
Minute of Performance and Audit Committee

Date: 4th November 2025

Time: 2pm

Place: MS Teams

Present

Cllr Cameron Ramsay, Chairperson, SAC

Cllr Hugh Hunter, Voting Member, SAC

Sharon Morrow, Non-Executive Director, Voting Member, NHS

In Attendance

Tim Eltringham - Director of Health and Social Care, HSCP

Gary Hoey, Chief Social Work Officer, HSCP

Mark Inglis, Head of Children's Health Care and Justice Service, HSCP

Stewart Marshall, Interim Head of Community Health and Care Services, HSCP

Lisa Duncan, Chief Finance Officer, HSCP

Sheila Tyeson, Senior Manager, Planning and Performance, HSCP

Louise Gibson, Lead Allied Health Professional Advisor, HSCP

Martin Rogan, Carers Representative

Thomas Griffin, Digital Programme Manager, HSCP

Rachael Graham, Planning and Performance Co ordinator, HSCP

Kirsty Pyper, Planning and Performance Officer (Communications), HSCP

Kirstin Kerr, Planning and Performance Officer, HSCP

Vicky Campbell, Business Intelligence Team Leader, HSCP

Jenni Hemphill, Co ordinator (Mental Health), HSCP

Claire Flanagan, Young Carers Strategy Lead Officer, HSCP

Angus Brown, Audit Scotland

Nadine McCall, Administrative Assistant (minutes), HSCP

Agenda	Discussion	Action
1.	<p>Welcome/ Apologies/ Membership Updates</p> <p>Apologies were received on behalf of Frances Ewan and Ewing Hope.</p>	
2.	<p>Declarations of Interest</p> <p>There were no declarations of interest to note.</p>	
3.	<p>Minute of Previous Meeting</p> <p>The minute of the meeting of the Performance & Audit Committee held on 2nd September 2025 were approved as an accurate record of the meeting.</p>	
4.	<p>Matters Arising/ Action Log</p> <p>There were none to note.</p>	
Performance (for agreement):		
5.	<p>Allied Health Professionals (AHP) Strategic Performance Report – 6 Monthly Report</p> <p>L Gibson advised that the purpose of this report is to submit for consideration the Partnership Performance Report for Allied Health Professionals, comprising of both baseline information and, where available, information for the period up to end of September 2025.</p> <p>L Gibson informed that this is the first report of its kind and is a working progress.</p> <p>It is proposed that the Performance and Audit Committee considers the progress that has been made against the performance measures in Appendix 1 – AHP 6 Monthly Performance Report.</p> <p>L Gibson highlighted the table at section 4.2 of the report which shows the numbers of indicators highlighted with red, amber, or green status across the indicators within the report.</p> <p>L Gibson informed that areas identified as having some concerns are being actively monitored through regular AHP management reviews, data dashboards, and improvement plans. The overall position remains strong, with sustained progress across the majority of indicators and continued evidence of effective performance management and service improvement across AHP teams.</p> <p>L Gibson explained that in terms of national datasets, local Allied Health Professional Services only have partial influence.</p> <p>Cllr Hunter queried in relation to the number of children hospitalised due to</p>	

