

Culture Sounding Board – Commitments and Progress – March 2024

Delivering on our Values - honesty, empathy, equity, respect and transparency

Commitment	Progress
<p>1. We will retain a clear focus on culture across the IJB/SLT. We recognise that culture continually evolves, and we will need to ensure this remains visible starting with induction to the IJB/SLT and in how we carry out all of our work.</p>	<p>1. Focus maintained through Induction of new members, Culture Sounding Board (CSB) meetings and standing agenda item on Development Sessions (now IJB Insights). It is recognised that members ‘day job’ commitments mean these are not always as well attended as we would like and we will continue to promote them at IJB meetings and investigate if there is an alternative day or time that could improve attendance. Note they are now regularly recorded so members can still benefit from the input.</p>
<p>2. We will keep using the short films which showcase local lived experience examples which bring to life who we are all here to serve. We all recognise that this is an important part of grounding us in our shared intent to deliver the best health and care for all people in Aberdeen. CSB 21.11.23 agreed to consider introducing a second video at IJB meetings when the Board reconvenes after a break. This one should try to showcase business as usual which will help inform newer IJB members.</p>	<p>2. Short film features at the beginning of every IJB meeting. We have a significant number of suggestions for these but will continue to seek out any suitable material and will try to select topical issues relevant to the timing of the meeting. It was recognised that it may take some time to build up a stock of ‘Business as Usual’ videos although we are investigating being able to use some of the footage of the presentations from the Staff Conference on 29th February.</p>
<p>3. The Culture Sounding Board will meet every 2 months and provide a space for reflection for all IJB and SLT members to consider how we are interacting with each other so we can celebrate the positives and identify areas for development. These discussions will be a central platform for considering actions to enable our culture to continue to evolve and improve.</p>	<p>3. Culture Sounding Board meeting schedule now in place for the rest of 2024. The next meeting is scheduled for 14th May. Thereafter there are meetings on 20th August, 22nd October, and 10th December 2024. Currently promoting attendance at these for all IJB and SLT members although ‘day job’ clashes are a barrier.</p>
<p>4. We will continue to deliver many seminars in person, particularly when considering complex topics, and with all seminars (including those on Teams) we will seek to use</p>	<p>4. Schedule of IJB Insights and Topic Specific Seminars for 2024/25 has now been developed and populated up until the summer. This will be shared with IJB members</p>

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<p>techniques which encourage all voices to be heard equally. We will also aim to find times in the week which support good attendance. We will also continue to provide opportunity for BOOM board sessions and other 'getting to know you as people' activities within seminar times.</p> <p>Decision at CSB on 21.11.23 to rename the Development Sessions to IJB Insights incorporating two breaks rather than just one. It was also agreed that involving IJB Members in the selection of topics could foster greater ownership and also improve attendance.</p>	<p>who will be given the opportunity to propose future topics. Currently canvassing for alternative 'getting to know you as people' activities as most BOOM Boards have now been delivered.</p>
<p>5. We will pay attention to our choice of meeting format (virtual, in-person and hybrid) and how this impacts on our behaviours and will seek to evolve our approach to ensure we are inclusive and that we have high quality conversations which challenge/scrutinise effectively. We will trial a hot debrief immediately after the next IJB to sense check how the hybrid arrangement worked for all.</p> <p>CSB 21.11.23 noted hot debrief had been undertaken but also suggested continual monitoring is required.</p>	<p>5. IJB Insight sessions now being offered as hybrid as a result of feedback in relation to how this made it easier for members to attend and/or dip in and out according to their interest and schedule. They are also being recorded to allow those who cannot attend to benefit from the input.</p>
<p>6. We aim to encourage a ripple effect to support good cultures and behaviours across the organisation. Recognising that different parts of the system are also on this journey, we will seek to connect with the wider system and share our learning. We will find ways to make explicit how we can live and breathe the organisational values through our behaviours and actions using the Culture Sounding Board as a key platform.</p>	<p>6. Sharing learning with colleagues in NHS Grampian working on culture. Also linked to system wide culture collaborative.</p>

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Additional Activity proposed at CSB 21st November 2023	
7. Explore how to achieve visibility of IJB Members similar to NHSG Culture on Tour, Ask Caroline sessions or Talking Heads video.	7. IJB Chair played a prominent role opening the staff conference on 29 th February and other IJB members were present. Plan to increase visibility a future staff conferences and explore whether IJB members could visit teams or services on a rolling schedule.
8. Increase public and staff awareness of the IJB.	8. So far SHMU has been used to promote awareness of Health and Social Care Integration, encourage participation in LEGs and the Carers Reference Groups. Consider IJB Members slot on SHMU or development of a 'Who are we?' video. Consider greater participation of IJB members at next Staff conference.
Additional Activity proposed at CSB 23rd January 2024	
9. Ensure smooth transition to a new Chief Officer	9.As Chief Officer is known to both SLT and most of IJB, induction is likely to be lighter touch than originally envisaged. Propose perhaps one to one meetings with IJB members individually (particularly those not so well known) and session at IJB Insights on 16 th April. Also consider Podcast.
10. Report outcome of Aberdeen University Research project on IJB Culture to IJB in May 2024.	10. Deadline for report submission 21 st March 2024 and on track for that. Presentation given to IJB Insights session and outcome of discussions there and at the Culture Sounding Board will be used to inform the report.
11. Ensure our Culture reflects the people who work in the Partnership	11. Conversation has already started with the wider Operational Leadership Team (OLT) to understand how best to capture views and reflect. Consider how we can capture this at the Staff Conference. Review feedback from conference at next CSB meeting.

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Additional Activity proposed at CSB 19th March 2024	
12. Review Induction Process for new IJB members and explore how we can better coordinate this with inductions for SLT.	12. Progress will be reported at next CSB meeting in May.
13. Review reporting arrangements of progress against goals and objectives.	13. Progress will be reported at next CSB meeting in May.
14. Investigate ways to ensure non-voting members feel included and fully involved in IJB business.	14. Progress will be reported at next CSB meeting in May.