



Dumfries and Galloway
Integration Joint Board

22nd July 2021

This Report relates to
Item 6 on the Agenda

Interim Health and Social Care Workforce Plan 2021-22

Paper presented by Tracy Parker

For Approval

Author:	Tracy Parker, Workforce Planning Manager
Paper Approved for Submission By:	Caroline Cooksey, Director of Workforce
List of Background Papers:	None
Appendices:	Appendix 1 – Draft Workforce Plan for Health and Social Care

Direction Required to Council, Health Board or Both	Direction to:	
	1. No Direction Required	X
	2. Dumfries and Galloway Council	
	3. NHS Dumfries and Galloway	
	4. Dumfries and Galloway Council and NHS Dumfries and Galloway	

<p>1.</p> <p>1.1</p>	<p>Introduction</p> <p>On 3rd March 2021, Scottish Government issued a formal notification that Boards should complete an Interim Workforce Plan covering the period 1st April 2021 to 31st March 2022. The draft plan attached at Appendix 1 was submitted to Scottish Government on 30th April 2021. We await feedback on the contents from the Scottish Government; this was expected by the end of May 2021.</p>
<p>2.</p> <p>3.1</p>	<p>Recommendations</p> <p>The Integration and Joint Board is asked to:</p> <ul style="list-style-type: none"> • Approve the interim Workforce Plan
<p>3.</p> <p>3.2</p> <p>3.3</p> <p>3.4</p>	<p>Background and Main Report</p> <p>The Interim Workforce Plan was requested to support the latest iteration of the Board’s Remobilisation Plan and the guidance provided to us pointed us to 6 key areas of focus;</p> <ul style="list-style-type: none"> • Background • Stakeholder Engagement • Supporting Staff Physical and Psychological Wellbeing • Short Term Workforce Drivers (Living with COVID) • Medium Workforce Drivers (12-36 months) • Supporting the Workforce through Transformational Change <p>Boards were guided towards providing a very short plan, however, given the work that we have done to date to integrate all partners into our workforce planning activity we have continued with that approach rather than restrict the narrative.</p> <p>The information and themes that are described in this Interim Workforce Plan will be used to build up the three year Strategic Workforce plan which is due by March 2022.</p>
<p>4.</p> <p>4.1</p>	<p>Conclusions</p> <p>Based on the information provided, it is recommended that the Integration Joint Board approve the draft interim workforce plan.</p>
<p>5.</p> <p>5.1</p> <p>5.2</p>	<p>Resource Implications</p> <p>Staffing implications of any workforce plan must be initiated through service planning and in conjunction with finance planning.</p> <p>Any workforce planning activity must meet the three A’s test as highlighted in HDL 52 (2005) <i>‘Affordability, Availability & Adaptability’</i></p>
<p>6.</p> <p>6.1</p>	<p>Impact on Health and Social Care Partnership Outcomes, Priorities and Policy</p> <p>The workforce plan has a role in supporting the delivery of the Strategic Plan.</p>

7.	Legal and Risk Implications				
7.1	None identified				
8.	Consultation				
8.1	In light of the short timescales for completing the workforce plan, there was a rapid review of the latest Remobilisation Plans and discussions with various leads around workforce impact over the next year and beyond. The Health and Social Care Workforce Planning Group provided information for Community Health and Social Care, Adult Social Care and Third and Independent Sector input.				
8.2	The interim plan has been reviewed by NHS Area Partnership Forum and Staff Governance Committee. It is intended to seek approval for the NHS component of the plan from the next available NHS Board meeting.				
9.	Equality and Human Rights Impact Assessment				
9.1	A full EQIA will be undertaken for the full 2022-2025 Health and Social Care Workforce Plan as it aligns with the Strategic Commissioning Plan.				
10.	Glossary				
10.1	All acronyms must be set out in full the first time they appear in a paper with the acronym following in brackets.				
	<table border="1"> <tr> <td>EQIA</td> <td>Equalities Impact Assessment</td> </tr> <tr> <td>IJB</td> <td>Integration Joint Board</td> </tr> </table>	EQIA	Equalities Impact Assessment	IJB	Integration Joint Board
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