

Integration Joint Board

Agenda item:

Date of Meeting: 29th March 2023

Title of Report: Workforce Report Quarter 3 (2022/23)

Presented by: Geraldine Collier, People Partner, A&B HSCP.

The Integrated Joint Board is asked to:

- Note the content of this quarterly workforce report.
- Take the opportunity to ask any questions on issues that may be of interest or concern;
- Discuss the overall direction of travel, including future topics that they would like further information on.

1. EXECUTIVE SUMMARY

1.1 This is the first workforce report provided to IJB and covers financial quarter 3 (October – December 2022). Some of this information was previously included in the staff Governance report. However in January this was not available and was instead remitted to the March IJB.

2. INTRODUCTION

2.1 In contrast to the historical all encompassing staff Governance Report this workforce report focuses on a more data rich provision of workforce demographics.

The information pertaining to organisational initiatives and action plans will feature in the Quarterly reports from the relevant working groups such as Culture and Wellbeing and the Strategic Workforce Planning Group

3. PROGRESS & CHALLENGES

3.1 WELL INFORMED

3.1.1 This report is in development and will evolve as more data becomes available. It aims to show the current demographic position, highlighting trends and advising of changes and progress made, as well as actions taken to address areas of concern.

3.1.2 Workforce dashboards are available at operational levels and are work in progress with Senior Leadership Teams (via the People Partners).

3.1.3 A more focused, work stream approach to staff Governance reporting will provide committee with themed information rather than a lengthy collective report and will together ensure oversight of:

- How the HSCP is performing,

- how it is progressing over time and in comparison to others (where available)
- How it is developing as an integrated partnership.

4. CONTRIBUTION TO STRATEGIC PRIORITIES

5. GOVERNANCE IMPLICATIONS

7.1 Financial Impact

A reduction in sickness absence will reduce costs.

7.2 Staff Governance

7.2.1 The workforce report is part of the suite of staff governance reports which evidence their contribution to the [Staff Governance Standard](#) headings; Well Informed, Appropriately Trained and Developed, Involved in Decisions, Treated Fairly and Consistently and Continuously

7.2.2 There is also linkage back to improving strategic priorities aligning to the relevant work streams.

7.3 Clinical Governance

None.

8. EQUALITY & DIVERSITY IMPLICATIONS

Equality and Diversity implications are considered within the NHS People and Change and Council HROD teams as appropriate when policies and strategies are developed.

9. RISK ASSESSMENT

Risks are considered medium. Individual HROD risks identified on the Risk Register. Risk assessments have been completed in relation to remobilisation.

10. PUBLIC & USER INVOLVEMENT & ENGAGEMENT

No public or user involvement to report within this current report

11. CONCLUSIONS

It is recommended that the Integration Joint Board:

- Note the content of this quarterly workforce report.
- Take the opportunity to ask any questions on issues that may be of interest or concern;
- Discuss the overall direction of travel, including future topics that they would like further information on.

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

Officers that contributed information to the report are:

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