

Delivery Plan Y2 Workplan 2022-23

Blue = complete
 Red = missed deadline/unable to deliver
 Amber = at risk of non-delivery/not meeting deadline
 Green = on track to delivery by deadline
 Purple = closed

Programme	Ref	Project Description	Project Name	Category	Start Date	End Date	BRAG Status	Tier	Latest Update
Commissioning	KPS23	Deliver robust arrangements for medical cover for care settings	1. Medical Cover for Care Settings	FTP		May-24	Closed	Tier 1 (Prevention)	This project has been put on hold by SLT, and will be reviewed for re-starting in Year 3.
Commissioning	SE14	Review availability of the range of independent advocacy and implement any recommendations from the review	2. Review range of independent advocacy	FTP		Jun-24	Completed	Tier 1 (Prevention)	The new contract for advocacy has been awarded and the service manager for advocacy has advised that the contract has now started as of the 1st October 2023.
Commissioning	SE17	Develop and deliver the Procurement Workplan incorporating our commissioning principles so that our commissioning is ethical, creative and co-designed and co-produced with partners and communities.	3. Transformation of Commissioning Approach	BAU		Mar-25	Green	Tier 1 (Prevention)	<p>The Bon Accord Care Contract Review and Service Specification has continued with coproduction workshops taking place with a focus on delivering through the Get It Right For Everyone (GIRFE) and Ethical Commissioning Principles. These have included staff from the various services within Bon Accord Care as well as senior management and also partnership colleagues. These have been led by the Partnerships Commissioning Lead, Programme Manager, Procurement Category Manager and Bon Accord Cares Head of Delivery and Development. The project steering group has met following the workshops to review the feedback and outcomes that will feed into the contract and service specification going forward. Rubislaw Park Nursing Home End of Life Pathway project group has continued to work with various areas within Aberdeen Royal Infirmary to extend the referral routes into the pathway further. Work has continued on updating the information leaflet to patients and family ensuring up to date information is provided on current guidelines. The pathway is working to be open to all wards within Aberdeen Royal Infirmary by the end of October 2023. Additional discussions have also taken place with Care Management colleagues to help assist extending of the pathway.</p> <p>The review of the contract for Care at Home, Support Living and Complex Care has commenced with surveys being sent to providers, social care staff and those currently receiving services, with a closing date of 27/10/2023. A workshop with Social care Service Managers has been scheduled for 12/10/2023.</p> <p>Discussions with ACVO have taken place regarding moving to a Grant Funding model for counselling services in Aberdeen City. Data on all counselling services in the city has been collated to help give a picture of what is available. Research on how this is delivered in other locations will be undertaken and an outline model will be considered. Following this discussions with service providers will be undertaken.</p> <p>City and Shire Commissioning and Contracts are working in collaboration to develop a Commissioning Academy to support providers with the principles and delivery of ethical commissioning, the project group are in the early discussions phase.</p>
Communities	CT03	Confirm the accuracy and accessibility of the map of existing universal and social support and work with partners and the community to develop services to meet any identified gaps	4. Support Mapping	BAU		Oct-24	Green	Tier 1 (Prevention)	<p>Mapping ongoing with community and statutory partners.</p> <p>AGILE guide is out where individuals, carers, families, and community groups can access support staying independent i.e. Care and Repair service, Bon Accord Care, Community Transport Team, Aberdeen Carers Support Service, and Housing Options.</p> <p>Guidance on avoiding social isolation includes information on lifelong learning, physical fitness, digital skills, and volunteering opportunities.</p> <p>Guidance on staying informed includes information on NHS services, cost of living support to maximise food, energy, and benefit support, advocacy services, social care and bereavement services, and Power of Attorney.</p> <p>Our community planning partners GREC have prepared a service directory and we will continue to work closely with them. All services on AGILE have been added to the Scotland Service Directory to support service being easy to find from various sources.</p>
Communities	CT07	Continue to develop and evaluate the Northfield as a safe and accessible community hubs where a range of services coalesce, all	5. Priority Intervention Hubs	FTP		Mar-25	Green	Tier 1 (Prevention)	The Priority Intervention Hub Model at Get Active @ Northfield continues to progress with an evaluation period planned around November 2023. Following discussion and agreement from Senior Leadership Team, a similar hub model test of change has extended out to other areas of Aberdeen City including the Aberdeen City Vaccination Centre, Tillydrone Community Campus, Health House and a centre currently in development in Torry. Each centre will provide a mix of Health, Social Care, Sport, Education and Third Sector/Voluntary organisations working together to support the health & wellbeing of the people of Aberdeen with a focus on Rehabilitation, Education, Prevention and early intervention. These centres provide services in a way that meets local needs, addresses the widening inequalities gap and recognises the multiple impacts of long term ill health on people's physical, psychological and social wellbeing.
Communities	CT08	Develop the membership and diversity of our Locality Empowerment Groups	6. Develop LEGs	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	<p>A dedicated Local Outcome Improvement Project Group has been set up to increase and diversify Locality Empowerment Group and Priority Neighbourhood Partnership membership. The co-leads of the Integrated Locality Planning Team are co-project managers of this group.</p> <p>A series of community engagement events have been scheduled for October-November to capture community views on refreshed locality plans and future priorities. These events will also provide opportunities to promote Locality Empowerment Groups and grow our membership.</p> <p>A citywide locality planning meeting is being planned to promote Locality Empowerment Group and Priority Neighbourhood Partnership membership and prepare induction packs.</p>
Communities	CT09	Increase community involvement through existing networks and channels	7. Increase community involvement	BAU		Mar-25	Green	Tier 1 (Prevention)	<p>Communities Team are providing project management support and project team members to plan and deliver the Age Friendly Aberdeen launch event in June 2023 at Kings Church. The primary aim of this event is to start a social movement to enable individuals and community groups to make better plans to age and retire well by focusing on health, wellbeing, finance, employment, community networks and volunteering. It is hoped that the launch event will inspire people to get involved with community groups and organisations and we will provide opportunities to link up people with these groups at the event and afterwards.</p> <p>Locality Planning Team supported CPA's Community Gathering on 13 May and set up a stall to meet community members and sign people up to Locality Planning groups.</p> <p>Locality Planning Team are supporting the Granite City Gathering on 24 June and will have a stall at the event to promote locality planning. One of the key objectives of the gathering is to increase civic and community participation, and support our community groups and organisations.</p> <p>The Community Team continues to engage with communities across Aberdeen. This includes locality planning, community planning, wellbeing, and public health outreach.</p> <p>The Public Health team continues to deliver training and capacity building for communities such as Health Issues in the Community and PEEP training.</p>
Communities	CT10	Deliver Integrated Locality Plans and report on progress	8. Deliver Integrated Locality Plans	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	<p>Easy Read Locality Plans prepared</p> <p>Locality Planning Annual Reports prepared, with Locality Empowerment Group members consulted</p> <p>Locality Planning Annual Reports approved by Community Planning Board on 6 September and RAPC on 19 September</p> <p>A series of community engagement events scheduled within our three locality areas, and three priority neighbourhoods during October-November to capture community views on the priorities for the refreshed Locality Plans. Community Planning officers will use Public Health Scotland's Place Standard Tool to capture community views.</p> <p>It is expected that new Locality Plans will be in place alongside the refreshed LOIP in April 2024.</p>
Communities	CT11	Ensure the use of Our Guidance for Public Engagement is embedded	9. Public Engagement	BAU		Mar-25	Green	Tier 1 (Prevention)	"Our Guidance for Public Engagement" has been used as basis, and informed the manner of engagement for (1) development of the Carers' Strategy 2023-2026 (2) work in relation to the creation of a 'Carers' Reference Group' for Aberdeen City (3) the 'Older People and Frailty' pathway (4) The Transition pathway (Children with additional support needs moving on from school (5) the meal provision and payment options for all very-sheltered housing sites in Aberdeen (6) the redesign of the Neuro Rehab Pathway.
