audit and risk reports with medium to very high risks, particularly in remote areas. The NHS Scotland audit report identifies that “social care workforce planning has never been more important”.

9.2 The 3 year workforce plan and the associated action plans will highlight the priorities and risks with regard to workforce planning.

10. PUBLIC & USER INVOLVEMENT & ENGAGEMENT

Consultation and engagement is key to the workforce planning process. It is vital that senior and middle managers, trade unions, and third and independent sector representatives are involved in the process. The IJB will also be engaged as part of the development session on 15th June.

11. CONCLUSIONS

This paper has sought to provide details of the Scottish Government time frames with regard to HSCP workforce plan and reassure the IJB of the process being undertaken to achieve this ambitious time frame.

12.DIRECTIONS

Directions required to Council, NHS Board or both.	Directions to:	tick
	No Directions required	x
	Argyll & Bute Council	
	NHS Highland Health Board	
	Argyll & Bute Council and NHS Highland Health Board	

REPORT AUTHOR AND CONTACT

Author Name: Geraldine Collier
Email: Geraldine.collier@nhs.scot