



Dumfries and Galloway  
Integration Joint Board

23<sup>rd</sup> June 2022

This Report relates to  
Item 11 on the Agenda

# Health and Social Care National Workforce Strategy and DL 2022 (09)

*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> National Health and Care Workforce Strategy and DL 2022 (09)

<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 Health and Social Care National Workforce Strategy was published on 11th March 2022 and the accompanying guidance for the development of 3 year workforce plans through DL (Director's Letter) 2022 (09) was released on 1st April 2022. This is attached to the paper.

The Integration Joint Board had already agreed to proceed with work already started on the plan and these documents were published after we finalised the 2022-2025 Dumfries and Galloway Health and Social Care Workforce Plan. This means there needs to be an exercise to align them. The key messages in the DL are;

- 3 year workforce plans should be developed by 31st July 22 and submitted in draft to Scottish Government who will then provide high level feedback by the end of August 22. By 31st October 2022 plans will have been through appropriate governance routes and be published on organisation's websites.
- Workforce Plans should reflect workforce implications of the National Workforce Strategy tripartite ambitions of Recovery, Growth and Transformation.
- Workforce Plans should use the 5 Pillars in the Workforce Strategy (Plan, Attract, Train, Employ, Nurture) as a framework.
- Workforce Plans should align with service and financial planning and with the local service priorities identified in the Operational Plans which are being developed for end of July 2022.
- Workforce Plans should reflect workforce implications arising from the local area priorities outlined in the Recovery Plan, the National Care Service and the Health and Care (Staffing) (Scotland) Act.
- Workforce Plans should be developed in partnership with key stakeholders including Third and Independent Sectors and Trade Union colleagues.

## 2. Recommendations

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

- **Note the Health and Social Care Workforce Strategy, DL 2022 (09) and the proposed timeline in section 3 of this paper for updating the 2022-2025 Health and Social Care Workforce Plan.**

## 3. Background and Main Report

- 4.1 In order to meet the requirements of the DL for submission of plans the following timeline has been developed. This will ensure the 3 key governance routes for the workforce plan have had appropriate sight of the plan before it is published.

- 4.2 It is proposed that the refresh of the Workforce Plan is undertaken by the Health and Social Care Workforce Planning Group to ensure partnership engagement with Third Sector, Independent Sector, Local Authority and Trade Unions.

Activity	Integration Joint Board	Staff Governance Committee	NHS Board
Present Workforce Strategy, DL 2022 (09) and details of plan for responding to requirements	19 May 2022	23 May 2022	13 Jun 2022
Present update on changes required to extant 2022-2025 Workforce Plan	21 Jul 2022	25 Jul 2022	8 Aug 2022
Provide Scottish Government with draft plan 8 Aug 2022			
Present final updated plan	22 Sep 2022	26 Sep 2022	3 Oct 2022
Publish updated plan 31 <sup>st</sup> Oct 2022			

4.3 In terms of content of the plan, the 2022-2025 has recently been approved therefore it is not expected that there would need to be a large amount of editing to that plan. A summary paper of any changes to content of the core plan will be provided.

4.4 Some expected areas of change will be;

- The current workforce profile will be updated to 31<sup>st</sup> March for Local Authority and NHS data.
- The 5 key themes in the Workforce Plan will be aligned to the Workforce Strategy 5 pillars.
- A review of the latest Remobilisation Plan will be undertaken to ensure the Workforce Plan reflects all workforce implications detailed in that.
- The Workforce Plan Action Plan will identify short/medium term risks to service delivery in relation to workforce and actions in place to mitigate these.

4.5 It should also be highlighted that DL 2022 (09) references the Health and Care (Staffing) (Scotland) Act and that workforce plans should use workforce tools to assess demand. Currently this legislation has not yet been enacted although it is expected soon, a review will be undertaken though to assess whether any new local intelligence can inform the plan.

#### 4. Conclusions

4.1. The IJB are asked to note the Health and Social Care Workforce Strategy, DL 2022 (09) and the details contained in the paper to update the 2022-2025 Health and Social Care Workforce Plan.

#### 5. Resource Implications

5.1 Any staffing implications within IJB Workforce Plan will have been developed through local service planning and based on 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**

7.1 Workforce sustainability is a corporate risk.

**8. Consultation**

8.1 Not required.

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

9.1 An equality impact assessment on the 2022-2025 Health and Social Care Workforce Plan was carried out in February 2022 and a refresh will be undertaken in July 2022.

**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>DL</b>	
<b>CEL</b>	<b>Chief Executives Letter</b>
<b>IJB</b>	<b>Integration Joint Board</b>