Communities	CT12	Promote the use of Care Opinion to encourage patients, clients, carers and service users to share experiences of services, further informing choice.	10. Care Opinion Promotion	BAU		Mar-25	Green	Tier 1 (Prevention)	<p>The Specialist Older Adult Rehabilitation Service (SOARS) reviewed and asked for changes to be made to their 'service tree'. The result of which is (1) it makes it easier for the public to report on the specific treatment/ service they've received and (2) responders' see only the stories relevant to their service (previously all 'responders' would have seen stories relevant to all SOARS services). The next step is to produce QR codes specific for each SOARS service.</p> <p>Health Village: Dietetics received CO training in September. The list/ email address' of 'responders' for the Sexual Health Clinic have been updated and CO promotional materials were provided in August.</p> <p>Learning Disability Services and Community Nursing teams: errors have been identified for 'administrators' and 'responders' in those service tree's. Updates will be made when the correct information is passed to CO administrator</p>

Communities	PIH08	Co-design Aberdeen as an Age Friendly City which supports and nurtures people to get ready for their best retirement and promotes the development of a social movement to encourage citizens to stay well and stay connected within their communities.	11. Community Intervention	BAU		Mar-25	Green	Tier 1 (Prevention)	TPM provided SLT with Flash report to change the project end date to March 2025. The outcomes of the Granite City Gathering was for the project team grow the gathering to work in partnership with Aberdeenshire Social Care Partnership during their month-long wellbeing festival and hold events in the city with the big event in September or October to celebrate international older person's day. SRO and PM are engaging in this work. TPM is bidding for funding application to support the application of a WHO Age Friendly City principles and promote community participation, engagement and empowerment. The project team are attending Scottish Older Person Assembly (SOPA) age friendly communities' network to learn how we can engage ACC in endorsing the age friendly city application and supporting the creation on an older people champion. The SPM for the Stay Well Stay Connected is mapping programs, activities and projects that are age friendly. TPM is engaging in LOIP to have ACC on board as well.
Digital	AFHL03	Make Every Opportunity Count by ensuring patients, clients and their carers are signposted to relevant services for help.	12. MEOC	BAU	01/04/2022	Mar-25	Green	Tier 1 (Prevention)	Added MEOC resources to ASCHP website. Met with Grampian MEOC programme . Programme and Aberdeen City Community Links Manager have a meeting set MEOC meeting to review a 7 step MEOC framework template used by Aberdeen City which outlines their MEOC approach and process ahead of sharing with all group member areas to outline their own process. Separately met with Grampian MEOC programme manager to discuss current web resources and tool kits available to city . These are under review and may be looking for some support to revamp the website.
Digital	SE05	Support the implementation of digital records where possible	13. Digital Records	BAU		Mar-25	Closed	Tier 1 (Prevention)	Marked as closed as activity is incorporated into projects SE09 and SE10
Digital	SE06	Support the implementation of Electronic Medication Administration Recording (eMAR) in our care homes.	14. EMAR Implementation	FTP		Dec-23	Amber	Tier 1 (Prevention)	Project set up with Kingswells care home to pilot implementation of eMAR. Project has undertaken discovery re: eMAR, engaged with stakeholders, set out requirements and indicative costs and project plan created. Kingswells project currently on hold as no funding is available to progress the project (from ACHSCP or BAC) and the strategic value, role, benefits and option for the partnership are to be further explored and set out in a paper to be presented to SLT end November. Estimated that implementation would take 6 months from allocation of funding to complete, dependent on resolution of identified project blockers such as infrastructure and agency staff device access issues.
Digital	SE07	Seek to expand the use of Technology Enabled Care (TEC) throughout Aberdeen.	15. Expanded Use TEC	BAU		Mar-25	Green	Tier 1 (Prevention)	Business case for Balnagask Court TEC replacement has been completed and presented to the TEC Short Life Working Group (TEC SLWG). Discussions now being undertaken re: approval, funding route and procurement. 3 month Proof of Concept launched for Care Assist Robots in a care home and very sheltered housing. This is a first in the UK. Proposed go live date of mid-November. Digital Support Hub (DSH) has been running for approximately 7 weeks and demonstrating cost savings on face to face appointments. Two workshops delivered to the Social Work Conference in October on work of DSH. Scoping of Proactive Telecare service within Aberdeen City currently being undertaken. The use of TEC in care homes to improve the experience of residents funding and project has been concluded and final paper submitted to funder. The PDSA cycle on increasing use of Telecare has evidenced 24% increase in referrals from previous year. Paper presented to TEC SLWG, awareness raising sessions moved into BAU for Telecare service and work concluded. Successful TEC 'Meet the suppliers' full day event delivered with stands and presentations from 7 UK TEC suppliers, including input on winter planning, GIRFE. 50 attendees from across Grampian and Scottish Digital Office.
Digital	SE09	Deliver a Single Point of Contact for individuals and professionals including a repository of information on health and social care services available, eligibility criteria and how to access	16. SPOC for Individuals/Professionals	BAU		Mar-24	Amber	Tier 1 (Prevention)	Project is in discovery process. Project Manager is authoring the Project Initiation Document PID and collecting information for a business case - Status shows as amber as project scope has not been defined until PID is agreed with SRO. Without the scope being defined there is outstanding risk that the project may not meet the April 2024 delivery schedule. It could emerge the project is of a more complex scope. It is a low risk but if that is the case it would cause impacts timeline, resources and possibly budget. Once project Scope is agreed in PID this will most likely switch to green. Currently investigating the interlinkage to project CT02 Social Care Pathways there is a small workshop planned 24th of October. PID to be completed and agreed by end of October which would then move the project back to green.
Digital	SE10	Review the future use of Morse in Community Nursing and Allied Health Professionals	17. MORSE Review in CN/AHPs	BAU		Mar-24	Green	Tier 1 (Prevention)	TPM with a Grampian wide remit to assess the use of Morse to Community Nursing, Health Visiting and School Nursing, Family Nurse Partnership, Combined Child Health, AHPs and Mental Health Community Nursing started in post end August 2023. Business analysis underway in these areas and a Business Case is due to be presented to all Grampian JBs in due course. Timeline for this to be formalised with Chief Officers mid-October.
