



INTEGRATION JOINT BOARD

Date of Meeting	5th December 2023
Report Title	Chief Officer's Report
Report Number	HSCP23.087
Lead Officer	<i>Sandra MacLeod</i>
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Consultation Checklist Completed	<i>Yes</i>
Directions Required	<i>No</i>
Exempt	No
Appendices	a. Health Improvement Fund Annual Report b. Examples of Projects Funded by HIF c. Letter from Emma Roddick MSP
Terms of Reference	5

1. Purpose of the Report

- 1.1. The purpose of the report is to provide the Integration Joint Board with an update from the Chief Officer.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board/Committee:

- a) notes the detail contained within the report

3. Strategic Plan Context

The Chief Officer's update highlights areas relevant to the overall delivery of the Strategic Plan



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4. Summary of Key Information

4.1 Local Updates

Aberdeen City Council ALEO Options Appraisal

At the meeting of the Full Council on 3 November 2023, Aberdeen City Council (ACC) considered an options appraisal on working arrangements with its Arm's Length External Organisations (ALEOs). In relation to Bon Accord Care (i.e., Bon Accord Care Ltd and Bon Accord Support Services Ltd), Council noted that the options appraisal highlighted potential benefits in bringing the associated service in-house and integrating them into the Council structure. The Council's Head of Commercial and Procurement Services has subsequently been instructed to outline the benefits of the potential option and provide indicative milestones with an Outline Business Case for consideration by Council in February 2024.

In the meantime, Aberdeen City Health and Social Care (ACHSCP), Bon Accord Care and ACC colleagues are continuing dialogue on future contractual arrangements between ACC and Bon Accord Care on the provision of services to the ACHSCP during 24/25. This will be with a view to ensuring business continuity and service provision notwithstanding potential changes to the organisational structure.

Health Improvement Fund (*appendix a)

The Integration Joint Board's Health Improvement Fund (HIF) supports initiatives to improve people's health and wellbeing across Aberdeen. The fund empowers our communities to facilitate change and leaves a long-lasting legacy within local communities. During 2022/23, 68 projects were funded through the Health Improvement Fund. The projects range from community gardening and lunch clubs to birthing classes and Virtual Reality training. These projects will support the delivery of the Aberdeen City Health and Social Care Strategic Plan, as well as Aberdeen City Locality Plans, Local Outcome Improvement Plan (LOIP), and Aberdeen City's Community Empowerment Strategy.

In order to streamline funding opportunities across the City, the Health Improvement Fund linked up with the Food in Focus Fund, ACVO Community Mental Health and Wellbeing Fund, and Aberdeen City Covid Recovery Fund to ensure an additional 14 applications could receive funding. These links saw 72% of applications successfully funded within Round 1, and 67% of applications successfully funded within Round 2.

*Please see **appendix a** for the full Health Improvement Fund report for 2023.



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Health Improvement Fund – 2023/24 Update (appendix b)**

In November 2023, the Health Improvement Fund (HIF) received a record number of applications (totalling over £388k). This reflects a growing need from our communities as a result of rising health inequalities and an increase in the cost of living. Our decision making groups are made up of Locality Empowerment Group and Priority Neighbourhood Partnership members and they score applications to determine which projects are awarded funding. This is a good example of community empowerment in action, with community members taking decisions alongside community planning officers. These decision-making groups were able to fund 69% of applications received.

The projects will undertake vital preventative work in our communities to improve health and wellbeing and reduce health inequalities. Projects are required to start within three months of a successful application providing immediate benefits for our communities. A further funding round will be undertaken within the North locality in early 2024 to award remaining funds.

Number of projects funded by area is as follows:

- Citywide - 16
- Central Locality - 17
- North Locality - 8
- South Locality - 15

*Please see **appendix b** for examples of projects funded by HIF.

Workforce Planning

On 13 October 2023, the RAP Committee held a 'deep dive' workshop into the strategic risks associated with Workforce Planning. There was evidence of progress made on reducing the rate of staff turnover, filling vacancies, and reducing sickness absence.

On 1 November, ACHSCP hosted its first Recruitment Fair at Aberdeen Beach Ballroom. Eighteen services from ACHSCP and Partners were there to promote jobs and the event seen approximately 300 job seekers attend. Some social care providers received over 100 applications and others held interviews on the day. It is hoped this will help increase the social care workforce over winter. The event highlighted an appetite for future events for Health and Social Care Sector careers. Sessions were held throughout the day to support people find NHSG and ACC posts online and to provide Interview and application tips.



