

<b>Meeting of South Ayrshire Health and Social Care Partnership</b>	<b>Integration Joint Board</b>
<b>Held on:</b>	<b>10<sup>th</sup> December 2025</b>
<b>Agenda Item:</b>	<b>7</b>
<b>Title:</b>	<b>Allied Health Professionals Transfer to Acute</b>
<p><b>Summary:</b></p> <p>The purpose of this report is to provide members of the IJB with an update on progress of the work that has been progressing to optimise arrangements for Allied Health Professionals working within the acute setting in Ayrshire. The report provides detail on the budget transfer from the IJB budget to acute relevant to the AHP's transfer.</p>	
<b>Author:</b>	<b>Louise Gibson, AHP Senior Manager/ Lisa Duncan, Chief Finance Officer</b>
<p><b>Recommendations:</b></p> <p><b>It is recommended that the Integration Joint Board</b></p> <ul style="list-style-type: none"> <li><b>i. Approve the transfer of AHP Budget detailed in the report to Acute for the staff transferring.</b></li> <li><b>ii. Note the budget will transfer on completion of the organisational change process.</b></li> </ul>	
<p><b>Route to meeting:</b></p> <p>This work has been endorsed by NHS Ayrshire &amp; Arran's Strategic Planning and Operational Group (SPOG) and the NHS Ayrshire &amp; Arran Corporate Management Team (CMT).</p> <p>The progress of this work has also been discussed regularly with the South Ayrshire HSCP Directorate Management Team.</p>	

<b>Directions:</b>		<b>Implications:</b>
1. No Directions Required		Financial <input type="checkbox"/>
2. Directions to NHS Ayrshire & Arran	<input type="checkbox"/>	HR <input type="checkbox"/>
3. Directions to South Ayrshire Council	<input type="checkbox"/>	Legal <input type="checkbox"/>
4. Directions to both SAC & NHS	<input type="checkbox"/>	Equalities <input type="checkbox"/>
		Sustainability <input type="checkbox"/>
		Policy <input type="checkbox"/>
		ICT <input type="checkbox"/>

## ALLIED HEALTH PROFESSIONALS TRANSFER TO ACUTE

### 1. PURPOSE OF REPORT

- 1.1 The of this report is to provide members of the IJB with an update on progress of the work that has been progressing to optimise arrangements for Allied Health Professionals working within the acute setting in Ayrshire. The report provides detail on the budget transfer from the IJB budget to acute relevant to the AHP's transfer.

### 2. RECOMMENDATION

#### **2.1 It is recommended that the Integration Joint Board**

- i. Approve the transfer of AHP Budget detailed in the report to Acute for the staff transferring.**
- ii. Note the budget will transfer on completion of the organisational change process.**

### 3. BACKGROUND INFORMATION

- 3.1 The AHP Director presented a report to the IJB voting members at a private meeting on the 11<sup>th</sup> of June 2025, providing the background to the transfer. At this meeting assurance was provided by the AHP Director of Acute that the transfer of the South Ayrshire acute AHP service to acute responsibility and control would not deplete the services provided to South Ayrshire residents. Further detail on the background and the previous paper tabled is available in appendix 1.

### 4. REPORT

- 4.1 The responsibility and accountability for AHP services currently delivered within the acute setting, in patient and front door, has been agreed to transfer to acute services. The management of Occupational and Physiotherapists in acute will be the responsibility of the Director of Acute Services. The operational management of Speech and Language therapy (SLT) and Dietetics staff within acute settings will remain the management responsibility of SAHCP, only the budget will transfer. Both SLT and Dietetics will require to dual report to SAHSCP and the acute directorate in terms of governance and finance. The Management Organisational Change process is being followed to ensure no staff are disadvantaged through this process.

- 4.2 The detail of posts transferring to acute services have been defined and agreed with South Ayrshire AHP Senior Lead and Service Managers. A due diligence exercise of budgets involved in the transfer of staff has been concluded, with approval requested to transfer the budget to acute services on completion of the organisational change process expected in early 2026.
- 4.3 The total budget within SAHSCP for Allied Health Professionals based on period 6 budget monitoring report is £11.997m. This budget includes community and acute staff working within AHP disciplines of speech and language therapy, dietetics, occupational therapy, physiotherapy, podiatry and AHP management of these services.
- 4.4 The transfer to acute is for AHP staff who currently work within an acute setting included in dietetics, speech and language, physiotherapy, and occupational health services. Each manager has reviewed their service and identified the specific posts to be transferred to acute.
- 4.5 The NHSAA Assistant Director of Finance undertook the task of costing the acute staff transferring to acute, this costing was based on all posts transferring at the pre-penultimate point of the pay band based on 2025-26 pay rates.
- 4.6 The budgets for the posts transferring to acute and those remaining in community were calculated this included a proportionate share of payroll turnover allocated for fairness and equity. The budgets transferring also included a proportionate share of the Reduced Working Week funding allocated to AHP's.
- 4.7 For Non-Pay spend this has been allocated in accordance with service delivery and agreed with service managers. For example, in Dietetics the management of the staff and ordering of supplies for both inpatients and outpatients will remain the responsibility of the HSCP, the non-pay budget will remain with the budget holder in SAHSCP.
- 4.8 The table below shows the total budget of £4,450,359 split by pay and non-pay, the FTE's included in the services, and how this is split by acute and community.

