

Draft Y3 Delivery Plan

| Project Description | Leadership Team (SRO) | End Date | Saving Allocated | Category | Tier |
|--|-----------------------|----------|------------------|-----------------------|-----------------------------|
| Commissioning (Shona Omand-Smith) - 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. | | | | | |
| Review of Bon Accord Care contract and redesign of associated service specifications. | Shona Omand-Smith | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Review of GCC Contract to reflect flat cash agreement. | Shona Omand-Smith | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Review of use/availability of Interim Beds | Shona Omand-Smith | Mar-25 | 500,000 | Budget Saving | Tier 3 (Response) |
| Consolidation/streamlining of existing MHLD commissioned services | Shona Omand-Smith | Mar-25 | 65,000 | Budget Saving | Tier 3 (Response) |
| Explore how counselling service can work in a more collaborative, joined up way to support people experiencing care to benefit from a more holistic approach whilst achieving efficiencies | Shona Omand-Smith | Mar-25 | N/A | Future Sustainability | Tier 2 (Early Intervention) |
| Communities (Alison MacLeod) - provide community based services codesigned and codelivered with our communities. | | | | | |
| Continue to develop and evaluate the Northfield Hub as a test of change feeding into the wider initiative on development of Wellbeing Hubs across the City, including exploring support for foot health | Lynn Morrison | Mar-25 | N/A | Prevention | Tier 2 (Early Intervention) |
| Lead on increasing and diversifying the membership of our Locality Empowerment Groups and increasing wider participation in locality planning. | Alison MacLeod | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Deliver North, Central and South Locality Plans and report on progress | Alison MacLeod | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Ensure the use of Our Guidance for Public Engagement is embedded | Alison MacLeod | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Promote the use of Care Opinion to encourage patients, clients, carers and service users to share experiences of services, further informing choice. | Alison MacLeod | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Deliver various events such as Age Friendly Aberdeen, the Gathering and a Well Being Festival to support people to live well and independently as part of their communities. | Shona Omand-Smith | Mar-25 | N/A | Future Sustainability | Tier 1 (Prevention) |
| Digital (Fraser Bell) - maximise the use of technology to support innovation, efficiency and access to services. | | | | | |
| Support the implementation of Electronic Medication Administration Recording (EMAR) in our care homes. | Shona Omand-Smith | Mar-25 | TBC | Budget Saving | Tier 2 (Early Intervention) |
| 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 | Alison MacLeod | Mar-25 | N/A | Future Sustainability | Tier 2 (Early Intervention) |
| Review the future use of Morse in Community Nursing and Allied Health Professionals | Alison MacLeod | Mar-25 | N/A | Budget Saving | Tier 2 (Early Intervention) |
| Deliver Analogue to Digital Implementation Plan | Fraser Bell | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Creation of capacity through targeted digital investment and service redesign. | Fraser Bell | Mar-25 | 250,000 | Future Sustainability | Tier 2 (Early Intervention) |
| Frailty (Chief Nurse) - Ensure there is a consistent approach to supporting Frail patients in Aberdeen both in a hospital and community setting with a focus on shifting towards community based support where possible. | | | | | |
| Ensure that the acute frailty wards within ARI are able to meet patient need and allow flow through the hospital. | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Understand the Woodend-based Frailty provision requirement (patients with acuity of need needing in-patient care) - linked to the Review of Rehab | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Develop a process map for all City patients flowing in and out of the Frailty Pathway, linking this with wider Grampian work to ensure consistency of | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Ensure that there is step up and step down capacity for Frailty patients including the 40 beds within Rosewell and put forward recommendations for | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Ensure there are appropriate alternatives to Hospital for Frailty patients (delivering via Expansion of Hospital at Home) | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Develop Community, Prevention and Primary Care approaches to the HIS Frailty Standards Including those relating to falls, and align with existing | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Contribute to, and influence the decision making of, the Grampian Board for Frailty reporting to the USC Programme Board as required. (NB: programme | Chief Nurse | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Home Pathways (Kay Diack) - 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 | | | | | |
| Investigate whether we can bring people back into authority to improve outcomes for them and their families. | Kay Diack | Mar-25 | N/A | Future Sustainability | Tier 2 (Early Intervention) |
| Review Scheme of Assistance with a view to revising criteria for eligibility for funded adaptation support. | Kay Diack | Mar-25 | N/A | Budget Saving | Tier 2 (Early Intervention) |

