

***Integration Joint Board***

**Date of Meeting: 25<sup>th</sup> May 2022**

**Title of Report:** Health and social care workforce strategy: Three year workforce plan

**Presented by: Geraldine Collier**

**The Board is asked to:**

Note the content of this report, advising the IJB of the HSCP approach to meeting the timeframes of the workforce planning deadlines recently set by Scottish Government

Workforce Strategy) to structure the proposed actions to secure sufficient workforce to meet local projected short-term recovery and medium-term growth requirements across health and social care services.

3.2 It will contain current workforce information and also project what is needed for the future analysing this gap and aligning with medium term planning priorities. There will also be an associated action plan detailing what interventions are needed to fill this gap.

3.3 The time scales set out by Scottish Government are as follows:

By end July 2022: Three Year Workforce Plans should be submitted in draft to the National Health and Social Care Workforce Plan Programme Office

The workforce action plan will detail the costs associated with actions as appropriate

## **6.2 Staff Governance**

Workforce planning actions and data will feature in the Staff Governance reports or more focused workforce planning reports as appropriate.

## **6.3 Clinical Governance**

The workforce planning process and actions will appropriately link to the clinical governance requirements both now and in the future.

## **7. EQUALITY & DIVERSITY IMPLICATIONS**

The 3 year workforce plan and actions plans will be impact assessed in the normal manner.

## **8. GENERAL DATA PROTECTION PRINCIPLES COMPLIANCE**

Undertaken in compliance with guidance.

## **9. RISK ASSESSMENT**

9.1 Recruitment retention and workforce planning have featured in the audit and risk reports with medium to very high risks, particularly in remote areas. The NHS Scotland social care workforce planning has never been more important .

9.2 The 3 year workforce plan and the associated action plans will highlight the priorities and risks with regard to workforce planning.

## **10. PUBLIC & USER INVOLVEMENT & ENGAGEMENT**

Consultation and engagement is key to the workforce planning process. It is vital that senior and middle managers, trade unions, and third and independent sector representatives are involved in the process. The IJB will also be engaged as part of the development session on 15<sup>th</sup> June.

## **11. CONCLUSIONS**

This paper has sought to provide details of the Scottish Government time frames with regard to HSCP workforce plan and reassure the IJB of the process being undertaken to achieve this ambitious time frame.

## **12. DIRECTIONS**

Directions required to Council, NHS Board or both.

**Directions to:**

tick