	<p>asthma increasing and whether there was any explanation for this.</p> <p>L Gibson explained that this is a national figure and doesn't directly reflect services in South Ayrshire.</p> <p>T Eltringham commended this report and acknowledged the significant work that has gone into this.</p> <p>The Committee noted the content of the report.</p>	
<p>6.</p>	<p>Community Health and Care – 6 Monthly Performance Report</p> <p>S Marshall advised that the purpose of this report is to submit for consideration the Partnership Performance Report for Community Health and Care Services, comprising of both baseline information and, where available, information for the period up to end of September 2025.</p> <p>S Marshall informed that this is the fourth version of the revised previous 6 monthly report following a review of the existing measures and a realignment of the measures against the SAHSCP Strategic Plan Objectives.</p> <p>S Marshall highlighted the table at section 4.3 of the report which shows the numbers of indicators highlighted with red, amber or green status across the indicators within the report. S Marshall advised that 66% of measures raised no concerns, 31% raised some concerns and 3% raised major concerns.</p> <p>Whilst the indicators noted within the report are national indicators, S Marshall informed that they have put in place some local qualitative measures to capture the voice of citizens in South Ayrshire.</p> <p>S Marshall gave a brief update on the 32 indicators as detailed within Appendix 1 and welcomed any questions.</p> <p>S Morrow questioned why South Ayrshire have the lowest percentage of people spending the last 6 months of their lives at home.</p> <p>S Marshall explained the reason for this is multi-factorial. It is hoped that through the Focus on Frailty Programme people are being supported as they reach the latter's stages of their lives.</p> <p>Cllr Hunter queried in terms of staff absence; what preventative work is undertaken to ensure staff don't suffer from mental health issues that potentially could lead to them being absent for periods of time.</p> <p>S Marshall stated that each member of staff should have up to date PDR's to ensure they feel supported and invested in.</p> <p>S Marshall explained that some of the challenges around mental health are often far broader than just the workspace. A culture of compassion and</p>	

	<p>kindness within work is encouraged across services. Also, consideration to flexible working and other ways to support staff is important. Staff can also access support from Occupational Health if necessary.</p> <p>M Inglis informed that there is a lot of trauma informed and wellbeing work ongoing across the partnership. M Inglis also stated that there are hugely powerful messages from staff being received through IMatters which they continue to monitor.</p> <p>Cllr Ramsay thanked S Marshall for his report.</p> <p>The Committee considers and notes the performance data detailed in Appendix 1.</p>	
<p>7.</p>	<p>Progress report on the Independent Advocacy Plan 2024 - 2029</p> <p>G Hoey informed that the purpose of this report is to provide the Performance and Audit Committee with an update on the progress of the implementation of the Independent Advocacy Plan which covers the period 2024-2029.</p> <p>The Committee are asked to note the progress made in delivering the plan and provide comment on future delivery of the plan.</p> <p>S Morrow highlighted that a number of the Pentana Actions “assigned to” section is scored out and asked, if for assurance, this could be updated to ensure someone is appointed to take these actions forward.</p> <p>G Hoey, explained that recently H Dearie moved on, and prior to this she had been a huge part of driving this plan forward with a number actions assigned to her. G Hoey explained that he would be looking to consult with S Tyeson to establish who could provide support to himself and the and group with this going forward.</p> <p>The Committee noted the content of the report.</p>	
<p>8.</p>	<p>Communications Strategy 2024 – 2029 – update</p> <p>K Pyper advised that the purpose of this report is to provide the Performance and Audit Committee with an update on the progress of the implementation of the South Ayrshire HSCP Communications Strategy which covers the period 2024-29.</p> <p>K Pyper informed that the strategy is separated into four topic areas. All actions within the strategy are complete or on track.</p> <p>K Pyper highlighted the key areas under each of the strategy’s workstreams which include Raising Awareness; Communicating with our whole community; Working together to improve access to services and</p>	