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| Help people to ensure their current homes meet their needs including enabling adaptations | Kay Diack | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Hospital at Home Expansion (Chief Nurse) - 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. | | | | | |
| Monitor use of Hospital at Home beds for the Frailty Pathway. | Chief Nurse | Sep-25 | N/A | National Agenda | Tier 3 (Response) |
| Implement actions in relation to H@H beds available for Respiratory Medicine | Chief Nurse | Sep-25 | N/A | National Agenda | Tier 3 (Response) |
| Implement actions in relation to H@H beds available for Acute Medicine | Chief Nurse | Sep-25 | N/A | National Agenda | Tier 3 (Response) |
| Ensure digital and IT arrangements are in place for H@H expansion. | Chief Nurse | Sep-25 | N/A | National Agenda | Tier 3 (Response) |
| Implement Workforce and Organisational Development actions for H@H expansion. | Chief Nurse | Sep-25 | N/A | National Agenda | Tier 3 (Response) |
| Infrastructure (Alison MacLeod) - Assess future infrastructure needs and engage with partners to ensure these needs are met. | | | | | |
| 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 | Emma King/ Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 3 (Response) |
| Develop Infrastructure Plan for ACHSCP | Alison MacLeod | Mar-25 | N/A | Future Sustainability | Tier 2 (Early Intervention) |
| Rapid Review of Assets | Sandy Reid | Mar-25 | 300,000 | Budget Saving | Tier 3 (Response) |
| MHLD (Judith McLenan/Kevin Dawson) - deliver Grampian wide and City specific MHLD transformation taking cognisance of national strategies, standards and service specifications. | | | | | |
| Progress the Grampian wide MHLD Transformation Programme monitored by the Portfolio Board ensuring project groups are established to ensure delivery and implementation of national Strategies, Delivery Plans, Standards and Service Specifications. | Judith McLenan/ Kevin Dawson | Mar-25 | N/A | National Agenda | Tier 3 (Response) |
| Review strategy and arrangements for Learning Disabilities / Autism and Neurodevelopmental needs. To be informed by new legislation (current consultation on LD, Autism and Neurodivergence Bill) | Kevin Dawson | Mar-25 | N/A | National Agenda | Tier 3 (Response) |
| Deliver a capability framework for a workforce to support complex behaviour. | Kevin Dawson | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Develop and implement approaches to support Suicide Prevention and alignment to national Suicide Prevention Strategy | Kevin Dawson | Mar-25 | N/A | National Agenda | Tier 1 (Prevention) |
| Review arrangements for delivery of Post Diagnostic Support for people newly diagnosed with Dementia. | Kevin Dawson | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Review of NHS Out of Authority Placements | Kevin Dawson | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Prevention (Phil Mackie) - keeping people healthy and avoiding the risk of poor health, illness, injury and early death | | | | | |
| Deliver actions to meet the HIS Sexual Health Standards | Sandy Reid | Mar-25 | N/A | National Agenda | Tier 1 (Prevention) |
| Reduce the use and harm from alcohol and other drugs including through the Drugs Related Deaths Rapid Response Plan | Kevin Dawson | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Contribute towards addressing the obesity epidemic through promotion of healthy food and nutrition, active travel, and place planning | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Increase uptake in Childhood Immunisations | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Contribute towards nicotine cessation agenda in Aberdeen City, for example by scaling up Vaping Awareness work across all localities in the City | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Continue to deliver our Stay Well Stay Connected programme to keep people healthy and in good wellbeing, and avoid the risk of social isolation, poor health, illness, injury and early death. | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Continue to contribute to the Health Transport Action Plan (HTAP) and the Aberdeen Local Transport Strategy (ALTS) encouraging sustainable and active travel. | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Contribute towards tackling health inequalities in Aberdeen City through delivery of the Health improvement Fund and wider collaboration with community planning partners. | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Work on a system-wide basis to increase community and professional capacity through community led development approaches such as Health Issues in the Community | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Scale up the Healthier Families PEEP programme to support a whole family approach to health and wellbeing. | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |