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Thanks and recognition to the team, stallholders, and volunteers who helped support this brilliant event. There will be a Recruitment Fair held every 6 months going forward and some social care providers are keen to hold 'pop up' recruitment events across various sites.

Footage was gathered at the event from SHMU and supported the creation of the ACHSCP Recruitment promotional video.

Hospital @ Home

Hospital at home submitted a bid to the Scottish Government in August 2023 seeking grant funding for £6,002,264 to help increase the number of hospital @ home beds from 42 to 100 by 2025. A letter was received on 3rd October 2023, conforming that NHS Grampian will receive just over £2m, with £524,598 allocated to Aberdeen City. However, these funds will only be released on successful recruitment to fill posts and increase the bed base.

The service will also build on the frailty pathway, increasing from 42 to 45 beds by November 2023 and then to 60 beds by 2024/2025. The respiratory pathway plan is to increase from 5 beds to 10 by November 2023 and to 20 beds by 2024/2025. A further 20 beds, to include acute medicine and paediatrics, are being considered for 2024/2025. The bid also included £561,778 in respect of Community Heart Failure Team to progress capacity.

In addition, Healthcare Improvement Scotland (HIS) have advised of £122,336 Board allocation, for test of change with a band 4 Assistant Practitioner role to serve as 'Team Coordinator' on a fixed term basis. Any potential under spend on this allocation is to be notified and funds returned. The HIS project team requests we measure the impact of this initiative, with monthly and quarterly reports to Healthcare Improvement Scotland.

Integration Scheme

IJB will recall that the Integration Scheme was revised earlier this year and that it was endorsed by the NHS Grampian Board on 2nd February 2023 and by Aberdeen City Council on 22nd February 2023 before being submitted to Scottish Ministers for approval. We are now in receipt of their feedback which is mainly in relation to updated legislative references and format and style. None of the comments received have a material impact on the content of the Integration Scheme. One of the recommendations in the report that went to Aberdeen City Council was that the Chief Executive was given delegated authority to agree any minor changes proposed by the Scottish Government for the revised Integration Scheme to be approved. The amendments to the Integration Scheme are currently being undertaken after which, the Chief Executive of Aberdeen city Council and NHS Grampian will be asked to approve the revised Integration Scheme for publication.



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Service User Representative on the IJB

The IJB Service User Representative was appointed for the period March 2021 to March 2024. Unfortunately, due to volunteering commitments the representative has now

indicated that he is no longer able to dedicate the required time for his IJB role and has reluctantly made the decision to stand down with immediate effect. We have written to the representative acknowledging this and thanking them for their service. Officers are already in discussions with individuals from some of our service user engagement groups seeking a replacement IJB Service User Representative. Should we get more than one individual interested, there will be a light touch selection process whereby candidates will be invited to an informal discussion with the Chair of the IJB and the Chief Officer of Aberdeen City Health and Social Care Partnership, after which the most suitable candidate will be selected.

Complex/Extra Care Accommodation Update

Full Planning Permission has been secured for Stoneywood (8 units plus staff facilities) and Banks O' Dee (24 units). Tenders for the Stoneywood Development have been returned and are currently being evaluated. A Full Business Case has recently been presented to Aberdeen City Council's Finance and Resources Committee and a funding profile is being developed.

Storm Babet - 19th-21st October 2023

Aberdeen City Health and Social Care Partnership was active in response mode to Storm Babet that swept across Scotland during the 19th-21st of October 2023.

As this was an adverse weather event, there was sufficient lead in time to allow early decisions to be made by the Senior Leadership Team around how the Partnership's response to the storm would be coordinated. This included additional staff volunteers to assist out of hours Social Work Team, asking Bon Accord Care to consider increasing their staff ahead of the storm and ensuring that the Senior Manager on Call (SMOC) had cover for other SMOC duties and meetings over the weekend.

The SMOC and the Business and Resilience Manager attended various meetings of Aberdeen City Council's Incident Management Team and the Grampian Local Resilience Partnership to help manage the response.

The IJB is a Category 1 Responder under the Civil Contingencies Act 2004 and has specific duties which it has to undertake when dealing with emergency events. The main role that the



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SMOC was involved in was liaising with Social Work colleagues to check on vulnerable people in the City who had been affected by the weather. The information was fed back into the Council's meeting and then the SMOC attended the Local Resilience Partnership meeting to share situational awareness.

On the 19th and 20th of October there were a few small power outages in the City and Social Work colleagues made contact with all the vulnerable people in the affected areas to ensure that they were doing ok and that any planned care was still going ahead. During this time there was a risk that the River Dee might burst its banks in the Garthdee and Riverside Drive areas of the City. Contingency plans were put in place in case this happened. The river didn't break its banks.

