

Integration Joint Board

Date of Meeting: 23 November 2022

Title of Report: Workforce Plan

Presented by: Kevin Colclough

The IJB is asked to:

- The Integration Joint Board is asked to formally approve the 3 year Workforce Plan for the Argyll & Bute HSCP and;
- To note and approve the governance and reporting arrangements in relation to oversight of the actions contained within the plan

1. EXECUTIVE SUMMARY

All NHS Boards and Health and Social Care Partnerships (HSCPs) were commissioned by Scottish Government to develop and publish a 3 year Strategic Workforce Plan. A strategic workforce plan has been developed for the Argyll and Bute HSCP and is attached to this paper for formal approval by the Integration Joint Board.

2. INTRODUCTION

The Workforce Plan intends to draw together and monitor key actions to assist the Argyll and Bute Health and Social Care Partnership (ABHSCP) ensure we have the right people with the right skills in place, at the right time, to deliver our future services. The workforce plan is aligned to the 2022-2025 Joint Strategic Plan for ABHSCP.

The plan also reflects the recently published National Workforce Strategy for Health and Social Care and will contribute, where possible, to the implementation of many of the actions included in that strategy.

3. DETAIL OF REPORT

The [National Workforce Strategy for Health and Social Care in Scotland](#) (March 2022) confirmed the requirement of a 3 year Workforce Plan. This replaced the requirements set out in [An Integrated Health and Social Care Workforce Plan for Scotland](#) (December 2019).

Further guidance was released in [DL 2022 \(09\)](#) (April 2022). Boards and HSCPs were asked to submit a copy of their plan to the Scottish Government by 31 July 2022. ABHSCP Workforce Plan 2022-2025 was submitted to the

Scottish Government and feedback received on 4th October 2022. Revisions have been made where we are able to do so with actions defined to support the ambitions moving forward. The feedback from Scottish Government will continue to be considered in the annual review of the workforce plan as and when service delivery models are reviewed and revised and we are in a position to be more accurate with the future workforce projections.

The plan has been developed through collaboration and consultation with clinical and professional leads, our people professionals, service leads and managers and discussions with the independent social care sector through Scottish Care representatives in the Argyll and Bute Health and Social Care Partnership.

Final publication was due by 31st October 2022 with Annual revisions to plans to be submitted to Scottish Government by the end of October each calendar year. We have agreement from Scottish Government, in line with other boards and HSCPs to publish following the IJB meeting closest to that date.

Further guidance is to be released regarding the way in which revisions are to be drawn.

Delivery of the workforce plan, as outlined within, will be overseen by the Strategic Workforce Planning group, which sits within the Transformation Boards structure. Each theme contained within the workforce plan actions section will have a separate working group containing members with the right knowledge, skills and resource to progress the actions drawn from all partners, ABC, NHS and third/independent sectors, where practicable.

The Strategic Workforce Planning Group will report on a bi-annual basis to the IJB with operational activity reporting through the current staff governance structures and SLT.

4. RELEVANT DATA AND INDICATORS

The workforce plan utilised staff data and projected need.

5. CONTRIBUTION TO STRATEGIC PRIORITIES

This contributes to all IJB strategic objectives.

6. GOVERNANCE IMPLICATIONS

6.1 Financial Impact

No financial impact for this paper.

6.2 Staff Governance

This paper notes the governance route for the Strategic Workforce Planning Group

6.3 Clinical and Care Governance

Professional advisory is in place within the Terms of Reference of the Strategic Workforce Planning Group with any related activity supported by the Clinical and Care Governance Framework.

7. PROFESSIONAL ADVISORY

The workforce plan has had significant staff involvement.

8. EQUALITY & DIVERSITY IMPLICATIONS

This plan will ensure a diverse workforce to meet the needs of a diverse population.

9. GENERAL DATA PROTECTION PRINCIPLES COMPLIANCE

In line with requirement.

10. RISK ASSESSMENT

Workforce remains a strategic risk for the IJB and this plan would seek to address this through its implementation.

11. PUBLIC & USER INVOLVEMENT & ENGAGEMENT

TBC

12. CONCLUSIONS

Further to feedback from the Scottish Government this plan is presented to the IJB for final approval with a request to retain oversight for implementation.

13. 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 Kevin Colclough
Email kevin.colclough1@nhs.scot