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| Work with NHSG Public Health Directorate and alongside other Grampian Health and Social Care Partnerships to explore the development of a public mental health approach for Aberdeen City | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Work alongside the Children's Services Board (CSB) on prevention and early intervention particularly in reducing local variations in health factors | Phil Mackie | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Primary Care (Emma King) - identify strategy and actions to improve Primary Care services and ensure future sustainability. | | | | | |
| Deliver City actions in relation to the Grampian vision for Primary Care | Emma King | Mar-25 | TBC | Future Sustainability | Tier 3 (Response) |
| Deliver the strategic intent for the Primary Care Improvement Plan (PCIP) | Emma King | Mar-25 | N/A | National Agenda | Tier 3 (Response) |
| Develop and implement appropriate initiatives to mitigate increase in prescription costs. | Caroline Howarth | Mar-25 | TBC | Future Sustainability | Tier 3 (Response) |
| Redesigning Adult Social Work (Claire Wilson) - enhancing the role of Social Work in playing a guiding role in the promotion of personalised options for care and support. | | | | | |
| Undertake evaluation of redesign work to date ensuring this links to latest service developments particularly in relation to use of digital. | Claire Wilson | Dec-24 | N/A | Future Sustainability | Tier 3 (Response) |
| Rehabilitation Review (Lynn Morrison) - undertake a strategic review of rehabilitation services across Grampian to identify new delivery models. | | | | | |
| Develop a discussion paper to inform a strategic planning framework for the strategic review of rehabilitation across Grampian which will include Specialist Rehabilitation Services hosted by Aberdeen City IJB. This will include consideration of how partners in sports and leisure and wider community resources can assist in delivery of rehabilitation. This will consider rehabilitation delivery models including bed base and community requirements in line with national guidance including SG Progressive Stroke Pathway, SG Neurological Standards and Scottish Trauma Network Major Trauma minimal requirements guidance. | Lynn Morrison | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Implement the outcome of the strategic review of the Neuro Rehabilitation Pathway | Lynn Morrison | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Review of Hosted Wheelchair Services to identify any areas where efficiency could be achieved. | Lynn Morrison | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Resilience (Martin Allan) - ensuring the conditions are in place to maintain our resilience as an organisation. | | | | | |
| Develop proactive, repeated and consistent communications to keep communities informed | Martin Allan | Mar-25 | N/A | Future Sustainability | Tier 2 (Early Intervention) |
| Review Care for People arrangements | Martin Allan | Aug-24 | N/A | Statutory Requirement | Tier 3 (Response) |
| Create and adopt a Generic Emergency Plan to reflect Aberdeen city IJB's Cat 1 Responder responsibilities | Martin Allan | Oct-24 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Preparing for and managing the transition to a National Care Service (NCS) through the Aberdeen City NCS Programme Board and other relevant engagement. | Fraser Bell | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Explore other areas where charges could be raised to increase income and contribute to the cost of service delivery. | Paul Mitchell | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Social Care Pathways (Claire Wilson) - 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. | | | | | |
| Deliver the Justice Social Work Delivery Plan | Claire Wilson | Mar-25 | N/A | Statutory Requirement | Tier 3 (Response) |
| Progress a number of priority tests of change to develop a preventative and proactive care approach for Aberdeen City including the development of an Initial Point of Contact (IPOC) | Claire Wilson | Mar-25 | N/A | Prevention | Tier 1 (Prevention) |
| Seek to expand the use of Technology Enabled Care (TEC) throughout Aberdeen. | Claire Wilson | Mar-25 | Included in Digital | Budget Saving | Tier 2 (Early Intervention) |
| Implement the recommendations from the June 22 Adult Support and Protection inspection | Claire Wilson | Mar-25 | N/A | Statutory Requirement | Tier 3 (Response) |
| Review of social care charging policy and procedures and robust implementation with a view of maximising income | Claire Wilson | Mar-25 | 1,500,000 | Budget Saving | Tier 3 (Response) |
| Streamline processes and pathways for older adults social care in a hospital context. | Claire Wilson | Jul-24 | N/A | Statutory Requirement | Tier 3 (Response) |
| Develop an overview of the Partnership's Discharge to Assess approach incorporating links between Hospital at Home and intermediate Care at Home, enablement approaches, step up and step down and Interim Beds. | Claire Wilson | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Strategy (Alison MacLeod) - develop and implement local strategies to ensure alignment with national and regional agendas. | | | | | |

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| 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. | Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Undertake and publish 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 UNCRC are incorporated. | Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Embed consideration of the impact of climate change in health and social care planning and in business continuity arrangements aiming to reduce our carbon footprint and deliver on our Net Zero emissions target. | Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Monitor and evaluate the impact of the Carers Strategy on an ongoing basis factoring in early preparations for the next revision | Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Develop the revised Strategic Plan for 2025 - 2028 taking cognisance of the strategic context, resources available and views of stakeholders. | Alison MacLeod | Mar-25 | N/A | Statutory Requirement | Tier 2 (Early Intervention) |
| Revisit ACHSCP contributions to early years and school health and wellbeing. | Alison MacLeod | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Deliver relevant recommendations from the Hosted Services Internal Audit | Alison MacLeod | Mar-25 | N/A | Future Sustainability | Tier 3 (Response) |
| Workforce (Sandy Reid) - develop and implement our Workforce Plan | | | | | |
| Ensure our workforce are Trauma Informed | Sandy Reid | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Deliver the relevant actions on each of the three Workstream Action Plans supporting the Workforce Plan. | Sandy Reid | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Continue to support initiatives supporting staff health and wellbeing | Sandy Reid | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |
| Pledge support for Volunteer Scotland's Volunteer Charter and identify and Volunteer Champion for ACHSCP | Sandy Reid | Mar-25 | N/A | National Agenda | Tier 2 (Early Intervention) |