On the 21st of October, with the rain still falling, concern was raised that the Culter Burn was likely to burst its banks in the Millside area of Culter. The SMOC again liaised with Social Work colleagues to identify vulnerable people in the area and Police Scotland were able to then knock on their doors and explain the flooding risk. The local Culter Resilience Group set up a support centre in the Village Hall, however, no residents needed to evacuate their homes as the flooding subsided.

The staff involved in the response to the Storm have shared their views ahead of the Council and the Local Resilience Partnership undertaking debriefs. The main areas coming out of the Partnership's debrief included Social Work staff finding that data received by SSEN was sometimes duplicate; that overall, the communication was well managed between the teams of staff within the Partnership and that moving forward, additional functionality within the Persons At Risk Database (PARD) would be helpful.

Regional Update

North East Partnership Steering Group

The North East Partnership Steering Group (NEPSG) met on 17 November 2023. The NESPG brings together the chairs, vice-chairs and chief officers of the three health and social care partnerships in Grampian, namely, Aberdeen City, Aberdeenshire and Moray.

There was a focus at the meeting on the projected increase in prescriptions costs during 23/24 when compared to previous years. As highlighted in the Quarter 2 Financial Monitoring Update report on this agenda, it is projected that the costs to the Aberdeen City Health and Social Care of providing prescriptions will be approximately 20% higher than on the previous financial year. Aberdeenshire and Moray health and social care partnerships are also projecting significant increases in prescription costs as are other partnerships across Scotland. Should prescription



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costs continue to rise at the current rate there may be an impact on the partnerships' ability to deliver services as they currently do. It was noted that the significant impact of prescription costs is a financial pressure being experienced at a national level and that the matter is being escalated to government levels through Chief Officer and Chief Finance Officer routes networks accordingly.

National Updates

Review of Public Sector Equality Duty (*)appendix c)**

On 4th October 2023 Emma Roddick MSP, Minister for Equalities, Migration and Refugees wrote to all Public Bodies updating them on the next stages of the review of the effectiveness of the Public Sector Equality Duty (PSED) in Scotland. (Letter attached as Appendix) Acknowledging that this work does not sit in isolation, the letter also included some further information on how this relates to wider activity, including the development of the forthcoming Mainstreaming Strategy and the Human Rights Bill.

The Minister confirms that the Scottish Government will be taking a phased approach to improving the PSED regime which will begin initially with new or revised regulations and longer term will include changes to reporting (reducing the burden of this and aligning with other requirements); exploring the appetite for setting national equality outcomes; and learning from international best practice.

The current duty to report on pay gap will be revised to include reporting on ethnicity and disability pay gaps and a new duty in relation to the use of inclusive communication will be introduced. Regulation 6A of the Scottish Specific Duties, which relates to the collection of data on listed authorities' members' characteristics is to be repealed due to barriers and challenges around how the data collection requirement of the regulation is framed as well as the significant amount of work that has been undertaken to diversify Boards and ensure appropriate representation.

There is a commitment to providing an appropriate lead-in period to ensure that listed authorities understand and can prepare for what will be required of them under new or revised Regulations. The Scottish Government will work with the Equality and Human Rights Commission, who produce technical guidance on all aspects of the PSED regime under section 13 of the Equality Act 2006, to ensure that listed authorities are fully prepared for any new duties.

There is the intention, by the end of this year, to consult on a Mainstreaming Strategy, as part of the commitment to embed equality and human rights throughout government and the public sector. This provides a parallel route to progress other, non-legislative, improvements to equality and human rights mainstreaming across the public sector, with the aim of



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improving the lives of the most disadvantaged people in Scotland. After earlier engagement with internal and external stakeholders, the main themes of the Strategy which will be formally consulted on, will be:

- Strengthening Leadership;
- Accountability and Transparency;
- Regulatory and Policy Environment;
- Evidence and Experience;
- Enhancing Capability and Culture; and
- Ensuring Capacity.

Further detail is available in the letter (**appendix c**) and there are links to the consultation responses and the independent analysis of this. The content of the letter and the implications for the IJB's PSED will be considered by the Equality and Human Rights Sub Group and further update and detail will be provided to the IJB as part of the annual update of the Equality Outcomes and Mainstreaming Framework which is due to be presented to the IJB on 7th May 2024.

5. Implications for IJB

There are no direct legal implications arising from the recommendations set out in the report.

5.1. Equalities, Fairer Scotland and Health Inequality

There are no direct implications arising from the recommendations of this report.

