

<b>Meeting of South Ayrshire Health and Social Care Partnership</b>	<b>Integration Joint Board</b>	
<b>Held on</b>	<b>22<sup>nd</sup> September 2021</b>	
<b>Agenda Item:</b>	<b>8</b>	
<b>Title:</b>	<b>Interim Workforce Plan 2021-22</b>	
<b>Summary:</b>		
The purpose of this report is to present the feedback from the Scottish Government on the Partnership Interim Workforce Plan (21/22).		
<b>Author:</b>	<b>James Andrew - Workforce Lead</b>	
<b>Recommendations:</b>		
<b>It is recommended that the Integration Joint Board considers the feedback and approves consolidation of the feedback into the development of the 2022-25 Partnership Workforce Plan.</b>		
<b>Route to meeting:</b>		
<b>Workforce Plan previously considered and agreed by the IJB before submission to Scottish Government."</b>		
<b>Directions:</b>		<b>Implications:</b>
1. No Directions Required <input type="checkbox"/>		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"/>

## Interim Workforce Plan 2021-22

### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to present the feedback from the Scottish Government's Health and Social Care Workforce Planning Unit on the Partnership Interim Workforce Plan 2021-22, for consideration by members of the Integration Joint Board.

### 2. RECOMMENDATION

- 2.1 It is recommended that the Integration Joint Board considers the feedback and approves the proposal to incorporate the feedback into the development of the 2022-25 Partnership Workforce Plan.**

### 3. BACKGROUND INFORMATION

- 3.1 The IJB Strategic Plan 2018-22 has a strategic objective to develop a Workforce Plan and implement agreed action items.
- 3.2 A Workforce Plan was developed and approved by the IJB in [May 2019](#), and an implementation group set in place to take forward a range of actions.
- 3.3 The impact of COVID on the workforce and service delivery (and associated activity such as Remobilisation Plans) accelerated the Scottish Government's requirement to understand workforce planning activity more fully within health and social care across Scotland. On that basis, the Scottish Government requested submission of an Interim Workforce Plan (covering the period 2021-22) on the 30<sup>th</sup> April 2021.
- 3.4 The submitted Interim Workforce Plan was presented to the IJB on the [28<sup>th</sup> April](#).

### 4. REPORT

- 4.1 Feedback was received from the Scottish Government in July and can be found in Appendix 1.
- 4.2 The Scottish Government had always intended the feedback to be 'light-touch' and after close liaison with East and North Partnerships and NHS Ayrshire and Arran, it can be confirmed that the feedback received by South is consistent in tone and content to that delivered across all Partnerships and Health Boards.
- 4.3 The feedback includes the following aspects -
- A recognition of the considerable demographic analysis that informed the 2019 Partnership Workforce Plan.

- Consideration of further modelling assumptions in future planning.
- Consideration of further differentiation of Council and NHS staffing (however this contradicts the initial guidance given, and Partnerships will be seeking further clarification from the Scottish Government on this aspect).
- A requirement to provide additional focus on the monitoring of leavers.
- Ongoing mitigation of high absence.
- A clearer link between increased/decreased capacity and FTE/WTE.
- Further assessment and definition of recruitment success.
- A more in-depth assessment of the impact of future technology on workforce demand and capacity.

4.4 Work will now commence in the development of the 2022-25 Workforce Plan, ensuring it supports the Strategic Plan.

4.5 The Partnership Workforce Lead will continue to represent the Partnership at future meetings with the Scottish Government's Health and Social Care Workforce Planning Unit and will update the IJB on any key developments. It is expected that the Unit will work closely with Workforce Leads in the development of a more comprehensive template to support the 2022-25 Workforce Plan.

## 5. STRATEGIC CONTEXT

5.1 The Predominant Strategic Plan Objective that the Workforce Plan furthers is - '***We will manage resources effectively, making best use of our integrated capacity***'.

## 6. IMPLICATIONS

### 6.1 Financial Implications

6.1.1 There are no financial implications arising from the consideration of this report.

### 6.2 Human Resource Implications

6.2.1 There are no human resource implications arising from the consideration of this report.

### 6.3 Legal Implications

6.3.1 There are no immediate legal implications arising from the consideration of this report.

### 6.4 Equalities implications

6.4.1 There are no immediate legal implications arising from the consideration of this report.

## **6.5 Sustainability implications**

6.5.1 There are no immediate sustainability implications arising from the consideration of this report.

## **6.6 Clinical/professional assessment**

6.1.1 Not applicable.

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

7.1 Consultation with key managers and services across the Partnership was undertaken as part of the development of the 2019 Workforce Plan and the Interim Workforce Plan 21/22.

7.2 The Partnership Workforce Planning Implementation Group will incorporate the Scottish Government feedback into the 2022-25 Workforce Plan, and through an active engagement process consider comments, suggestions, feedback, and amendments from managers through the preliminary drafts shared with them.

## **8. RISK ASSESSMENT**

8.1. The Interim Workforce Plan and the development of a 2022-25 Workforce Plan supports the Strategic Plan Objectives. As previously highlighted by Audit Scotland, Partnerships must be able to demonstrate what skills are required to ensure they can deliver services in the right place at the right time, and not being able to recruit and retain the workforce they need is a risk.

8.2. Failure to implement a Workforce Plan poses a reputational risk considering all other Partnerships and Health Boards will be submitting their next Workforce Plans to the Scottish Government in 2022.

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

Name: James Andrew

Phone number: 01292 559371

Email address: james.andrew@south-ayrshire.gov.uk

## **BACKGROUND PAPERS**

None

01/08/21