

Appendix 1 – Completed MIJB Audit Actions in 2020/21



2019/20 - Workforce development focused on the Midlothian Health and Social Care Partnership arrangements to support the Midlothian Integration Joint Board workforce direction - Moderate Assurance

Action Code	Action	Due Date	Icon	Progress	Notes	Service	Managed By
IA.IJBWFD.1.2	In addition, management should seek to develop the detailed workforce plan (noted in the report Finding 2.1) for the organisation in order to support the delivery of the Strategic Plan.	31-Mar-2022	✓	100%	Q4 20/21: Closed - monitored as part of IA.IJBWFD.1.1	Adult Health and Social Care; Health and Social Care Partnership	AHSC Performance Officer; Head of Adult and Social Care; Head of Primary Care and Older People's Services
IA.IJBWFD.2.3	A responsible officer should also be nominated to ensure the development and publication of the workforce plan and the Annual Workforce Planning Reporting Template. In addition, management should determine if any additional resource is required to input workforce planning to move it forward at the pace required.	31-Dec-2020	✓	100%	Q2 20/21: The Senior Management Team has established a Governance Group. This group has oversight of Workforce Planning which will allow for collaborative approaches to workforce development.	Adult Health and Social Care; Health and Social Care Partnership	AHSC Performance Officer; Head of Adult and Social Care; Head of Primary Care and Older People's Services
IA.IJBWFD.2.4	Quarterly or bi-annual workforce planning collaborative network meeting events should be established and supported by attendance from each HSCP to report back on progress, share ideas and ongoing development in best practice across Lothian HSCPs.	31-Dec-2020	✓	100%	Q2 20/21: The Workforce Planning group is now in place.	Adult Health and Social Care; Health and Social Care Partnership	AHSC Performance Officer; Head of Adult and Social Care; Head of Primary Care and Older People's Services