Digital	SE11	Explore ways we can help people access and use digital systems	18. Access to Digital	BAU		Oct-25	Closed	Tier 1 (Prevention)	AGILE (Aberdeen Guide to Independent Living and Enablement) is a program in the SWSC to print a hard copy, launch online version that can be translated and printed at libraries or at the point of contact such as care coordinators is now complete. The new phase of AGILE is captured in the delivery plan under PIH06a is focused on AGILE utilisation in the community where AGILE required by those who do not have access to online services. Copies are available at Hub 8 in Marischal college and distributed by care managers support workers, wellbeing coordinators, Vaccination centre, links practitioners, services featured in the AGILE brochure, project managers and community nursing team when they out seeing service users. Project close report on printing, online launch and translation and distribution of AGILE is available in the SWSC projects folder. Distribution plan is in the close report with a view to run out in March 2025 as distribution is targeted.
Digital	SE12	Deliver Analogue to Digital Implementation Plan	19. Analogue 2 Digital	FTP		Mar-25	Green	Tier 1 (Prevention)	The project team continues to liaise with the Digital Office for Scottish Local Government as an early adopter in the Shared Alarm Receiving Centre (ARC) Framework. The tender was closed on 10th of May while commercial and qualification evaluations were completed on 3rd of August. On the 28th of September, the Digital Office and Scotland Excel announced that Chubb Fire and Security Limited was the preferred bidder for the Shared ARC Platform framework. Scotland Excel will share relevant commercial information w/c the 9th of October. This will enable us to work on the charging model and the call off contract. We will be allocated a position the 2nd implementation group which is scheduled to deploy the new ARC between January and April 2024. This schedule could change if the onboarding of the first group took longer than expected. We will be getting weekly updates from the Digital office and Scotland Excel on the progress. Digital alarms rollout is progressing well as 34% of analogue alarms have been replaced. The aim is to reach 50% by the end of the year. Grouped living sites survey is completed by Tunstall while replacing all panel batteries. Working with Digital & Technology on defining appropriate solutions and best procurement route.
Flexible Bed Base	KPS11	Build on our intermediate bed-based services to create 20 step-up beds available for our primary care multi-disciplinary teams (MDTs) to access.	20 Step-Up Beds	FTP	01.03.2022	Sep-23	Closed	Tier 2 (Early Intervention)	Due to progress on the workstreams identified (Rosewell Step-up and Woodlands GP Admission Beds) not moving forward as anticipated an SBAR was produced and taken to SLT on the 7th June and a discussion was had. Agreement made to stop the continuation of this as a separate project on the delivery plan due to the close links with frailty and rehab programmes of work. Step up beds must be clearly identified and planned for within these programmes.
Flexible Bed Base	KPS12	Increase our hospital at home base with an ultimate ambition of 100 beds. These will be for Medical and Respiratory pathways, as well as the current Frailty, End of Life Care and OPAT pathways.	21. H@H Beds 100	FTP		Sep-25	Green	Tier 3 (Response)	Total capacity within the service is 42 beds (22 frailty consultant led, 5 frailty ANP led, 5 OPAT, 5 End of Life Care 5 Respiratory H@H beds). Capacity for the Respiratory beds remains at 5 and the feedback from teams and patients is positive. Crucial next steps are for time for H@H work to be recognised in the Respiratory Consultants Job Plans and the transfer of funding from H@H to support this, once in place the increase in capacity to 10 beds can take place. The planned increase in 5 OPAT beds by the end of June 23 has been delayed due to sourcing of equipment and staff training. The equipment is now in place, with staff training ongoing. The aim is to open these beds by November 23. Occupancy in the frailty beds is currently running at >75%. The test of change with orthopaedics to take suitable patients onto the H@H frailty pathway has provided few patients, the focus for H@H will be increasing awareness with all relevant acute and surgical specialties of H@H. The acute medicine trial has been delayed, this is in part due to staffing gaps at the ANP level in H@H. Priority for now remains on the other beds increases. Funding proposal to support further increase in beds submitted to Scottish Government in Aug 23, still awaiting a response on the level of funding to be released. Target for 100 beds for 2025 remains.

Frailty	KPS13	Deliver the second phase of the Frailty pathway and undertake a review of implementation to date to identify further improvements to be incorporated into the programme plan.	22. Frailty Pathway 2nd Phase and Review	FTP		Mar-25	Green	Tier 3 (Response)	In follow up to the Chief Nurse's objectives agreement was made at Frailty Oversight meeting on the 16/06 to update the group to the Grampian Frailty Pathway Board with a refocus and links on the frailty pathways within City, Shire and Moray. Informal meetings with the three areas have taken place and progress is being made on the programme plan and governance structure for the updated group. Grampian wide Frailty event took place on 9th September and a draft terms of reference focussed on Workforce, learning and performance has been developed. Ongoing work required to gain agreement to this approach from all 3 HSCPs. The bed base review in ARI has provided further beds to frailty pathway, work is ongoing to ensure smooth integration of these beds in the system. Scoping work is taking place around the rehab beds in Roswell moving to the frailty pathway. Significant work in a challenging environment remains to ensure successful delivery of the frailty programme but this will be supported by the updated approach and programme plan once fully developed.
Home Pathways	AFHL05	Develop and deliver local and sustainable system flow and return to home pathways with partners, supporting reduced hospital admission, delays in hospital discharge and out of area placements	23. Home Pathways	FTP	01/06/2022	Mar-25	Green	Tier 1 (Prevention)	a) Tenders have been returned for the Stoneywood development. B) Housing for Varying Needs Market Position Statement is currently being developed to inform the Local Housing Strategy with a target date for completion of 20/04/24. Two workshops (of 5) have been delivered.
Infrastructure	SE20	Develop an interim solution for the provision of health and social care services within the Countesswells housing development and work on the long-term solution	24. Health and Care in Countesswells	BAU	Apr-20	Mar-25	Green	Tier 1 (Prevention)	A unit at the new retail site at Countesswells has been purchased by NHS Grampian. Initial work has been done to identify suitable services to operate from the unit. The design team have provided a proposed plan and costs. Initial plans for 2 consultancy rooms with supporting space have been approved by the leadership team. Our consultant architects are now producing a full design and costing for the work. A project team is being established to finalise the configuration of services that will operate from the facility. An HAI-Scribe infection control assessment has been carried out. A paper on the works required to fit out Countesswells went to NHS Grampian's Asset Management Group and SLT in June 2023. Developer obligations have been identified as applicable to be used for this interim health solution. This was approved with ACC and then went to AMG where funding was agreed. Works will take approx. 4 months to complete. With this in mind, an entry date for services is estimated towards the end of 2023.