AHP SERVICE	Budgets £ 2025-26			Staffing Est FTE's			Pay Budget		Non Pay		TOTAL BUDGET
	Pay	Non Pay	TOTAL BUDGET	Total FTE's	Acute	Community	Acute	Community	Acute	Community	
Dietetics	603,545	7,883	611,428	9.7	6.3	3.3	366,607	236,938		7,883	611,428
SLT	738,558	25,266	763,823	13.6	3.2	10.3	165,248	573,310	1,334	23,932	763,823
OT	1,391,990	25,076	1,417,066	25.6	7.6	18.0	413,999	977,991	7,432	17,645	1,417,066
Physio	1,583,050	24,291	1,607,341	27.3	16.7	10.7	1,201,647	381,404	23,162	1,129	1,607,341
Reduced Working Week	50,700		50,700				22,082	28,618			50,700
<b>TOTAL</b>	<b>4,367,843</b>	<b>82,516</b>	<b>4,450,359</b>	<b>76.2</b>	<b>33.8</b>	<b>42.4</b>	<b>2,169,583</b>	<b>2,198,261</b>	<b>31,928</b>	<b>50,588</b>	<b>4,450,359</b>

- 4.9 Approval is requested to transfer £2,169,583 to acute, this being the budget for the 33.8 FTE's that are providing a service within acute, and their roles will transfer following the organisational change process. Approval is also requested to transfer £31,928 of non-pay budgets to acute to support staffing travel, training, uniforms, supplies required within the AHP acute services provided by the employees transferring.

## 5. STRATEGIC CONTEXT

- 5.1 The work outlined in this report will contribute to meeting the following key objectives of South Ayrshire HSCP:

- *We focus on prevention and tackling inequality*
- *We nurture & are part of communities that care for each other*
- *We work together to give you the right care in the right place*
- *We help build communities where people are safe*
- *We make a positive impact beyond the services we deliver*

- 5.2 This work aligns to the ambitions of Caring for Ayrshire, ensuring AHPs are fully connected to the part of the system that they work within, and enabling the AHP contribution to transformation.

- 5.3 By maximising AHP Leadership focus and capacity, this work also aligns to the national strategic direction of:

- The NHS reform and recovery agenda
- The national Rehabilitation strategy
- The AHP Public health framework

## 6. IMPLICATIONS

### 6.1 **Financial Implications**

- 6.1.1 No additional resource is required. A due diligence exercise has been conducted and budget transfers agreed with all involved. Financial implications are included in this report, with approval requested to vire the relevant budgets to Acute.

### 6.2 **Human Resource Implications**

- 6.2.1 The proposal seeks to maximise the contribution of AHPs to whole system service delivery and ensure best use of resource available in the current context. This proposal creates clarity of role, stability and positions AHPs as key, integrated elements of their respective directorates – HSCP and Acute - for workforce planning and diversification within existing resource.

6.2.2 Partnership representation has been provided throughout the exploratory, informal stages of this process to date. The formal organisational change process will be followed in enacting this change.

### **6.3 Legal Implications**

6.3.1 N/A

### **6.4 Equalities implications**

6.4.1 The activity outlined in this report has been progressed with the ambition of improving access to AHP services and to ensure sufficient strategic focus across all parts of the health and care system.

### **6.5 Sustainability implications**

6.5.1 N/A

### **6.6 Clinical/professional assessment**

6.6.1 There has been varied professional views around this proposal, recognising the varied perspectives and scope of current roles. This proposal has the full professional support of the Director of AHPs and Executive Nurse Director in ensuring strong clinical voice across the health and care system. The South Ayrshire HSCP AHP Senior Manager is supporting the development of the finer detail of the proposed model in ensuring best fit for South Ayrshire.

6.6.2 Robust arrangements are already in place to support the clinical governance and assurance of AHPs. The planned changes will support clarity of accountabilities and further strengthen such governance.

## **7. CONSULTATION AND PARTNERSHIP WORKING**

7.1 The polarised views and a level of consequent upset observed throughout this process are acknowledged. There has been significant engagement with all parties through this process, including a number of recent workshops facilitated by Viridian, and robust discussions at SPOG and CMT.

7.2 AHP Trade Union and Professional Committee colleagues have been actively engaged through the informal process to date.

7.3 Regular email communication has been distributed to all AHP staff throughout the timeline of the Acute AHP review. These communications have been sent jointly from the Director of Acute services, Director of Allied Health Professions, AHP Trade Union and Professional Committee representatives.

7.4 Specific informal information sessions have been held with AHP service Managers, AHP Team Leads, and AHP front door colleagues. The AHP Senior Leadership Team have met with AHP Service Managers in their pan Ayrshire

uni-professional groups to ensure contribution to defining the detail of the final proposed structure.

- 7.5 Early guidance and support has been sought from Human Resources. The need for continued, transparent and sensitive communications around this matter is appreciated. The formal organisational change process will be initiated once the final proposed structure is confirmed.

## 8. RISK ASSESSMENT

- 8.1 There are a number of acute AHP workforce risks currently being held on HSCP risk registers, including within South Ayrshire HSCP. Whilst accountability for these risks, and the approach being taken to treat or tolerate currently sits with the HSCPs, the impact of these risks is experienced within acute service delivery. The intended changes seek to balance risk, accountability, and proximity to service delivery.
- 8.2 Enacting this proposal transfers the accountability for acute AHP services to Acute services. Consequently, this reduces some of the AHP risk currently sitting with South Ayrshire HSCP.

### **APPENDICES**

N/A

### **BACKGROUND PAPERS**

N/A

### **REPORT AUTHOR AND PERSON TO CONTACT**

Name: Lisa Duncan / Louise Gibson  
Phone number: 07825227834 / 07833095334  
Email address: [Lisa.Duncan2@southayrshire.gov.uk](mailto:Lisa.Duncan2@southayrshire.gov.uk) /  
[Louise.Gibson@aapct.scot.nhs.uk](mailto:Louise.Gibson@aapct.scot.nhs.uk)