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## Minute of Strategic Planning Advisory Group

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**Date:** Tuesday 26<sup>th</sup> January 2021

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**Time:** 2pm

**Place:** Via Teleconference

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### Present

Linda Semple (Chair)

Councillor Julie Dettbarn (Vice Chair)

Dr Simon Farrell, Stakeholder General Practitioner

Gordon Walker, Representative Member for Carers

Robert Pyper, Academic Advisor

Marie Oliver, Voluntary Action South Ayrshire (VASA)

Glenda Hanna, Local Integration Lead, Independent Sector

Billy Cooper, Staff Side Representative, South Ayrshire Council

Tim Eltringham, Chief Officer & Director of Health and Social Care

Lisa Duncan, Chief Finance Officer

Scott Hunter, Chief Social Work Officer

Billy McClean, Head of Community Health & Care Services

Phil White, Partnership Facilitator

John Wood, Senior Manager, Policy, Planning & Commissioning

James Andrew, Coordinator, Organisational Development

Danielle Rae, Planning & Performance Coordinator

Kirstin Kerr, Research Officer, Planning & Performance

Laura Conaghan, Administration Assistant (Minute Taker)

### Linda Semple in the Chair

The Chair welcome Robert Pyper to the group and confirmed that he will take on the role as Academic Advisor for the Strategic Planning Advisory Group.

### Apologies for Absence

Apologies for absence were received on behalf of Ewing Hope, Mike Newall and Mark Inglis.

### Declarations of Interest

R Pyper highlighted his connection to the University of the West of Scotland and advised that he was the Director of the Board of Ayrshire Housing.

The Chair advised that due to the new upcoming financial year, all members of Governance Groups will receive new Declarations of Interest paperwork to complete.

There were no further Declarations of Interest by Members of the Group in terms of Standing Order No. 7, the Standards in Public Life – Code of Conduct for Members of Devolved Public Bodies.

### Minute of Previous Meeting

The minute of the meeting held on 10<sup>th</sup> December 2020 was approved by the Group.

### Draft Strategic Plan

J Wood explained that a consultation outcome document will be presented to the Integration Joint Board for final sign off. It was explained that the group was required to approve the current draft of the Strategic Plan and advise of any appropriate amendments required.

D Rae advised that consultation on the Strategic Plan had now closed and there was good engagement from external agencies, communities and partnership staff groups. D Rae thanked M Oliver from VASA for facilitating consultation groups with third sector organisations and target groups. D Rae noted that following advice from previous views of the Strategic Plan, more graphics have been added to allow for easier understanding on what the plan is trying to achieve. It was highlighted that “The Deal” on page 27 give a gentle reminder of what is expected from the Partnership and communities. J Wood advised that the impact of living with Covid-19 will need to be considered for years to come.

M Oliver stated that she felt the Strategic Plan was a breath of fresh air and expressed that VASA is very supportive of it.

R Pyper commended the interesting work being done in relation to the Strategic Plan however queried how the Partnership will track achieving objectives and how these will

be reviewed until the period 2031. R Pyper also queried the how involvement with the communities will be done.

Dr S Farrell highlighted that there may be a potential gap in relation to digital poverty and inequality which allows for people to stay in contact with services. P White highlighted that connection to the Digital Improvement Strategy should be included, especially with children being home schooled and groups of older people being digitally excluded. M Oliver explained that VASA have access to over 100 pieces of equipment to try and connect everyone digitally over the next year.

G Hanna expressed her thanks to the Policy & Performance Team for collecting all this information. G Hanna queried if how services have changed during the Covid-19 period are reflected within the Strategic Plan. S Hunter explained that a clear statement link should be made to the key priorities. S Hunter explained that he supports the consultation questions as it allows for engagement with hard to reach groups of people.

J Wood thanked the group for all the comments made. T Eltringham confirmed it was beneficial to get insight and confirmed that the Policy & Performance Team would aim to have a meaningful way of reporting on the progress made in implementing the plan.

## Workforce Planning

The Chair welcomed James Andrew, Coordinator, Organisational Development to the meeting.

J Andrew explained that the Health and Social Care Partnership has a duty to create a Work Force Plan (WFP). It was noted that J Andrew has been working on connecting the WFP with the Strategic Plan to ensure the key objectives match on both. J Andrew advised that a 3 year plan was developed in April 2019 and was aligned to the national WFP. It was noted that the pandemic made the Partnership focus on how operational services were provided and the remobilisation of these services following the lifting of restrictions. J Andrew explained that the Scottish Government has stated that the WFP is due for renewal in 2022. J Andrew presented the group a new template which will allow for better engagement with services. A breakdown of the new template was given:

- 1- Stakeholder Engagement;
- 2- Supporting Staff Physical and Psychological Wellbeing;
- 3- Short Term Workforce Drivers (Living with Covid);
- 4- Medium Workforce Drivers;

## 5- Supporting the Workforce Through Transformational Change.

Dr S Farrell thanked J Andrew for his presentation. Dr S Farrell noted that the pandemic has moved digital work on faster than anticipated as people are more willing to receive remote care, especially in rural areas.

T Eltringham thanked J Andrew for his hard work and explained that this work has allowed for resources to be invested into staff. T Eltringham stressed that staff are the Partnerships most precious resource and advised that they are a skilled and focused workforce.

The Chair explained that this work has allowed for more work to be done in succession planning and allows for hard to fill posts to be filled. The Chair also noted that the access to training to develop skills will encourage people to want to come and work within the Partnership. J Andrew confirmed that a succession planning tool kit has been created and will be rolled out as soon as possible. J Andrew noted that often hard to fill posts are out with the Partnerships control however affects it directly, for example HR or IT posts.

### Any Other Business

M Oliver highlighted that at a recent Locality Planning Group, it was noted that these groups have not been invited to the Strategic Planning Advisory Group since the reconfiguration of the group. J Wood confirmed that the Integration Joint Board agreed that the Strategic Planning Advisory Group can sign off including new members to the group and confirmed this would be looked into.

As there were no further matters to discuss, the meeting closed at 3.55pm.

### Date of Next Meeting

Tuesday 20<sup>th</sup> April 2021 at 2pm via MS Teams.