

**West Dunbartonshire HSCP**  
**EU- Exit Assurance Action Plan – Updated January 2022**

**Background:** The themes of Issues/Risks identified below are based on the updated UK and Scottish Planning assumptions (September 2020). On the 31<sup>st</sup> December 2020, the Transition Period concluding EU Law jurisdiction in the UK and access to the EU Single Market ended. The new relationship is now defined by the EU-UK Trade and Cooperation Agreement (TCA).

The undernoted risks were identified and mitigating action was put in place to minimise any disruption. The Civil Contingencies Officer reached out to the contributing officers in the middle of July (2021) to determine if there were any concerns as a result of the UK departure from the EU. At this time, the risks and mitigating actions remain unchanged. The document will remain live and will be regularly reviewed and updated, if required.

**Contributing Officers:** Mark Harris, Civil Contingencies Officer (CCS); Lynda Dinnie, Facilities Manager; Audrey Slater, Head of People and Change (HSCP); Julie Slavin, Chief Financial Officer (HSCP); Sylvia Chatfield, Head of Mental Health, Learning Disability and Addictions,

<b>Travel, Freight &amp; Borders – Mark Harris – January 2022</b>			
<b>Broad Risk</b>	<b>WD HSCP Impact</b>	<b>Action/Mitigation</b>	<b>Comments Updated – Mark Harris</b>
Transport	<ul style="list-style-type: none"> <li>- Key medicines/equipment and PPE may be delayed.</li> </ul>	<p>Continue the positive dialogue with GPs and Pharmaceutical colleagues that have been in place.</p> <p>Ongoing talks to Government and NHS about how EU Exit might affect medicine supplies, equipment and PPE in the short medium and long term.</p> <p>A Serious Short Protocol would be introduced in the case of a serious shortage and is only one tool that can be used to manage shortages. The Gov't has well established processes for managing shortages in collaboration with manufacturers and suppliers, clinicians, NHS and the Medicines and Healthcare Products Regulatory Agency,</p>	<p>We will continue to liaise with NHS colleagues to obtain early notification of issues nationally and monitor.</p> <p>The formation of a senior Pharmacy Incident Response Team has been identified to address urgent and emerging issues with medicines supply.</p> <p>There have been no issues locally.</p>

**Disruption to Service – Mark Harris, Lynda Dinnie, Julie Slavin - January 2022**

<b>Broad Risk</b>	<b>WD HSCP Impact</b>	<b>Action/Mitigation</b>	<b>Comments Update - Mark Harris, Lynda Dinnie, Julie Slavin</b>
<p>Reduction, delay or stoppage in supply of medicines and medical supplies specially, radiopharmaceuticals, blood products, medical devices and clinical consumables. It is anticipated that any disruption will occur during the first three months after the end of the transition period.</p>	<ul style="list-style-type: none"> <li>- While this issue is being coordinated nationally by the NHS, there is potential impact on Care Homes, Care at Home and Healthcare</li> <li>- A shortage of some medicines were been reported but not necessarily attributable to EU-Exit.</li> </ul>	<p>Continue the positive dialogue with GPs and Pharmaceutical colleagues that have been in place.</p> <p>Pharmacy teams are constantly reviewing and updating local processes for managing medicine shortages.</p> <p>Incontinence Care products are hosted across Glasgow Greater and Clyde (GGC) so any additional cost would be picked up by the host.</p> <p>Hand Hygiene Products – Care Homes and Home Care Teams estimate that 6K per month is spent on aprons, bibs and gloves, pressure care products and protective clothing. PPE should be procured through BAU routes however, NSS Hub arrangements was extended until June 2021 then the Memorandum of Understand was extended until March next year.</p> <p>As a result of Covid-19 costs have inflated due to COVID-19 and the need for additional PPE.</p>	<p>NHS have nationally provided updates as follows: Pharmacy team have reviewed &amp; updated local processes for managing medicines shortages including assessing whether additional people resource is required.</p> <p>Medicines – no significant supply issues identified for the last 6 months or so. Any price increases have been mainly attributed to the pandemic and covered by SG Covid funding;</p> <p>SG has established a Scottish Medicine Shortage Response Group which will review evidence and intelligence, recommend action, and instigate escalation to the UK Medicines Shortage Group, of which SG is a member.</p> <p>The supply of PPE is stable and stock regularly replenished through supplies from NSS to local hubs. This arrangement is in place until the end of March 2022 and discussions are ongoing on possible extension until Sept 2022.</p>

