



Dumfries and Galloway  
Integration Joint Board

10<sup>th</sup> March 2022

This Report relates to  
Item 7 on the Agenda

# 2022-2025 Health and Social Care Partnership Workforce Plan

*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: Final 2022-2025 Health and Social Care Partnership Workforce Plan</b>

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

<b>1. Introduction</b>
<p>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.</p> <p>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. At the January 2022 meeting the IJB agreed to continue to plan to publish the workforce plan at 31<sup>st</sup> March which is outwith the new guidance by Scottish Government to delay until 31<sup>st</sup> July 2022.</p> <p>1.3 It should be noted that in order to provide the NHS Board with an opportunity to approve the NHS components of the plan the final publication date will be moved to 11<sup>th</sup> April 2022 subject to NHS Board approval.</p> <p>1.4 It is recognised that the imminent publication of the National Workforce Strategy could impact on the contents of the plan and that it will be necessary to assess that against the Workforce Plan when it is released. This review will be brought to the back to the IJB.</p>
<b>2. Recommendations</b>
<p>2.1 <b>The Integration Joint Board is asked to:</b></p> <ul style="list-style-type: none"> <li>• Discuss 1.2 and agree the proposal.</li> </ul>
<b>3. Background and Main Report</b>
<p>3.1 The Health and Social Care Workforce Plan has been developed using the Strategic Commissioning Intentions as the foundation with which to build a set of Aims/Objectives/Themes/Ambitions and Actions.</p>

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

**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.

3.2 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.

3.3 This Workforce Plan was discussed at an IJB Workshop on 18<sup>th</sup> January 2022 and was then circulated for feedback for 4 weeks. The plan was also circulated to other key stakeholder groups and committees for feedback.

3.4 A brief summary of feedback and changes to the plan since the last IJB meeting'

- A number of "principles" were in the plan, mainly in the actions, these have been removed and a discrete section created called "Key Workforce Principles".
- Reference made to "anchor approach" and role in supporting health and wellbeing in communities and tackling inequalities.
- Reference made to impact of pension changes, particularly for NHS staff.
- References to "Fair Work Framework"

#### **4. Conclusions**

4.1 The IJB are asked to discuss and approve the 2022-2025 Health and Social Care Workforce Plan.

#### **5. Resource Implications**

5.1 Any staffing implications within this Workforce Plan have been developed through local service planning and agreed service proposals.

5.2 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**

6.1 Workforce sustainability is a corporate risk.

## **8. Consultation**

7.1 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.

7.2 Iterations of the plan have been submitted to:

- NHS Staff Governance Committee in September 21 and January 22
- Area Partnership Forum October 21, December 21, February 22
- IJB November 21, January 21
- IJB Workshop January 22
- NHS Board February 22
- Strategic Planning Group September 21, November 21, February 22
- Integration Partnership Forum December 21
- Social Work Committee February 22
- Governance and Performance Group February 22

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

8.1 An equality impact assessment was carried out February 22

## **10. Glossary**

9.1 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>CEL</b>	<b>Chief Executive Letter</b>
<b>EQIA</b>	<b>Equalities Impact Assessment</b>
<b>IJB</b>	<b>Integration Joint Board</b>