Infrastructure	SE21	Assess future infrastructure needs and engage with partners to ensure these needs are met.	25. Infrastructure Plan	BAU	Mar-22	Mar-25	Green	Tier 1 (Prevention)	A wide range of colleagues from across Grampian were involved in contributing to the 2022 update. This was submitted to the July AMG and approved. They have instructed the Primary Care Premises Group to carry out an overhaul of the plan for the 2023 update. This has been reported to the PCPG and remitted to its plan sub-group for action. We are scoping the extent of work that is required to provide the level of detail that AMG expect for the 2023 update. Gathering information from premises across Grampian is required and a questionnaire for all premises is being explored as a feasible way to deliver what is required for the 2023 update. It is expected that the gathering of information shall take part during the summer of 2023. With the first version for the overhauled plan put to AMG in autumn 2023.
MHLD	AFHL07	Work with Children's Social Work and health services, to predict and plan for future Complex Care demand including developing and implementing a Transition Plan using the GIRFE multi-agency approach for those transitioning between children and adult social care services, initially for Learning Disabilities	26. Complex Care Future need and Transition	FTP	01/06/2022	Mar-24	Green	Tier 2 (Early Intervention)	Learning Disabilities Transitions Transitions project for year 2 has been combined from year 1 priorities of LD transitions pathway development and implementation and Transitions for those with complex needs. This project covers both early intervention and response Tiers. Transitions Pathway is being explored via a project group and development of a professional guide, parent/carer information and information sessions. This project is also aligned to the GIRFE design process being undertaken at present which should assist with journey mapping and improving user experience. An oversight group has come together to ensure strategic alignment and links to the Complex Care Programme Board which has within its remit a review of children transitioning from Camphill which will widen out over time to other service models which pose challenge. Consideration is also being given to the ability of providers to support younger age ranges in more traditional adult service models. Gain approval for DPA, collated and reviewed survey replies from Journey mapping event. Attended GIRFE day session on Idiation. Presented to LB on transitions project and GIRFE. Held networking transitions event at Len Ironside Building which was well attended and well received by all in attendance. Gathered and processed survey data following on from the event. Continued to work with service colleagues to input and review transitions guide. Meetings in place to collate feedback. Contact made with graphic and website so we are ready to go when the final draft is ready. Continuing to work through drafts of transitions guide with meetings in place to review with relevant service managers. Waiting on feedback on current draft of guide from children's and adult team. Continue to progress with GIRFE project stage - arranged next round of engagements planned for 5th & 12th Oct. Complex care Progress on future demand for Complex Care has been challenging to progress due to the availability of resource to this work. This has been captured as a risk for this work. The group is due to meet again on the 10 October 2023 to discuss actions and progress and will provide an update to the LD Operational Group on the 31 October 2023.
MHLD	AFHL08	Deliver a capability framework for a workforce to support complex behaviour.	27. Complex Care Workforce and Skills Development	FTP	06/04/2023	Sep-23	Green	Tier 3 (Response)	A completed draft of the Capability Framework has been outlined and is likely to go before the Complex Care Programme Board on 31 October 2023 for feedback and review.
MHLD	AFHL09	Progress the Grampian wide MHLD Transformation Programme monitored by the Portfolio Board	28. MHLD Programme	FTP	01/06/2022	Mar-25	Amber	Tier 3 (Response)	General Adult Mental Health Pathway Review: The AMH Pathway review is progressing. Next steps are focused on systems mapping which will help inform the completion of Service Information templates. The project's communication plan has been implemented and all project documentation is in place. Several subgroups have been formed to progress work around data gathering, lived experience and process/governance mapping. Forensic Services: Primary focus remains on the refurbishment requirements of the Blair Unit which are now being managed by the Blair Unit Programme Board. A situation report on the Blair Unit has been pulled together to understand the specific needs relating to its refurbishments. Otherwise focus has been to conclude the various workstreams that make up the response to the Barron report, which should now be concluded in October 2023 and issued to the Senior Responsible Officer. Learning Disabilities (LD) Health Checks: LD Health Checks remain within a pan-Grampian approach to delivery with several issues escalating to the Mental Health & Learning Disabilities (MHLD) Portfolio Board for discussion. The issues being escalated focus on an earlier launch of the Aberdeenshire pilot and bringing clarity around the approach for City and Moray. A meeting to discuss Moray's delivery model will take place in October. 23-24 Funding will be split differently - 70% in September with remaining 30% in January 2024. Meantime, future funding is being revisited due to the Primary Care model, as was originally budgeted for, not being a viable option across Boards. Psychological Therapies (PT): The impact of ongoing PT improvement work on overall performance has been evidenced: <ul style="list-style-type: none">>Longest waits reducing>Number of patients still waiting has reduced by around 30% over the course of this year>Excellent examples of complex whole systems working significantly improving performance – e.g., reduction in waits from one hundred and eleven (111) weeks to thirty two (32) weeks for Adults with Learning Disabilities>Functional Health & Social Care Partnership (HSCP) / NHS communication, shared ownership and shared responsibility for action resulting in improved outcomes. Ongoing investment is required to continue to improve performance and deliver the desired outcomes of the PT Improvement Plan. There are risks associated with the reduction of Mental Health Outcomes Framework funding, with amalgamation of previous funding streams requiring action, to make decisions on spending allocation across the system. Public Empowerment Group: The Public Empowerment Group (PEG) Workshop on the 4 September 2023 did not go ahead due to a conflict in the workshops objectives. Due to the current review of the Mental Health & Learning Disabilities (MHLD) Portfolio Board, no date has been confirmed for the Portfolio Board/PEG Workshop but it is likely that the PEG Workshop will be incorporated into the wider MHLD Portfolio Board review, however this has still to be confirmed. An update to the PEG will be provided once all packages of workshops have been agreed for this review. Workshops for the review are scheduled to begin on 13 November 2023. Review & Modernisation of MHLD Workforce: Service Need Assessments templates were returned for 28th September 2023 and the group also focused on apprenticeship models. Discussions regarding other data needs are underway with a focus on Recruitment & Retention, New Graduate Nurses, and Robert Gordon University (RGU) Projected Intakes (MHLD). Additionally a literature review has been undertaken to look at the effectiveness of the nursing associate role in mental health learning disabilities services and on advanced roles / education roles working in MHLD services. The next milestone that the group will focus on is Service Needs Assessments for Advanced Clinical Roles/Clinical Educator posts.
MHLD	AFHL09	Develop a Mental Health triage approach in Primary Care to improve patient experience and promote self-management	29. Mental Health Triage in Primary Care settings	FTP	01/06/2022	Mar-25	Green	Tier 2 (Early Intervention)	A test of change in operation - Mental Health practitioners within a selected GP practice to deliver MH assessment and support without the need for GP referral. In a timely manner and with onward referral if needed to other MH experts. The test of change commenced in November 2022 in Kincorth and Cove Medical Practice. Data gathering and analysis is in place to understand the impact of the service and how it intersects with other areas of provision. A reduction in GP referral and time is being evidenced as well as improved patient experience with a low rate of onward referral required due to the early access to MH Triage, Assessment and Support (all as required). Funding has been sought from the community MHLD budget to continue the test of change within 2023 whilst awaiting any confirmation of SG funding. There were a number of GP practices interested in participating in the test of change and scaling up to alternative demographics would be helpful in further evaluating the model. Continue to raise awareness and look into possible funding opportunities. Continue to monitor and evaluate the pilot, gathering information on referrals etc from the MH practitioner. Update infographic and ensure the information is known to the wider team. Investigating other pathways and options that can tie into the MH practitioner service. Linked in with primary care team to explore other options for funding and professional networking. Linked in with the GP subcommittee and have been invited to present at their next meeting. Completed SBAR and sent out to professional teams. Team recorded presentation on pilot and sent round to all GPs with sessions offered to ask questions. Start of a professional network. Held meeting with GP leads and received some very positive feedback on the project. Possible opportunity to receive some funding to continue the project and possibly extend into other practices. Presented project at RAPC meeting and received some very decent feedback. Due to lack of funding and the loss of the MH practitioner the project will move into project closure phase. A close out report will be drafted and presented to the SRO.