5.2. Financial

There are no direct financial implications arising from the recommendations of this report.

5.3. Workforce

There are no direct workforce implications arising from the recommendations of this report.'

5.4. Legal

There are no direct legal implications arising from the recommendations of this report



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5.5. Unpaid Carers

There are no direct implications relating to unpaid carers arising from the recommendations of this report.

5.6. Information Governance

There are no direct information governance implications arising from the recommendations of this report

5.7. Environmental Impacts

There are no direct environmental implications arising from the recommendations of this report.

5.8. Sustainability

There are no direct sustainability implications arising from the recommendations of this report.

5.9. Other

There are no other direct implications arising from the recommendations of this report.

6. Management of Risk

The Chief Officer will monitor progress towards mitigating the areas of risk closely and will provide further detail to the IJB should she deem this necessary

6.1. Identified risks(s)

The updates provided link to the Strategic Risk Register in a variety of ways, as detailed below

6.2. Link to risks on strategic or operational risk register:

The update on Workforce Planning links to strategic risk 7 "Cause- The ongoing recruitment and retention of staff. Event: Insufficient staff to provide patients/clients with services required. Consequence: Potential loss of life and unmet health and social care needs, leading to severe reputational damage



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*Appendix a



Aberdeen City Health and Social Care Partnership
Health Improvement Fund
Annual Report 2022-23



<https://www.aberdeencityhsc.scot/globalassets/health-improvement-fund-report-2023-online.pdf>



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**Appendix b

Health Improvement Fund Case Studies

Men's Wellbeing Group in Bridge of Don

Following a survey with group members, a number of men's wellbeing activities have been implemented. The sessions are part of a co-produced project to help participants improve flexibility, mobility, balance, core strength and reduce joint pain, this helps them to live independently for as long as possible by preventing poor health and wellbeing and preventing admission to hospital or social care settings. The session is undertaken between Feel Good Football (aimed at men's mental health) and Walking Football sessions at Strikers in Bridge of Don to ensure maximum uptake. Both cohorts join for a 45-minute session. The feedback has been wonderful, and the class is always full. This project encourages self-management and supports a demographic who are often disengaged from health and wellbeing community activities.



Childminder Led Outdoor Project

Health Improvement funding has helped this project purchase gardening resources to enable fifty childminders to create and manage gardens with the children they care for. This provides opportunities for young children to learn about growing food and healthy eating. Parents are also encouraged to get involved and this has resulted in a network of sharing recipes and gardening tips, as well as valuable peer-support. Gardening provides children with an opportunity to get outside, practice their motor skills, learn where food comes from, and bond with their parents or carers. The project has showcased their work at Britain in Bloom to highlight this innovative way of working and is another good example of HIF projects that are having an immediate impact and will benefit children, families, and local communities in the longer term.





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***Appendix c

Minister for Equalities, Migration and Refugees
Emma Roddick MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000

04 October 2023

Dear Colleagues,

Thank you for your interest to date on the review of the effectiveness of the Public Sector Equality Duty (PSED) in Scotland. I am now writing to update you on the next stages of the review. However, this work does not sit in isolation. I have therefore included some further information on how this relates to wider activity, including the development of the forthcoming Mainstreaming Strategy and the Human Rights Bill.

As you will be aware, in our [public consultation](#) (published December 2021 and open until April 2022), we consulted on a series of proposals, both for legislative changes and changes to the wider implementation environment in relation to the Scottish Specific Duties. [Consultation responses](#) have since been published alongside [independent analysis](#) of these responses.

As we move forward with the review, we will be taking a phased approach to improving the PSED regime.

New or revised Regulations

Initially this will include delivering on two key prioritised regulatory changes, which I believe will be highly impactful in terms of advancing equality in Scotland for some of the most disadvantaged groups, with the aim of implementing these changes by the end of April 2025. These are: **revising the current pay gap reporting duty** to include reporting on ethnicity and disability pay gaps; and introducing a new duty on listed public bodies in relation to their use of inclusive communication.

Revising pay gap reporting

Pay gap reporting is an important means of driving action to spotlight and reduce the pay inequalities affecting certain disadvantaged groups in our society. Pay gaps represent different groups' divergent experiences of not only the workplace, but also education, skills acquisition, care and other domestic labour, and wider societal conventions.

The proposal to extend the existing duty to publish gender pay gap information (regulation 7 of the Scottish Specific Duties) to include ethnicity and disability first appeared in the [2021 SNP manifesto](#), and a commitment to consult on these proposals was subsequently contained in the [2021 Programme for Government](#).

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

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