

DIRECTIONS FROM THE SCOTTISH BORDERS INTEGRATION JOINT BOARD

Directions issued under S26-28 of the Public Bodies (Joint Working) (Scotland) Act 2014

Reference number	SBIJB-160222-1
Direction title	Development of a Scottish Borders HSCP Integrated Workforce Plan, including support of immediate workforce sustainability issues
Direction to	NHS Borders and the Scottish Borders Council
IJB Approval date	Approved at the Integration Joint Board on 2 March 2022
Does this Direction supersede, revise or revoke a previous Direction?	No – new direction
Services/functions covered by this Direction	All delegated services, provided by NHS Borders, Scottish Borders Council and by partner providers
Full text of the Direction	<p>To continue to progress the development of a Scottish Borders Health and Social Care Partnership Integrated Workforce Plan in line with the national timescales set out below, ensuring that the plan takes into account:</p> <ul style="list-style-type: none"> • Scottish Government integrated workforce planning expectations • The immediate workforce sustainability issues faced by the HSCP, including existing workforce gaps and any service shortfalls, the increased risks of workforce, internal and partner supplier failure and future market for care (Strategic Risks: IJB003, IJB006 and IJB007), and how to promptly resolve these challenges locally • Future workforce needs, based on meeting need, including additional demand and any backlogs associated to Covid-19 • Plans for sustainable integrated workforce models across health and social care • Improved training, development, recruitment and retention across health and social care • Affordability in the context of the financial constraints across the IJB, NHS Borders and Scottish Borders Council <p>As part of this process, it is expected that:</p> <ul style="list-style-type: none"> • There will be full and appropriate consultation and engagement with all stakeholders, including (but not exclusively) appropriate staff, partnership; professional, independent sector, educational institutions (e.g. Borders College, NES, Universities), partner reference groups, the IJB Joint Staff Forum and the Strategic Planning Group • The HSCP Integrated Workforce Plan will be considered for final approval at the Integration Joint Board prior to submission to the Scottish Government <p>Out of scope: The development of a plan for Unpaid Carers will be undertaken in the IJB’s Carers Workstream, and as such should be considered as out of scope of the Integrated Workforce Plan.</p>
Timeframes	<p>To start by: With immediate effect</p> <p>To conclude: It is expected that the report will come to the Integration Joint Board for ratification by 15 June 2022 for submission to the Scottish Government following IJB ratification by the 31 July 2022 at the latest in line with current national timescales. Should the national timescales be adjusted then the IJB may consider a change to reporting timescales.</p>
Links to relevant SBIJB report(s)	<p>Items 6.3 Strategic Risk Register Update and 6.5 Integrated Workforce Plan: https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&Mid=6088&Ver=4</p>
Budget / finances allocated to carry out the detail	It is expected that the development costs of the Integrated Workforce Plan will be covered by the arrangements under the Scheme of Integration

Outcomes / Performance Measures	<ul style="list-style-type: none">• Aligns to all National Health and Wellbeing Outcomes and Integration Planning Principles• Improved workforce retention rates• Reduced workforce vacancy rates• Reduced sickness absence rates• Improved staff governance, satisfaction and engagement• Increased levels of need met
Date Direction will be reviewed	At IJB Audit Committee on 12 September 2022