



Dumfries and Galloway  
Integration Joint Board

18<sup>th</sup> November 2021

This Report relates to  
Item 6 on the Agenda

# 2022-2025 Health and Social Care Partnership Workforce Plan - Draft

*Paper presented by Tracy Parker and James McDowall*

## *For Discussion*

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<b>Approved for Submission by:</b>	Caroline Cooksey, NHS Director of Workforce and Workforce Advisor to the IJB
<b>List of Background Papers:</b>	None
<b>Appendices:</b>	<b>Appendix 1:</b> Draft 2022-2025 Health and Social Care Partnership Workforce Plan

<b>Direction Required to Council, Health Board or Both</b>	<b>If the report content has been the subject of a previous direction please provide the title and reference number of Direction:</b>	
	<b>Title</b>	<b>Reference Number</b>
	<b>Direction to:</b>	
	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		

## 1. Introduction

- 1.1 The requirement to produce workforce plans has been established in legislation through CEL 32(2011), the Public Bodies (Joint Working) Scotland Act 2014 and under Regulation 15 of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.
- 1.2 It is a requirement of NHS Boards and Integrated Authorities as part of the Integrated Health and Social Care Workforce Plan Guidance<sup>1</sup> 2019 to publish 3 year workforce plans with a deadline of 31<sup>st</sup> March 2022.
- 1.3 The first Health and Social Care Partnership Workforce Plan covered the period 2016-2019. A workshop was held on 30<sup>th</sup> January 2019 with the IJB where it was agreed an interim plan for 2019/20 would be developed and thereafter the next 3 year plan would be aligned to the Strategic Commissioning Plan.

## 2. Recommendations

### 2.1 The Integration Joint Board is asked to:

- **Discuss the development of the draft Health and Social Care Partnership Workforce Plan and provide feedback.**

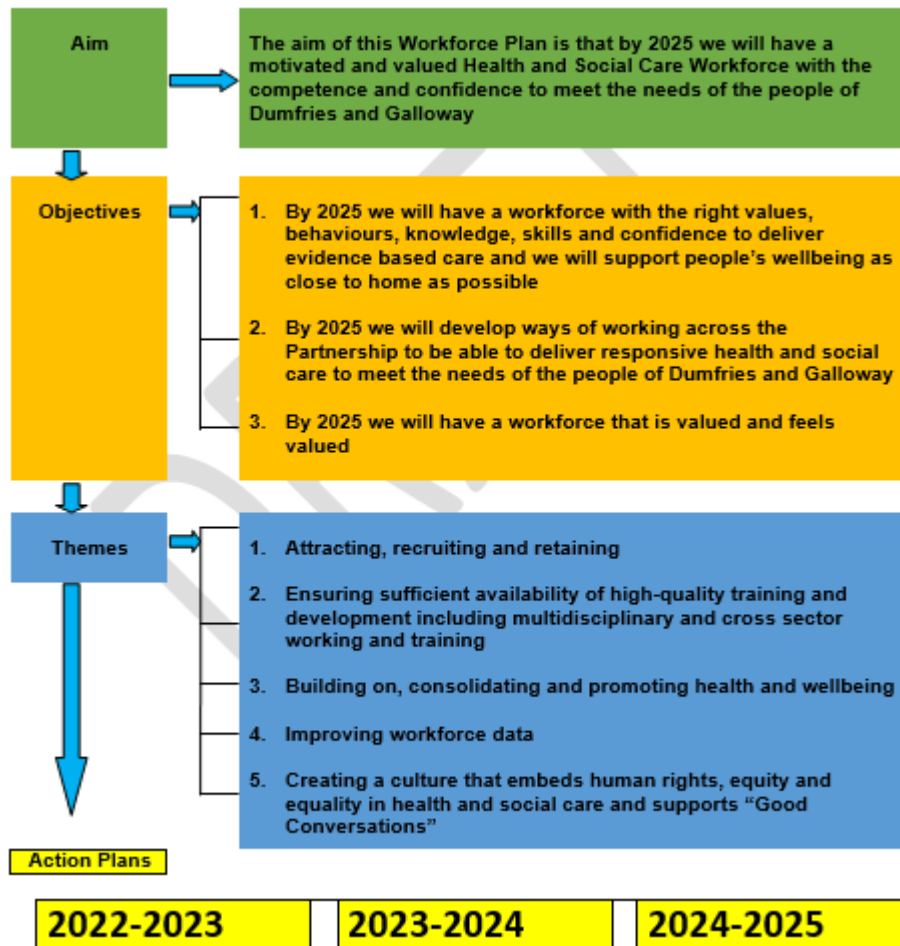
## 3. Background and Main Report

- 3.1 Throughout our engagement with the IJB in 2019 a common theme was emerging and it was that we needed to further integrate service, workforce and finance and that we needed to think collaboratively within the health and social care partnership.



- 3.2 It was agreed that one step towards this would be to align the timescales for the publication of the Strategic Commissioning Plan with the Health and Social Care Workforce Plan. Furthermore, it could create a shift in the focus of the workforce plan if it was developed around the Strategic Commissioning Plan as a key driver for delivery of that plan.
- 3.3 To that end, the draft Health and Social Care Workforce Plan has been collated using the Strategic Commissioning Intentions as the foundation with which to build

a set of Aims/Objectives/Themes/Ambitions and Actions.



3.4 The Health and Social Care Partnership Workforce Plan describes common themes for the workforce across the partnership, it is recognised that individual organisations will have detailed workforce plans that relate to their specific workforces.

3.5 One of the key areas of focus in the workforce plan has been the development of a combined workforce profile which is Section 3 of the plan. It was important to try to articulate the depth and breadth of the people who provide care and support in Dumfries and Galloway. This has been a challenging and extremely nuanced piece of work which we feel has moved us forward significantly as a partnership, however we recognised that there was still work to be done therefore this resulted in a theme and actions around developing a core workforce dataset being developed.

**4. Conclusions**

4.1 The IJB are asked to discuss this draft Health and Social Care Workforce Plan and provide and feedback on its contents by 4th December 2021.

**5. Resource Implications**

Any staffing implications within IJB Workforce Plan will have been developed through local service planning and based on agreed service proposals.

Any workforce planning activity must meet the three A's , Affordability, Availability and Adaptability, CEL 32 (2011)

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

6.1 Workforce links into the Strategic Commissioning Plan, Locality Plans and other

operational plans across the Health and Social Care Partnership.

**7. Legal and Risk Implications**

7.1 Workforce sustainability is a corporate risk.

**8. Consultation**

8.1 The plan has been developed by the Health and Social Care Partnership Workforce Planning Group. Wherever possible opportunities to present the Workforce Plan as part of the Strategic Commissioning Plan Consultation have been taken.

8.2 The draft plan has been submitted to NHS Staff Governance Committee in September 21, Area Partnership Forum October 21 and it will also be presented to the NHS Board.

8.3 The plan is scheduled to be presented to the Integration Partnership Forum on 2<sup>nd</sup> December 2021 and will be taken through the Social Work Services Committee prior to final approval.

**9. Equality and Human Rights Impact Assessment**

9.1 An equality impact assessment will be carried out

**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. The table below is an example only:

<b>EQIA</b>	<b>Equalities Impact Assessment</b>
<b>IJB</b>	<b>Integration Joint Board</b>