<p>Reduction of Clinical Consumables</p>	<ul style="list-style-type: none"> <li>- Insufficient Incontinence Care Products, Hand Hygiene Products, Aprons, Bibs gloves, moving handling products etc</li> </ul>	<p>Moving and Handling products – this type of equipment is purchased through Equipu contracts – Glasgow are the lead host authority therefore would be responsible for any additional costs. There was a reduction in activity due to COVID-19 restrictions and backlog in assessments.</p>	
<p>Certain types of fresh food supply may decrease / prices of certain foods may increase</p>	<ul style="list-style-type: none"> <li>- Potential additional costs for services that purchase / supply food</li> <li>- Impacts on food provision at care homes and children homes. Possible food increase of 15% to 20% due to tariff changes, sterling depreciation and border disruption.</li> </ul>		<p>Facilities Services continue to maintain a very limited stock of tinned and dried food that is maintained year round, in case of single premise emergencies – while this is not EU Exit specific, it could be utilised in the event of a localised issue being experienced. It has recently been suggested that Care Homes and children’s houses should hold their own emergency stock items. School Food Legislation is very strict and the types of products which Facilities Services hold are unlikely to benefit in the HSCP setting.</p> <p>WDC has continued to monitor this and in line with Govt and CoSLA recommendations, there is no intention to stockpile beyond this contingency as storage capacity and freezer space prohibits this.</p> <p>In addition, if we started to see local shortages catering managers and cooks have their own procurement cards, which they presently use to purchase provisions via Scot Exel Suppliers however, the cards can also be used elsewhere if necessary.</p> <p>Overall, no significant issues identified with supply, in particular around Aids and Adaptations procured through the Equipu contract;</p>

Care Home Closures	<ul style="list-style-type: none"> <li>- Commissioned care being handed back to HSCPs</li> </ul>	<p>Central Procurement contacted all external providers of care services – Care homes, Home Care and Supporting Living to complete a template, which covered workforce and supply chain.</p> <p>Surveys were also sent to Care homes to review their EU-Exit preparedness.</p>	<p>The response was only around 20%. However, those who did reply did not highlight any immediate risks to workforce, as those employed are mainly British Nationals. Although, concern about the availability of fresh food and medicines was highlighted.</p> <p>The most immediate risk to external care home providers is related to the impacts of Covid-19 on reduced occupancy levels and staff absence. This is monitored on a daily basis and HSCP support provided where appropriate and regular sustainability payments have been made (in line with CoSLA guidance) since October 2020.</p>
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**Workforce – Audrey Slater HR Lead HSCP – January 2022**

Broad Risk	WDC HSCP Impact	Action/Mitigation	Comments
Loss of employees – both highly skilled and lower skilled / entry level	<ul style="list-style-type: none"> <li>- Impact on Care for People. Agency Employees</li> <li>- Potential risk if contracts are subcontracted companies employing EU nations</li> <li>- Increased pressure on unpaid carers</li> <li>- Potential Failures of external providers delivering Care at Home due to employees shortages</li> <li>- The impact of EU withdrawal may result in a loss of skilled labour in key sectors. Whilst construction is one obvious</li> </ul>	<p>Signposting of key information / support in relation to EU Workers within the Council</p> <p><a href="https://www.gov.scot/brexit/">https://www.gov.scot/brexit/</a></p>	<p><b>90% of Care at Home</b> is delivered by Council Workforce with <b>no immediate concerns</b> around EU Nationals as this is predominately comprised of local residents who are UK citizen. In addition, WDC does not have reliable figures for the numbers of EU nationals living and working in West Dunbartonshire. WD HSCP has deemed this risk as <b>LOW</b>.</p> <p>The Council itself invests in apprenticeships training and works closely with local colleges to increase the number of apprenticeships in specific areas of predicted demand. However, these actions will not be of sufficient scale and will not address short-term shocks to labour supply.</p> <p>There was an initial concern around the loss of EU workers driving up demand for labour, and the current labour pool in the City Region cannot easily and</p>