	<p>support; and celebrating success and sharing good practice.</p> <p>H Hunter commended the work that has gone into the Communications Strategy and thanked K Pyper for her presentation.</p> <p>The Committee noted the content of the report.</p>	
9.	<p>Digital Strategy 2024 – 2029 – update</p> <p>T Griffin advised that the purpose of this report is to provide the Performance and Audit Committee with an update on delivery of the HSCP Digital Strategy 2024-29, summarising progress, risks, and next steps across the programme for the most recent six-month period. T Griffin noted that the strategy was approved by the Integration Joint Board on 12th June 2024 and this committee is the scrutiny route for ongoing implementation.</p> <p>T Griffin advised that the report draws on the programme action plan and performance monitoring (Pentana), updating the Committee on the following workstreams: Creativity & Change, Infrastructure & Integration, Insights & Intelligence, Learning & Leadership and Accessibility & Inclusion.</p> <p>T Griffin shared a presentation on screen highlighting Digital Strategy Summary Numbers, Key Achievements, Challenges and Adjustments and the 2025 -2026 Road Map for the Strategy.</p> <p>The Committee noted the content of the report and agreed the recommendations.</p>	
10.	<p>Young Carers Strategy 2021 - 2026 – final report</p> <p>C Flanagan advised, as the current Young Carers Strategy approaches its conclusion, the purpose of this report is to provide a final update to the Performance and Audit Committee on the progress of the actions contained within the Implementation Plan.</p> <p>C Flanagan advised that the report includes an update produced through the Pentana performance monitoring system (Appendix 1), providing an overview on each individual action item included in the strategy Implementation Plan. This report will also cover some more recent updates that will inform us moving forward with a new strategy in 2025.</p> <p>C Flanagan shared a presentation on screen highlighting Young Carers Statistics, Young Carers in School, Additional Funding and Partnerships, Young Carer Implementation Plan, Incomplete Actions and The New Strategy.</p> <p>Cllr H Hunter commended the the work that South Ayrshire does for Young Carers. Cllr H Hunter thanked C Flanagan for her enthusiasim and</p>	

	<p>dedication to this work.</p> <p>Cllr Ramsay commended C Flanagan for her work and thanked her for her presentation.</p> <p>The Committee noted the content of the report.</p>	
11.	<p>South Ayrshire Health and Social Care Partnership Strategic Risk Register – 6 Monthly Report</p> <p>S Tyeson advised that the purpose of this report is to provide an update on the previous Strategic Risk Register for scrutiny and further comment. This report provides assurance that there remains a number of Strategic Risks with arrangements to manage these and mitigations are in place to address these.</p> <p>S Tyeson noted that the Strategic Risk Register is presented to PAC on a 6 monthly basis and the Committee are asked to note the content of the Strategic Risk Register (Appendix 1).</p> <p>There are 5 high risks noted within the report, which follows the addition of 2 new strategic risks relating to Cost-of-Living Crisis and Prevent – Counter Terrorism. S Tyeson explained that Prevent was included following discussion at Risk and Resilience Meeting, keeping the HSCP Risk Register in line with South Ayrshire Councils Risk Register.</p> <p>S Tyeson gave an overview of the Pentana actions.</p> <p>S Tyeson noted that a further risk that does not appear to have pulled through on the Risk Register but has been included, is in relation to the provision of Care at Home staff having access to business cars.</p> <p>S Tyeson welcomed any questions.</p> <p>A discussion ensued around the recent announcement that funding will not be provided for the proposed Care Village in Ayr Town Centre. Cllr H Hunter queried if a report would come to IJB regarding future plans and risks around premises given these plans have been revoked.</p> <p>M Inglis informed that they will be providing an update on this in due course to ensure people understand what this means in terms of future premises.</p> <p>The Committee noted the content of the report.</p>	
12.	<p>Mental Health Officer Report 2025 – end of year report</p> <p>J Hemphill advised that this report provides an overview of the Mental Health Officer (MHO) Service within South Ayrshire Health and Social Care partnership for the period of 2025. It is intended to offer assurance to Elected Members, Senior Management, and the Mental Welfare</p>	

	<p>Commission for Scotland that the Local Authority is meeting its statutory responsibilities under the Mental Health (Care and Treatment) (Scotland) Act 2003 and the Adults with Incapacity (Scotland) Act 2000.</p> <p>J Hemphill shared a presentation which highlighted Workforce Profile, Service Activity, Support Decision Making, Advocacy Referrals, Service Feedback and Service Objectives for 2026.</p> <p>J Hemphill advised there has been national interest in this piece of work, specifically around supported decision making.</p> <p>S Marshall informed that the service Mental Health Officers in South Ayrshire offer is top class nationally.</p> <p>M Inglis commended the work of the Mental Health Officers.</p> <p>The Committee noted the content of the report and thank J Hemphill for her presentation.</p>	
Audit (for agreement):		
13.	N/A	
For information to PAC		
14.	N/A	
Any Other Business/ Actions for follow up to IJB		
15.	N/A	

Date of Next Meeting – 3rd February 2026