

WEST DUNBARTONSHIRE COUNCIL

Report by the Director of Community Health & Care Partnership

Community Health & Care Partnership Committee: 22nd August 2011

Subject: CHCP Strategic & Workforce Plan - 2012/13

1 Purpose

- 1.1 The purpose of this report is to ask the CHCP Committee to approve the integrated West Dunbartonshire CHCP Strategic Plan 2012/13; and the associated CHCP Workforce Plan 2012/13.

2 Recommendations

- 2.1 The CHCP Strategic Plan sets out an ambitious suite of actions for the year ahead, supported by this first integrated Workforce Plan.
- 2.2 The Committee is asked to approve the integrated West Dunbartonshire CHCP Strategic Plan 2012/13 and CHCP Workforce Plan 2012/13.

3 Background

- 3.1 The CHCP is required to prepare an annual plan of action by both NHSGSC and West Dunbartonshire Council. This second integrated Strategic Plan for the CHCP has been prepared to set out the key actions prioritised for delivery over the course of 2012/13 (Appendix 1). Building on the successful approach agreed by CHCP Committee for the previous year, its focus reflects the requirements and expectations of the CHCP's "corporate parents" and its structure a blend of the distinct formats preferred by both organisations.
- 3.2 As Committee will recall, an associated action committed to within the CHCP Strategic Plan 2011/12 was the drafting of a single workforce plan for the CHCP that would be explicitly linked to and support the delivery of the overall CHCP Strategic Plan for 2012/13 (Appendix 2). Audit Scotland has confirmed that West Dunbartonshire CHCP is one of the first areas to have sought to prepare such a joint document that reflects (as far as possible) a consistent approach for the totality of its workforce.

4 Main Issues

- 4.1 In keeping with the spirit of the participative approach that the CHCP is committed to, both of these documents have been informed by an understanding of perspectives of key stakeholders (including the CHCP's Joint Staff Partnership Forum; the Professional Advisory Group; and the Public Partnership Forum). The specific local actions set out within reflect on-going discussions within CHCP service areas; engagement within local

Community Planning Partnership fora; and dialogue with both service user groups and the wider communities in West Dunbartonshire.

- 4.2 In accordance with good practice and building on the success of the previous year, the Strategic Plan incorporates the CHCP Key Performance Indicators (KPIs) for 2012/13 which also include those indicators within the current local Single Outcomes Agreement that the CHCP has lead responsibility for.
- 4.3 Building on the positive feedback from the CHCP Committee in relation to the previous year's arrangements, a consolidated performance report in relation to the commitments within the Strategic Plan will be routinely provided to the Chief Executives of both NHSGGC and WDC and the CHCP Committee (twice yearly).
- 4.4 This consolidated report will explicitly incorporate a performance up-date in relation to the local Single Outcome Agreement indicators that the CHCP has lead responsibility for; and also provide assurance of progress in relation to the associated Workforce Plan.
- 4.5 As in the previous year, the process of internal scrutiny will be undertaken through the joint CHCP organisational performance review process now established by the NHSGGC Chief Executive and WDC Chief Executive (the outputs of which will be reported to the CHCP Committee to inform their own considerations of CHCP delivery and performance).
- 4.6 As per the recommendations of Audit Scotland and evidenced by the positive response to the performance reporting at the June 2012 CHCP Committee meeting, this streamlined and best practice system will continue to mitigate against unnecessary duplication of and piecemeal reporting; and ensure that the CHCP Committee is able to transparently draw conclusions based on a coherent and comprehensive presentation of data and information.
- 4.7 The above will be reinforced by the delivery of collective and specified actions being reflected within individual operational service plans; and the objectives of the CHCP Director and Heads of Service.

5 People Implications

- 5.1 The CHCP Workforce 2012/13 consolidates the people implications of the priorities expressed within the CHCP Strategic Plan 2012/13.

6 Financial Implications

- 6.1 The Finance Section of the CHCP Strategic Plan 2011/12 summarises the financial context.

7 Risk Analysis

- 7.1 If the CHCP is unable to clearly demonstrate progress in relation to the priorities reflected within this Strategic Plan (in line with best practice) there is

the issue of reputational risk, amongst both scrutinising organisations and local communities. Approving the actions set out in the attached Strategic Plan would mitigate such a risk and provide assurance – as well as highlighting good performance and improvement.

8 Equalities Impact Assessment (EIA)

- 8.1** No significant issues were identified in a screening for potential negative equality impact of these measures. Both the Strategic Plan and its accompanying Workforce Plan articulate and evidence the CHCP's commitment to equalities-sensitive practice.

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Appendices: West Dunbartonshire CHCP Strategic Plan 2012/13
West Dunbartonshire CHCP Workforce Plan 2012/13

Background Papers: None

Wards Affected: All