	<p>area of risk where skilled labour is already tight, West Dunbartonshire also has a significant Healthcare workforce in the Golden Jubilee Hospital which is due to expand as an NHS centre of excellence.</p>		<p>quickly replace these people. As a consequence there could have been pressures on the supply and cost of skilled and indeed unskilled labour. This is currently <b>low</b> but could rise in years to come. At this time, there has been no local workforce issues.</p> <p>Based on extrapolation from the work of the Fraser of Allander there could be between 2000 to 4000 EU nationals living in West Dunbartonshire, However, it is considered that this figure is <b>unlikely</b> to be representative of WD area. It is more likely that the majority of them are employed/reside elsewhere in the City Region.</p> <p>Overall, <b>no significant issues</b> identified regarding EU nationals leaving either internal or external social care services. However the concurrent impact of Covid self isolation and managing outbreaks continues to be a challenge around Delayed Discharge etc but Scottish Government have recognised this and additional funding has been provided to support this now and recurrently in the next financial year.</p>
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**Concurrent Risks – Julie Slavin and Mark Harris – January 2022**

Broad Risk	WD HSCP Impact	Action/Mitigation	Comments
Seasonal Flu	<ul style="list-style-type: none"> <li>- If there is an impact on the procurement to the flu vaccination this could have impact on the well-being of our most vulnerable in society</li> </ul>	Continued engagement with Scottish Government Health Resilience Unit, NHS Boards and Health and Social Care Partnerships.	<p><b><u>Seasonal Vaccination Programme</u></b></p> <p>Vaccines for the Seasonal Programme as procured by NHS Scotland National Procurement. This year's flu vaccine programme began in September 2021 There are no concerns around the delivery of the vaccine as a result of EU Exit. Joint partnership working ensured</p>

<p>Disruptive Weather</p> <p>Global Pandemic (COVID 19)</p>	<ul style="list-style-type: none"> <li>- Potential for unprecedented weather conditions which leads to reduction of employees, putting pressures on services to deliver</li> <li>- The ability to respond to two concurrent issues ensuring our workforce remain safe and well.</li> <li>- The residents of WDC becoming unwell putting additional pressure on NHS GGC and local care at home teams.</li> </ul>	<p>Business Continuity Plans in place. Resilience Structures continue to be in place for COVID-19 and can flex accordingly.</p>	<p>the combined vaccination programmes continue to be delivered successfully.</p> <p>The Covid-19 Booster and Seasonal Flu Programme has been delivered in conjunction with WDC colleagues.</p> <p>Regular weather monitoring in place by CCS and Roads Service. Plans are in place to respond to more severe instances of disruptive weather, while it is expected that key learning from Storm Arwen, particularly affecting North East Scotland / the Borders will be important in understanding the impacts and where the response could be improved for future incidents.</p> <p>West Dunbartonshire HSCP has flexed and adapted its resources to account for the impacts experienced e.g. workforce availability affected by positive cases / self-isolation requirements throughout the emergence of the Omicron variant of Covid 19. Essential services have been prioritised and daily monitoring has facilitated effective planning and response in the locality.</p>
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**Other Impacts – Julie Slavin Finance Lead HSCP – January 2022**