MHLD	AFHL09g	Review strategy and arrangements for Autism/Neurodevelopmental including further development of the Autism Assessment service and expansion to include neurodevelopmental assessment	30. Autism and Neurodevelopmental Assessment	FTP	1/04/2023	Mar-25	Amber	Tier 3 (Response)	An Autism Strategy workshop for City was held on the 18/04/2023. Currently on hold whilst awaiting new Scottish Government legislation. An AAAT (Adult Autism Assessment Team) focus group - a pan Grampian approach with City, Shire and Moray takes place monthly to discuss the future of AAAT team and imminent funding implications. It also discusses national guidance from NAIT (National Autism Implementation Team) and the requirement to develop a pathway approach for neurodevelopmental services locally. No funding is to be provided by Scottish Government on this area of work although this was previously indicated. As such this escalates the project BRAG status. Aberdeen City returned the NAIT mid-year reviews alongside Shire and Moray. Shire have also been interviewed for research mapping of Neurodevelopmental pathways. City will be interviewed in October.
MHLD	AFHL09h	Develop and implement approaches to support Suicide Prevention and alignment to national Suicide Prevention Strategy	31. Suicide Prevention	FTP	01/04/2023	Mar-25	Green	Tier 1 (Prevention)	SAMH contract began on 01/05/23. Quarterly monitoring meetings have been ongoing. Quarterly Pan-Grampian sub-groups have commenced called North East Suicide Prevention Leadership Group (NESPLG) meetings and there will be City representatives relating to Building Community Capacity, Children and Young People, Lived experience, Bereavement and Data analysis and risk. Aberdeen City only working group will feed into the existing LOIP group which is in the process of being re-freshed with a new aim. Last NESPLG was on 29/09/23 and next meeting is on 02/11/23.
Prevention	PIH01	Reduce the use and harm from alcohol and other drugs including through the Drugs Related Deaths Rapid Response Plan	32. Alcohol & Drugs Reduction	BAU		Mar-25	Green	Tier 1 (Prevention)	We have established a sub-group of the ADP to take forward learning and best practice in preventing drug deaths. The group is chaired by Fraser Bell, COO and is partnership with Public Health Scotland. The group will seek to make service improvements across the whole system. There is ongoing work with schools and care-experienced young people in relation to primary prevention. There is ongoing work to establish Medication Assisted Treatment Standards (MAT). There are significant staffing / capacity issues with our specialist services.
Prevention	PIH02	Deliver actions to meet the HIS Sexual Health Standards	33. HIS Sexual Health Standards	BAU		Mar-25	Amber	Tier 1 (Prevention)	Sexual Health and Blood Born Viruses MCN reconvened during the last quarter and met twice over the summer, primarily for gathering updates and exploring what a future plan could look like for this area. Further meeting scheduled for late October that is envisaged to be more action focused. Exploratory conversations held with colleagues regarding hepatitis testing and exploring opportunities to align potential actions with wellbeing activities.
Prevention	PIH04	Continue the promotion of active lives initiatives with our partners, for example the Physical Activity Academy, Active Travel etc.	34. Promote Active Lives	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	1) Facilitating connections and delivery of initiatives between sport providers, Sport Aberdeen, RGU, OT and other health and social care staff for Specialist Referrals for long term conditions. 2) Community Physical Activity Plan are a kickstart/entry level opportunity to re-join or re-start any physical activity ambitions for older adults. 3)Physical Activity Academy – funding applied for to upskill BAC staff in Sheltered Housing in Strength & Balance exercises & delivery. 4)Link with 'Ashgrove Connects' to discuss opportunities for active travel health behaviour change opportunities within project. 5) Working in partnership with Sport Aberdeen delivering classes using PA packs with older people 6) Working in partnership to increase active travel to Forresterhill Campus 7) discussing use of the National Physical Activity Pathway with NHSG.
Prevention	PIH05	Reduce smoking prevalence across population and prevent e-cigarette and emerging tobacco produce use among young people.	35. Smoking Prevalence	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	A LOIP project on Reducing Smoking Prevalence has had the project and report accepted by Community Planning Aberdeen Board which saw smoking prevalence drop by 5%. An improvement project is being developed to look at reducing the number of pregnant women smoking in Aberdeen. This will form part of the refreshed LOIP. Charleston Primary School Pilot on Vaping Prevention being delivered by Youth work and Health Improvement Officers. Sharing of practice event has been held with the Education Health and Wellbeing network in relation to this work. Team are still contributing to the development of the Grampian Tobacco Strategy and Plan. Budget has been sourced to fund a part time Health Improvement Officer with a responsibility for tobacco until March 2024. ACHSCP's Public Health Team have worked with colleagues from NHSG Public Health Directorate; Aberdeenshire and Moray HSCPs; NHS Grampian Community Pharmacy; and ASH Scotland to develop the new Tobacco Strategic Plan.
Prevention	PIH06	Continue to deliver our Stay Well Stay Connected programme of holistic community health interventions focusing on the prevention agenda.	36. Deliver SWSC Prevention	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	Mental Health - Grampian wide PH partnership developing strategic framework to improve mapping of mental health & wellbeing services (non-Clinical) in Aberdeen city, with focus on gaps in perinatal mental health provision. Health Improvement Fund - Public Health Team facilitated decision making groups and the last of the HIF money has been allocated for financial year (22/23). We have received applications from various projects including support for asylum seekers, menopause, young people and gardening at sheltered housing complexes. Health Issues in the Community tutor training continues to be delivered. Motivation Action Prompt (MAP) training to be delivered by HIOs PEEP training to support disadvantaged parents and families continues to be delivered by HIOs Child Healthy Weight tier 1 delivery plan agreed and Peep plans in place. Food in Focus initiatives ongoing to improve vulnerable people's cooking skills and to support better food choices, this includes food growing and confidence to cook initiatives. Supporting NHSG PH Directorate Healthy Futures Programme. Supporting NHSG PH Directorate Breastfeeding pilot.
