



ORGANISATIONAL DEVELOPMENT PLAN

Aim

- 1.1 To provide an update to Integrated Joint Board members on the further development of the Organisational Development (OD) Plan and its associated activities.

Background

- 2.1 A high level OD plan was presented to the Integrated Joint Board (IJB) earlier this year. This was to be a working document which would be subject to ongoing refinement as development of the Strategic Plan progressed.
- 2.2 Representatives from the Workforce Development Group have worked closely with the Chief Officer and other colleagues to further develop the plan, which has been informed by the Scottish Government guidance on OD development interventions which support IJB members and Senior Management teams involved in integration.
- 2.3 The OD plan remains a working document and as such is regularly reviewed and updated. The latest copy of the OD plan is attached for information.
- 2.4 Whilst this OD plan has been designed around the development needs of the IJB and others closely related to IJB activities local / service specific OD plans will be developed as required moving forward, which can be shared with the IJB for information in due course.
- 2.5 In addition, a Workforce Planning Framework will be brought to the IJB by the end of the financial year.

Summary

- 3.1 Integrated Joint Boards are required to receive an Organisational Development Plan to support the integration of health and social care services by the end of March 2016.
- 3.2 The latest version of the Borders OD plan is attached for information.

Recommendation

The Health & Social Care Integration Joint Board is asked to **note** the updated Organisational Development Plan.

Policy/Strategy Implications	N/A
Consultation	Representatives from the Workforce Development Group
Risk Assessment	N/A
Compliance with requirements on Equality and Diversity	Yes
Resource/Staffing Implications	External expertise and capacity to be sourced as appropriate as well as using internal resources wherever possible.

Approved by

Name	Designation	Name	Designation
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