<b>Broad Risk</b>	<b>WD HSCP Impact</b>	<b>Action/Mitigation</b>	<b>Comments</b>
<p>Significant impact on support for older/disabled people/those with mental health issues</p>	<ul style="list-style-type: none"> <li>- In the early stages of EU Exit preparedness, it was recognised that older people that do not require any services from the HSCP may require additional support if there were</li> </ul>	<p>Continue to monitor</p>	<p>The short supply of certain anti-depressants has stabilised, although the price remains above previous year's rates.</p> <p>Over the last year and a half, we have seen how quickly the HSCP responded to the pandemic and how</p>

<p>Increase in unscheduled care and delayed discharge</p> <p>Social care providers willing but unable to meet requirements</p> <p>Children and families Social Work Section 12 payment</p>	<p>medicine or food shortages that may affect their wellbeing and subsequently require support from HSCP. The same could also be said from those with addictions and mental health issues -*Supplies have stabilised.</p> <p>- Overtime we may see an increase due to increase food costs and inflation putting pressure on HSCP to fund those falling below the headline.</p>	<p>Continue to monitor (at present no issues as a result of EU Exit)</p> <p>Continue to monitor (at present no issues as a result of EU Exit)</p> <p>Continue to monitor (at present no issues as a result of EU Exit)</p>	<p>quickly services mobilised to provide support remotely or face to face after appropriate risk assessment. There are also new pathways into mental health and addiction services funded by the Scottish Government through Local Mobilisation Plans.</p> <p>For those who are not known/open to services at this stage referrals through the “Duty Team” allow access to HSCP services/support. This promotes the positive dialogue with GPs and Pharmaceutical colleagues.</p> <p>PPE requirements are met through regular deliveries by NSS to local HSCP hubs. Section 12 payments continue to be used to support families in distress and this includes support for food costs and other essentials. No notable variation in need or demand to date and this continues to be monitored by finance and social work managers.</p> <p>Locally there has been no impact on the most vulnerable as a result of EU Exit. Given the sensitive nature of this risk the HSCP will continue to actively monitor and escalate any concerns.</p>
<p>Adult Social Care - consider loss or shortage of workers who provide routine services</p>	<p>The impact on the adult social care workforce is expected to be minimal in West Dunbartonshire, as this workforce is predominantly comprised of local residents who are UK citizens. No impact at this time.</p>	<p>Continue to monitor. Transferring employees within the HSCP who have received appropriate training to pressure points. This is not as a result of EU Exit.</p>	<p>Risk low – currently no impact, however the impact of Covid self-isolation and managing outbreaks continues to be a challenge</p>

**Business Continuity – Mark Harris – January 2022**

Broad risk	WD Impact(s)	Action	Comments
<p>Assess impact of EU-Exit on Business Continuity Plans</p>	<p>Potential disruption to services</p> <ul style="list-style-type: none"> <li>- Food</li> <li>- Medicines</li> <li>- Employees</li> </ul>	<p>A review of the Council and HSCP will be undertaken this year taking cognisance of the lessons learned from COVID-19.</p> <p>Continued engagement with CoSLA and Scottish Government.</p> <p>Civil Contingencies Officer (CCO) continues to dial into COSLA teleconferences</p> <p>Resilience Structures in place: Local Response Management Team (LRMT), Strategic Resilience Group (SRG), Operational Resilience Group (ORG) and Resilience Group (RG).</p>	<p>Business Continuity planning remains an operational focus. Any changes will be reflected into the respective Business Continuity Plans. The scheduled review of Business Continuity Plans at a corporate-wide level has been paused to account for the prioritisation of response to Covid and concurrent risks – this remains a high priority and is expected to be a key consideration in 2022.</p> <p>. COSLA Leaders’ Meeting to consider key issues and emergent challenges is taking place at the end of January 2022.</p> <p>A meeting of the COSLA EU Exit Group took place on 21<sup>st</sup> January 2022 key points / emerging risks are summarised for information in the WDC / WD HSCP Action Plan updates.</p> <p>Key groups continue to meet regularly to consider key risks from a strategic, managerial and operational perspective.</p>