Prevention	PIH06a	Continue to deliver our Stay Well Stay Connected programme of holistic community health interventions focusing on social isolation.	37. Deliver SWSC Social Isolation	BAU		Mar-25	Green	Tier 1 (Prevention)	SMHU radio presenting training undertaken by Wellbeing Coordinators. Refresh of Dementia ambassador role. Sheltered housing project for dementia friendly spaces in planning. Intergenerational art project with school pupils underway. Scoping dementia friends awareness training need. Resources for meaningful activity for persons with dementia living in their own homes to be expanded from Grampian Meaningful Activities Network. Wellbeing promotion stalls in community settings for those with limited or no digital access. Over 70's into broadcasting has begun in Seaton in Lord Hays Court for 6 weeks. Pows and Sheddocksly Mighty Oaks menopause walks will continue regularly, new walk planned for Ferryhill. Aberdeen Football Club caterers & chefs supporting food cooking initiatives, Soup & Sannie's & pantry in Seaton. Aberdeen Science Centre STEM 12 week programme in Mark Bush Court & Brimmond Court (Science, Technology, Engineering & Maths) Social Historian – potential video project for persons with Dementia capturing life history. Shopping Centre walks-in discussion with Bon Accord & Union Square to cover the winter period. Phase 1: Aberdeen Befriending network 10 agencies involved to date, standardised training, uptake of national befriending network membership. Physical Activity huddle 3 months free membership from ASV, SA, RGU 10 places from each provider for Links Practitioners identified clients. Falls prevention awareness calendar of promotional events across the city. Green Trees in Dyce is restarting its Boogie at the Bar.
Prevention	PIH07	Continue to contribute to the Health Transport Action Plan (HTAP) and the Aberdeen Local Transport Strategy (ALTS) encouraging sustainable and active travel.	38. Contribute to Transport	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	A formal HIA of the Transport Strategy was completed and will be used to inform strategic developments once the strategy is operational. PH input relating to the ALTS and HTAP remains in place.
Primary Care	CT14	Improve primary care stability by creating capacity for general practice	39. Primary Care Stability	BAU		Mar-24	Amber	Tier 1 (Prevention)	The primary care team continue to work with GP practices to collaborate and discuss current challenges being faced. The situation in relation to practices closing their patient lists is ongoing and following key discussions the majority of practices have been instructed to open their lists from the 28th of July. However, practices may choose to apply to close their list following a formal process and may also choose to informally manage their own practice list in line with BMA guidance. In light of these current challenges and given the critical role that General Practice plays in the wider health and care system; NHS Grampian with the Integration Joint Boards has commissioned work to develop a new vision with associated strategic objectives for General Practice across Grampian. The output of this will be a delivery plan for a Grampian General Practice Strategy. This will provide an opportunity to deliver General Practice in a way influenced by local needs and pressures. A series of facilitated workshop events have been arranged to take place during September and November 2023 to gather this information. Following this there will be a report presented to the three JIBs in January 2024 with the output and recommendations of this priority work.
Primary Care	CT15	Deliver the strategic intent for the Primary Care Improvement Plan (PCIP)	40. Deliver PCIP	FTP		Mar-25	Green	Tier 1 (Prevention)	The PCIP Programme continues to deliver on its 6 workstreams and VTP, CTAC and Pharmacotherapy being the 3 workstream of priority and delivery is against the 2018 PCIP. The funding allocation letter has been received and there has been a reduction in comparison to the allocation for the financial year 22/23. This is attributed to the NRAC allocation from the Scottish Government. CTAC - practice-based service fully delivered; clinic-based service now operating from 7 sites (BOD, Inverurie Road, College Street, Northfield, Carden House, Airyhall, Kinorth) across the city and the service will open up in the Vaccination Centre in the Bon Accord Centre due to commence this month. This workstream has been delivered 98% against the 2018 PCIP plan. All staff posts have been recruited to. Vaccinations (VTP)- fully delivered. The service has moved into the new location in the Bon Accord Centre and the winter programme is progressing. Pharmacotherapy - roll out of the service is almost at full capacity, as outlined in our agreed service model of 1 WTE to 10,000 patients. It is recognised this model is insufficient to deliver the full commitments of the Pharmacotherapy service outlined in the MoU2, and the service model required to deliver is much higher with estimates closer to 2.5 WTE per 5,000. However currently there is no national agreement on this. The workstream has been delivered 99% against the 2018 PCIP plan Recruitment continues for the remaining Technician posts and 2 posts to cover forthcoming maternity leave of which 1.6 WTE posts have been successfully recruited to. The PCIP will be included in the recently commenced GP Visioning Programme being delivered across NHS Grampian.

Primary Care	CT18	Develop a vision for Primary Care	41. Deliver PCIP	BAU		Mar-24	Amber	Tier 1 (Prevention)	The 3 HSCP Chief Officers have been set a joint objective for development of a vision and delivery plan for primary care in Grampian by November 2023. Currently this is being scoped into a programme of work with timelines and milestones as well as the identification of project resource and key stakeholders.
Redesigning Adult Social Work	CT01	Redesigning Adult Social Work enhancing the role of Social Work in playing a guiding role in the promotion of personalised options for care and support.	42. Redesigning Adult Social Work	BAU		Dec-24	Green	Tier 3 (Response)	All adult social work teams have continued to receive an increased number of referrals. Some areas of redesign have been slowed down or paused due to operational, strategic and national priorities. The redesign of teams aims to create a different way of working to meet the increased demand and also to have in place a system of early identification and prevention to reduce demand into the system in the long term. A Flash report was presented to SLT on 25th January 23 to extend the timeline from Sep 22 to Dec 24 to enable the above to be completed. This was agreed. 06/04/23 - Project listed as Tier 3 due to the statutory nature of Social Work provision as a response service. Where possible they would also be intervening in a manner in line with Tiers 1 & 2.
Rehabilitation Review	KPS01	Develop a strategic planning framework for reviewing of rehabilitation services across ACHSCP /SOARS / Portfolio for phases of implementation by April 2023. Each review should consider how partners in sports and leisure can assist in delivery of rehabilitation and will consider bed base requirements.	43. Strategic Planning Framework for Review Rehab	FTP	01.08.2022	Mar-25	Amber	Tier 1 (Prevention)	Following renewed direction from SRO and Chief officer , a targeted approach will enable review of rehabilitation services ensuring most effective use of staffing and resources alongside delivering positive outcomes for patients
Rehabilitation Review	KPS07	Undertake and implement a strategic review of the Neuro Rehabilitation Pathway	44. Strategic Review Neuro-Rehab	FTP	01.07.2022	Oct-24	Green	Tier 1 (Prevention)	Report submitted to City IJB for review on the 10th of October was approved . Review report described a 2 phase approach, implementing additional staffing across three main elements in pathway in the first phase, before evaluating impact and then progressing to commissioning if deemed appropriate. Engagement with SLT from Aberdeenshire Health and Social Care Partnership is positive and will allow for collaboration around remodelling of rehabilitation staffing to greater support across communities in Grampian . IJB dates set for presentation in both Moray and Aberdeenshire
Resilience	SE13	Develop a critical path for future budget setting and ongoing monitoring	45. Financial Monitoring	BAU		Mar-25	Completed	Tier 1 (Prevention)	Regular reporting of the forecasted budget position to Senior Leadership Team, Risk, Audit and Performance Committee and the IJB Committee continues. The Delivery Plan Review will form part of the updated MTFF. This will be scrutinised by the Senior Leadership Team prior to being formally presented to the IJB in March 2024. As part of the 2024/25 MTFF, a timeline has been developed and agreed at SLT. The timeline details the individual stages in the budget setting process and deadlines for each stage.
