

Midlothian Integration Joint Board



August 2021

IJB Performance Management

Item number: **Agenda number: 5.4**

Executive summary

A significant amount of work has been commissioned to develop performance management and reporting infrastructure within the HSCP. This is to support data driven decision making around service development and transformation and also to support a more robust performance reporting overview to the IJB.

In order to develop performance reporting and monitoring further, it is requested that a separate Performance group is established, supported by an additional Programme Manager, to develop the performance reporting structure for the monitoring of the IJB Strategic Plan and annual Directors to NHS Lothian and Midlothian Council.

It is requested that this is supported on a temporary basis, resourced from the IJB general reserves.

Board members are asked to:

- **Agree to the establishment of a performance group to report into the IJB (non-statutory initially)**
- **Agree to resourcing an additional Programme Manager and data analyst to develop, implement and monitor reporting to IJB from IJB General reserves**

IJB Performance Management

1 Purpose

- 1.1 To request the use of IJB General reserves to fund a fixed term Performance team to develop, implement and monitor performance against the IJB Strategic plan and Directions.

2 Recommendations

As a result of this report what are Members being asked to:

- 2.1 Agree to resourcing an additional Programme Manager and data analyst to develop, implement and monitor reporting to IJB from IJB General reserves.
- 2.2 Agree to the establishment of an IJB strategic performance group to report into the IJB (non-statutory initially).

3 Background and main report

- 3.1 Midlothian Health and Social Care Partnership requires additional capacity to develop our planning around performance. The performance framework is in development focussing on Tableau development and Outnav mapping, as well as routine monitoring of service activity and impact data.
- 3.2 The HSCP performance team are at full capacity, some of which are still leading on elements of the pandemic, at present, which is limiting ability to develop reporting and analysis for the IJB. Given the general reserve position within the IJB, it is requested that a Programme manager and data analyst be recruited to for a fixed term period to establish a comprehensive process to evaluate the impact of the Strategic plan and Directions.
- 3.3 Times allocated to IJB meeting, can limit available time for performance discussion, and it is proposed that a performance subgroup be established to provide this scrutiny, advising IJB member on key issues and planning. This group will not be statutory initially, however could be considered as an additionality to IJB Audit and Risk committee in the future.

4 Policy Implications

- 4.1 None.

5 Directions

- 5.1 This report links to all Directions, and the ability to report on progress and performance to inform future decision making for local service in Midlothian.

6 Equalities Implications

- 6.1 None

7 Resource Implications

- 7.1 The financial implications of the recommendations above are estimated to be £294k, depending on recruitment. In the first instance these posts will be fixed term therefore the request for funding from the IJBs general reserve will span 2021/22 (pye), 2022/23 (fye) and 2023/24 (pye).

Post	WTE	£k
Programme Manager	1.00	67
Data Analyst support	1.00	80
Total		147
Estimated Total required over 2 years		294

Table 1: Cost projections

- 7.2 Once there is a fuller understanding of the remit and support required for the IJBs new strategic performance group then a recurring solution will be reported and sought at that stage.

8 Risk

- 8.1 No additional risk for IJB to note

9 Involving people

- 9.1 Improved performance infrastructure will support a comprehensive reporting process which will be available to IJB, and therefore available to the general public. This proposal is supported by IJB Chief Finance Officer.

10 Background Papers

- 10.1 Nil

AUTHOR'S NAME	Morag Barrow
DESIGNATION	Chief Officer
CONTACT INFO	Morag.barrow@nhslotian.scot.nhs.uk
DATE	13/7/21