

Midlothian Integration Joint Board



Thursday 17th June 2021, 2.00pm

Workforce Development Plan

Item number: 5.7

Agenda number

Executive summary

This report supports the Interim Workforce and Development Plan 2021/22 that was submitted to Scottish Government on 30th April 2021. (Please see background paper).

Board members are asked to:

Provide any feedback on the Interim workforce plan and agree to the implementation of the plan

Workforce Development Plan

1 Purpose

- 1.1 This report supports the Interim Workforce and Development Plan 2021/22 that was submitted to Scottish Government on 30th April 2021. (Please see background paper).

2 Recommendations

- 2.1 As a result of this report Members are asked to:-
- 2.1.1.1 provide any feedback on the Interim workforce plan and agree to the implementation of the plan.

3 Background and main report

- 3.1 The Scottish Government asked all HSCPs to compile an Interim workforce plan for the period 30th April 2021 – 31st March 2022. During the implementation of this interim plan a further 3 year plan will be developed to commence from 1st April 2022 – 31st March 2025. The Scottish Government provided a template for this interim plan to be completed requesting information in the following areas:-
- Background to workforce planning in the HSCP;
 - Stakeholder engagement that informed the plan;
 - Supporting staff physical and psychological wellbeing;
 - Short term workforce drivers (living with Covid);
 - Medium term workforce drivers;
 - Supporting the workforce through transformational change.
- 3.2 The interim workforce plan has built on extensive consultation and engagement to ensure staff's views and experiences were captured along with the commitment from managers to support and develop the workforce. As well as the interim workforce plan a development plan is being compiled to reflect all the actions contained within the plan along with key leads, time frames and measureable outcomes.

4 Policy Implications

- 4.1 Workforce planning is a key responsibility for the HSCP and managers are highly motivated and supportive to ensure the actions and aims set out in the plan come to fruition. Policy implications for not having a commitment to the plan would be having staff not appropriately registered in the post they have and services not compliant with the Care Inspectorate. The COSLA document "*An Integrated Health and Social Care Workforce plan for Scotland*" underpins the direction and vision of what the HSCP seek to achieve. The Feeley report also outlines key requirements HSCPs

and IJBs need to take account of to provide supportive and progressive workforce development for its employees to deliver positive outcome focussed services.

5 Directions

- 5.1 Workforce development is a key priority for the IJB and HSCP and is incorporated within the strategic plan. It spans all sections of the plan. There is not a specific Direction at present.

6 Equalities Implications

- 6.1 There are no apparent equalities issues with the workforce plan as it sets out key actions to ensure staff are supported and feel valued. It will also ensure there are a range of opportunities for staff to access learning and development to meet the requirements of their post as well as access to additional learning and development opportunities to enhance their career development within the HSCP.

7 Resource Implications

- 7.1 There are no direct resource implications with this report and the workforce plan.

8 Risk

- 8.1 A workforce plan mitigates risks by ensuring that the workforce is equipped to meet registration requirements and services meeting the health and social care standards set out within the legal frameworks.

9 Involving people

- 9.1 The workforce plan demonstrates the wide range of consultation and engagement that was carried out when compiling the interim plan. Further consultation and engagement will take place when compiling the next workforce plan 2022 – 2025.

10 Background Papers

10.1 Midlothian HSCP Interim Workforce Plan 2021/2022

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