Resilience	SE15	Develop proactive, repeated and consistent communications to keep communities informed	46. Community Communications	BAU		Mar-25	Green	Tier 1 (Prevention)	Comms Adviser has been trained on social media platforms and has received all the invites for the internal comms meetings to allow for attendance and continuity in terms of internal, external and social media comms. Comms Adviser is developing a project that will allow more ACHSCP staff access to post social media content. Plans could include a diary of social media post for various ACHSCP events planned in a given year.
Resilience	SE23	Review Care for People arrangements	47. Care for People	BAU		Mar-24	Green	Tier 1 (Prevention)	Plans to work with Emergency Planning, Resilience and Civic Officer to help articulate the purpose of the Aberdeen City Care for People Group and what triggers its standing up, update the terms of reference (including membership and chair) as detailed in the CFP Plan (last reviewed in Dec 2022), and seek consensus with Grampian Local Resilience Partnership governance structures. Grampian Care For People Group has met to discuss this and agendas of future LRP meetings will be amended to ensure that the LRP have made a decision on the setting up of a Grampian CFP Group (or not). The individual CFP plans for the 3 local authority areas have all been reviewed and would manage CFP matters locally, however if there was a need for further support then the LRP can stand up the GCFP Group. The Aberdeen City CFP Plan will also be reviewed in 2023.
Resilience	SE24	Review SMOC arrangements	48. SMOC Review	BAU		Mar-24	Green	Tier 1 (Prevention)	Using the draft options appraisal on SMOC arrangements (last updated in Feb 2023) and referring to the plans for the future operation of the DSC's to produce a revised option appraisal document for consideration by SLT. October 2023 update. Waiting for further details on the wider DSC arrangements, including Terms of Reference of the proposed new governance structures. It is anticipated that the TOR will be issued in October 2023.
Resilience	SE25	Create and adopt a Generic Emergency Plan to reflect Aberdeen city IJB's Cat 1 Responder responsibilities	49. Cat 1 Responder	BAU		Mar-24	Green	Tier 1 (Prevention)	Liaise with Emergency Planning, Resilience and Civic Officer to produce a generic Emergency Plan for the IJB/ACHSCP-Have discussed with Barry, will continue dialogue on this.
Resilience	SE26	Preparing for and managing the transition to a National Care Service (NCS) through the Aberdeen City NCS Programme Board	50. NCS	BAU		Mar-25	Green	Tier 1 (Prevention)	Aberdeen City National Care Service Programme Board has been established since December 2022. It continues to meet on a monthly basis and is working to a Workplan covering the period 2022 – 2026. The National Care Service (Scotland) Bill is currently paused with the Scottish Parliament's scrutiny of the Bill likely to resume following the summer of 2023. In the meantime, the Scottish Government has agreed with CoSLA a model of shared accountability for an NCS. Aberdeen is represented on national working groups that are seeking to develop the detail of a shared accountability model.
Social Care Pathways	AFHL10	Explore opportunities for working with those on Social Work unmet need lists to help support them while they wait, or divert them from the list	51. Unmet need list support	BAU		Mar-25	Green	Tier 1 (Prevention)	Focus has been on unmet need and waiting list. Increased capacity has been procured for care at home and recruitment of social workers to get through the backlog. Three new providers now in place and picking up packages from unmet need. Focus on waiting list to clear this. Work as part of social care pathway to look at support whilst waiting for assessment
Social Care Pathways	CT02	Undertake a strategic review of specific social care pathways utilising the GIRFE multi-agency approach where relevant and develop an implementation plan for improving accessibility and coordination.	52. Strategic Review Social Care	FTP	Jul-22	Dec-25	Green	Tier 2 (Early Intervention)	Programme Implementation Plan is in place to monitor overall progress of this work. Main updates at this point are: Project SCP3 - Hospital Social Work Review - Complete SCP4 Hospital Discharge Pathways - implementation phase now taking place to realign HSW Team to specific wards and areas of demand. Monitoring of impact will be ongoing during winter period. SCP6 - Preventative & Proactive Care - Initial point of Contact Working short life working Group established to map referral pathways and plan for tests of change GIRFE - ongoing work as pathfinder with Scottish Government to develop national model. SCP8 - Pan Grampian Sustainability work completed. TEC event took place on 29th September focussing on sharing the learning from this work. This involved City, Shire and Moray partners. SCP 9 - TEC plan incorporated within the SCP board structure due to complimentary nature of projects and leadership responsibility moving to Chief Social Worker.
Social Care Pathways	CT04	Implement the recommendations from the June 22 Adult Support and Protection inspection	53. ASP Recommendations Implementation	BAU	Jan-21	Mar-25	Green	Tier 3 (Response)	<ul style="list-style-type: none"> • Improvement to recording by NHS Grampian staff of ASP activity – Complete: training curriculum has been amended and a specific Practice Note issued to patient-facing staff. • Investigations taking too long, and case conferences taking place when needed – COMPLETE Marked improvement seen – investigations being held more timely, increase in proportion of case conferences and reviews taking place – audit work is being progressed to provide assurance about this. • Chronologies & Protection Planning – Working Practice Guidance on most effective use of D365 and Chronologies is being developed (being progressed) • Access to Advocacy – Significant improvement in relation to offer of and take up of advocacy. Being embedded into D365 throughout the process. Data collection around this being reviewed. • Multi Agency Evaluation & Involvement of staff in improvement work – Council Officer Support Groups are taking place and effective – including consideration of improvement work. Evaluation survey to be undertaken in Jan 24 (two years since they were established). Workshop re our approach to LSIs planned for 9th Oct.
Social Care Pathways	CT05	Deliver the Justice Social Work Delivery Plan	54. Deliver JSW Plan	BAU		Mar-25	Amber	Tier 1 (Prevention)	<ul style="list-style-type: none"> • The Level of Service Case Management Inventory (LS/CMI) risk/needs assessment tool which was withdrawn by the Scottish Government on 03 March 2022 has been returned to full use since mid-August 2023. JSW are now utilising the tool with the backlog of assessments being uploaded within the nationally agreed processes. • The Unpaid Work team continue to be dispensed in several council buildings, however, discussion and negotiations with the relevant departments are ongoing and alternate premises are being pursued with some urgency. • Progress is being made with the requirement to use the VISOR Police information system, a post for a suitably vetted admin worker is in the process for recruitment in order for JSW to be in a position to input information onto the system as appropriate. • The new D365 system has caused some issues with obtaining accurate statistical information, however, progress is ongoing and improvements noted with JSW Service Managers meeting with the Analytic and Insight Team weekly to identify and resolve any issues. • The service is almost fully staffed with newly appointed staff undertaking appropriate induction and training.

