



Dumfries and Galloway
Integration Joint Board

20th January 2022

This Report relates to
Item 8 on the Agenda

2022-2025 Health and Social Care Partnership Workforce Plan – Draft v8

Paper presented by Tracy Parker and James McDowall

For Discussion

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

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

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 Integration Authorities as part of the Integrated Health and Social Care Workforce Plan Guidance¹ 2019 to publish 3 year workforce plans with a deadline of 31st March 2022.
- All NHS Board Areas have been working to a nationally agreed timescale to publish Workforce Plans by 31st March 2022. However, we were notified on 20th December 2021 that due to ongoing system pressures this has been put back to 31st July 2022. Further guidance is being prepared by Scottish Government.
- Due to the significant amount of progress made with the Workforce Plan in D&G it is proposed that we continue towards a publication date of 1st April 2022 and provide a refresh in July 22 if required.
- 1.3 This version of the Workforce Plan will be the focus of an IJB Workshop on 18th January 2022. It was agreed at the last IJB that final feedback from the Workshop session will be captured and the plan will then be released for a 4 week feedback period. The final plan will be presented for approval in March 2022.

2. Recommendations

- 2.1 **The Integration Joint Board is asked to:**
- Discuss 1.2 and agree the proposal.

3. Background and Main Report

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

¹ <https://www.gov.scot/publications/national-health-social-care-integrated-workforce-plan/>



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.

The aim of this plan is that by 2025 we will have a motivated and valued health and social care workforce with the competence and confidence to meet the needs of the people of Dumfries and Galloway.

To achieve this aim we need to meet these objectives;

1. By 2025 we will continue to develop our workforce to have the right values, behaviours, knowledge, skills and confidence to deliver evidence based person centred care and support people's wellbeing as close to home as possible
2. By 2025 we will develop sustainable models of working across the Partnership that will continue to deliver responsive health and social care to meet the needs of the people of Dumfries and Galloway
3. Our health and social care workforce do their best work in strong teams, we will further build on this so that by 2025 our entire workforce feels valued and is valued.

Section 2 outlines the Themes, Ambitions and Actions that will deliver these Aims and Objectives.

Section 2 – Themes, Ambitions and Actions

This Workforce Plan is underpinned by 5 key workforce themes which have been shaped by the engagement undertaken. An implementation plan will be developed to progress specific actions to realise the ambition and deliver the Strategic Commissioning Plan, these are;

Theme 1	Attracting, recruiting and retaining
Theme 2	Ensuring sufficient availability of high-quality training and development including multidisciplinary and cross sector working and training
Theme 3	Building on, consolidating and promoting health and wellbeing
Theme 4	Improving workforce data
Theme 5	Creating a culture that embeds human rights, equity and equality in health and social care and supports "Good Conversations"



ACTION PLANS

2022-2023

2023-2024

2024-2025

<p>3.4</p> <p>3.5</p> <p>3.6</p>	<p>The Workforce Plan describes common workforce related themes across the partnership, it is recognised that individual organisations will have detailed workforce plans that relate to their specific staffing groups.</p> <p>One of the key areas of progress in the workforce plan has been the development of a combined workforce profile in Appendix 1. It was important 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 believe has moved us forward significantly as a partnership. National work is underway to develop a core workforce dataset and we will influence that wherever possible to ensure the data we need is as accessible as possible.</p> <p>This Workforce Plan will be discussed at an IJB Workshop on 18th January 2022 and final tweaks to this version of the plan will be made thereafter. The plan will be circulated to IJB members shortly thereafter for a 4 week feedback period. The final plan will be presented to the IJB on 10th March 2022.</p>
<p>4.</p> <p>4.1</p>	<p>Conclusions</p> <p>The IJB are asked to discuss this draft Health and Social Care Workforce Plan and provide and feedback on its contents at the IJB Workshop on 18th January 2022.</p>
<p>5.</p>	<p>Resource Implications</p> <p>Any staffing implications within IJB Workforce Plan will have been developed through local service planning and based on agreed service proposals.</p> <p>Any workforce planning activity must meet the three A's , Affordability, Availability and Adaptability, CEL 32 (2011</p>
<p>6.</p> <p>6.1</p>	<p>Impact on Integration Joint Board Outcomes, Priorities and Policy</p> <p>Workforce links into the Strategic Commissioning Plan, Locality Plans and other operational plans across the Health and Social Care Partnership.</p>
<p>7.</p> <p>7.1</p>	<p>Legal and Risk Implications</p> <p>Workforce sustainability is a corporate risk.</p>
<p>8.</p> <p>8.1</p> <p>8.2</p>	<p>Consultation</p> <p>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.</p> <p>Iterations of the plan have been submitted to:</p> <ul style="list-style-type: none"> • NHS Staff Governance Committee in September 21 and January 22 • Area Partnership Forum October 21 and December 2021 • IJB November 2021 • Strategic Planning Group November 2021 • Integration Partnership Forum December 2021
<p>9.</p> <p>9.1</p>	<p>Equality and Human Rights Impact Assessment</p> <p>An equality impact assessment will be carried out</p>

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:

EQIA	Equalities Impact Assessment
IJB	Integration Joint Board