



Integration Joint Board

30th November 2017

This Report relates to
Item 6 on the Agenda

Integration Workforce Plan

(Paper presented by Caroline Sharp)

For Approval

Approved for Submission by	Caroline Sharp, Workforce Director, NHS Dumfries and Galloway
Author	Tracy Parker, Workforce Planning Manager, NHS Dumfries and Galloway
List of Background Papers	Not applicable
Appendices	Appendix 1 – Integration Workforce Plan

SECTION 1: REPORT CONTENT

Title/Subject:	Integration Workforce Plan
Meeting:	Integration Joint Board
Date:	30 th November 2017
Submitted By:	Tracy Parker, Workforce Planning Manager
Action:	For Approval

1. Introduction

- 1.1 The purpose of this Report is to provide the Integration Joint Board with information on the Integration Workforce Plan 2016-19 (2017 Edition) for consideration and approval

2. Recommendations

2.1 The Integration Joint Board is asked to:

- **Approve the 2017 edition of the Integration Workforce Plan.**

3. Main Body of the Report

- 3.1 Partnership organisations consulted with relevant stakeholders on the core IJB Workforce Plan in 2016. The 2017 edition, attached at **Appendix 1** is an update on progress. The plan includes a NHS workforce Statement in order that it complies with the requirements to publish a Health Workforce Plan set out in **CEL (32) 2011**. The Local Authority have also included a Workforce Statement within the 2017 edition attached at Appendix 1.
- 3.2 The IJB Workforce Plan was developed by a sub group of the Integration Organisational Development Steering Group bringing together the Local Authority, NHS, Third Sector, Independent Sector and Staff Side representatives.
- 3.3 The 2017 edition has been endorsed by the Integration Organisational Development Steering Group on 30th August 2017. Feedback was also received from the Area Partnership Forum, Area Clinical Forum and Social Services Committee. The Plan was presented to the Health and Social Care Senior Management Team on the 11th October 2017 where it was approved for onward submission for final approval to the Integration Joint Board. It will then be submitted to the NHS Board for noting.

4. Conclusions

- 4.1 The Integration Joint Board's Workforce Plan will continue to be monitored by the appropriate Committees and published on Partnership organisation websites.

SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS

5. Resource Implications

- 5.1. The content of this Paper and Appendix has no direct financial implication for the Integration Joint Board; however, any workforce planning activity must meet the tests of 'Affordability, Availability and Adaptability' as outlined in CEL 32 (2011)

6. Impact on Integration Joint Board Outcomes, Priorities and Policy

- 6.1. Not applicable to this update Paper

7. Legal & Risk Implications

- 7.1. Not applicable to this update Paper

8. Consultation

- 8.1. The Integration Organisational Development Workstream has been consulted and are in agreement with this Plan. The Workstream Members include all stakeholders (NHS Dumfries and Galloway, Dumfries and Galloway Council, Voluntary and Independent/Private Health and Social Care sectors and also Trade Union representatives.

- 8.2. Full engagement was undertaken to develop the core 2016-19 Plan.

9. Equality and Human Rights Impact Assessment

- 9.1. An Impact Assessment was undertaken for the core 2016-19 Plan.

10. Glossary

IJB	-	Integration Joint Board
CEL	-	Chief Executive Letter
OD	-	Organisational Development