Strategy	AFHL01	Deliver on our Equality Outcomes and Mainstreaming Framework, report on our progress to both the IJB and the Risk, Audit and Performance Committee and plan to revise the EOMF in advance of the 2025 deadline.	55. Deliver EOM Framework	BAU	01/04/2021	Mar-25	Green	Tier 1 (Prevention)	EOM Framework is a standing item of EHR group agenda, a number of areas being progressed including: DiversCity Officers Network, delivery of the Staff Equality and Human Rights awareness programme, review of the partnership's Equality and Human Rights internal and external webpages, and development of the bi-annual report against delivering our Equality Outcomes. New EOMF and IIA process approved by IJB on 25 April 2023, website updated. Following review of our updated process and paperwork the Equality and Human Rights Commission, Scotland has cited Aberdeen City twice in a Good Practice document that has been circulated to all HSCPs.
Strategy	AFHL02	Undertake and publish Health Inequality Impact Assessments, where relevant, for major service change, in conjunction with people and communities with the relevant protected characteristics ensuring that the requirements of the UNCRIC are incorporated.	56. Publish HIAs	BAU	01/04/2021	Mar-25	Green	Tier 1 (Prevention)	New IIA process, including UNCRC, is now in place following approval of this and the new EOMF by the IJB on 25 April 2023. Previous HIAs now published on our website as required and the new IIA process is now being used. This will be supported, initially, by the DiversCity Officer Network to help build support and capacity across teams as this develops. SPM now in post to develop Diversity Officer Network, with initial discussions in place with ACC Equality Development Officer and Health Improvement Manager, Public Health Scotland for opportunities to collaborate and share learnings.
Strategy	AFHL04	Embed consideration of the impact of climate change in health and social care planning and in business community agreements aiming to reduce our carbon footprint and deliver on our Net Zero emissions target.	57. Climate Change and NetZero	BAU	Aug-22	Mar-25	Green	Tier 1 (Prevention)	Annual Climate Change Report to Scottish Government went to IJB on 10th October 2023 and will be submitted to SSN/Scottish Government by 30th November 2023. A number of projects have been initiated and/or progressed during this period including: • working with commissioning team to develop a strategy to identify scope 3 emissions; • review of the Scottish Government Adaptation Strategy to identify (existing) activities to report on in the next reporting cycle; • assessing how to enhance the climate resilience of people who receive care at home; Climate Change and Sustainability Sections have been added to IJB (including RAPC and CCGC) templates from July/August onwards; • the IJB seminar originally scheduled for October was moved to February 2024. The seminar will outline some of the key climate challenges the Partnership faces and will explore approaches to climate-informed decision-making.
Strategy	CT17	Monitor and evaluate the impact of the Carers Strategy on an ongoing basis factoring in early preparations for the next revision	58. Monitor and Evaluate Carers Strategy	BAU		Mar-25	Green	Tier 1 (Prevention)	CSIG meets bi monthly and has circulated launch materials across the partnership for the recently approved Carers Strategy 2023 - 2026. Several engagement and support events were held for Carers across the City during Carers week 5 - 11 June. Our Consultation and Engagement Officer will also have a Carers stall for raising awareness and sharing information to support Carers at the Granite City Gathering on Saturday 24 June. CSIG have also completed two development sessions focussing on actions in year one of the Carers Strategy action plan. CSIG have increased number of meeting until the end of the year to focus on year 1 actions, this has been successful in pulling together a wide range of information sources for patient information as well as pathway touchpoints that the group can support developments around Carer Awareness and identification. Consultation and Engagement Officer has been actively meeting Carers interested in joining a Reference Group and gathering what is important outcomes for them to be included in the Groups terms of reference. Flexible communication and accessible timing to support Carers in their role and needs to encourage engagement.
Strategy	KPS19	Help people to ensure their current homes meet their needs including enabling adaptations	59. Suitable Homes	BAU		Mar-25	Green	Tier 1 (Prevention)	DAG continues to meet quarterly and sub group established to look at the recently published Adaptations guidance; baseline assessment tool being used to ensure we are aligned with the new guidance. BAC delivered Telecare Learning and Development sessions April - June 2023 which targeted at a wide range of staff groups (NHS, ACC, Third Sector). Sessions booked at Woodend Hospital, Ward 102 ARI and Learning Hub. Sessions promoted through ACOV including awareness raising sessions to voluntary and community groups. Approach being undertaken as a PDSA cycle. Training on Telecare and TEC delivered collaboratively with BAC and SRS. Session booked to deliver Telecare awareness at RCH in April. BAC visiting all GP surgeries and community Centres to leave leaflets and put up posters promoting Telecare.
Workforce	SE01	Deliver the Workforce Plan	60. Develop Workforce Plan	BAU		Mar-25	Green	Tier 1 (Prevention)	The workforce plan is aligned with the ACHSCP strategic plan 2022 – 2025 and focusses on three essential core elements; recruitment & retention, mental health & wellbeing, and growth & opportunities. A wider workforce consultation has been completed and feedback obtained which was considered alongside feedback from the Programme Office and SLT. The final version of the ACHSCP workforce plan 2022 - 2025 was approved by IJB on 29 Nov 2022. Delivery Group established and ToR developed, wider engagement event being planned for the summer 2023 and leads for actions being identified. NB: delivery and implementation phase into Y2 & Y3. SLT Agreed SBAR paper outlining approach for Workforce Plan including Oversight Group and 3 Priority Workstreams which are now in place with representatives attending from across services and partners. Each workstream have identified actions against Workforce Plan aims and priorities. Initial Actions include ACHSCP Recruitment Job Fair 1st November, and date to be confirmed for the re-establishment of ACHSCP Conference.
Workforce	SE02	Develop and implement a volunteer protocol and pathway with a view to growing and valuing volunteering within the health and social care system	61. Volunteer Protocol Pathways	BAU		Sep-23	Not Started	Tier 1 (Prevention)	
Workforce	SE03	Continue to support initiatives supporting staff health and wellbeing	62. Staff Health & Wellbeing	BAU		Mar-25	Green	Tier 1 (Prevention)	Continuous work ongoing to deliver health and wellbeing initiatives. Initiatives and opportunities shared daily via OLTS updates. Funding being sought from 23/24 budget process to continue initiatives. NB: this will roll into Y2. Workstream established specifically for Staff Health and Wellbeing under the Workforce Plan priority, this group will focus on actions and collation of health and wellbeing initiatives being delivered across the partnership to support our staff.
Workforce	SE04	Ensure our workforce are Trauma Informed	63. Trauma Informed Workforce	BAU		Mar-25	Amber	Tier 1 (Prevention)	ACC have £50k non-recurring funding to support this work and are trying to appoint a Coordinator SLT have been trying to convene a virtual training session , with shire/moray HSCP colleagues. SLT Trauma Informed Workforce session took place 6.9.23, to support leading by example, delivered by Mental Health Service, Clinical Psychologist.
Workforce	SE22	Create and implement an SLT Team Development Plan	64. SLT Development Plan	BAU		Mar-24	Green	Tier 1 (Prevention)	Workshop with Turning Tides was held on 26th May and a discussion on the Themes emerging from that took place at SLT meeting of 14th June. Two further sessions are planned for this year with a focus on developing the themes further.