

Delivery Plan Y2 Workplan 2023-24

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	SLT Programme Lead	Ref	Project Description	Project Name	Category	Start Date	End Date	BRAG Status	Tier	Latest Update
Commissioning	Shona Omand-Smith	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	Shona Omand-Smith	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	Shona Omand-Smith	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 review has continued. The Service Specifications that will feed into the new contract are being finalised and in the process of being signed. These have been led by the Project Steering Group which consists of the Partnerships Commissioning Lead, Programme Manager, Procurement Category Manager and Bon Accord Care Head of Delivery and Development. The project steering group regularly meet to review the Service Specifications to ensure these are completed in the timeframe for the contract. A 3 year development plan is currently being established by the steering group.</p> <p>Discussions with Aberdeen Council of Voluntary Organisations (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>The development of the Commissioning Academy is progressing with the first session due to take place at the end of April 2024. Invites including details of the various sessions will be included have been shared widely. The project manager has completed the communications plan in relation to the Academy Sessions and has been shared with the Steering Group which consists of City and Shire Commissioning and Contracts teams.</p> <p>Review of the contract for Care at Home, Supported Living and Complex Care - Workshop held with Social Care Service Managers and the feedback from this, along with results from surveys completed by providers, social care staff and those currently receiving services has been collated and grouped into common themes. These will be analysed to determine which elements are within our "gift" to consider for inclusion going forward. A workshop is to be held on 28/11/2023 with colleagues from Moray with a view to further reflecting on the how the contract has worked so far and what is required for the future.</p> <p>Further discussions have taken place with ACVO relating to moving to a Grant Funding model for counselling services in Aberdeen. ACVO shared a good example of this in practice in Edinburgh. Our Programme Manager will reach out to IRISS and Thrive Edinburgh who were involved in the work in Edinburgh to discuss how best to approach moving to a Grant Funding Model.</p>
Communities	Alison MacLeod	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>Aberdeen Guide to Independent Living & Enablement (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 Grampian Regional Equality Council (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	Alison MacLeod	CT07	Continue to develop and evaluate the Northfield Hub as a test of change for cross-sector, easily accessible, community hubs where a range of services coalesce, all responding to local need, to feed into a wider initiative on Priority Intervention Hubs.	5. Priority Intervention Hubs	FTP		Mar-25	Green	Tier 1 (Prevention)	<p>Get Active Northfield. - The centre has seen an increase in bookings for the use of the room over the past month with the room nearing full capacity. A paper is currently being drafted for the Senior Leadership Team (SLA) for renewed funding into 2024/25. An Integrated Joint Board (IJB) update report will be presented in May 2024.</p> <p>Aberdeen City Vaccination & Wellbeing Hub - During January the Vaccination Service have been delivering the Shingles Programme whilst continuing to increase uptake for the Autumn Flu & COVID Programme. Community Treatment & Care (CTAC) Service moved to 5 days per week. This has been a popular location with clinics fully booked for 2-3 weeks in advance. Vitamin B12 Injections are now being delivered from the Hub, with a new process agreed with General Practice for these to move over to the Immunisation & CTAC Services to free up capacity within Practices. Community Respiratory Clinics have also increased to 3 days per week. A new workshop area has been formed at the hub to allow the inclusion of workshops to support social isolation & loneliness. Community Food Initiatives North East (CFINE) held their first "Grow Food Indoors" and "Stories through Songs" workshops. The team are working more closely with Aberdeen City Football Community Trust and wellbeing co-ordinators with the introduction of a Menopause Walk & Talk and developing Memories Sessions which will be held within the workshop area. Weekly "What's On at the Hub" posters are now being widely distributed to support increased promotion of support available.</p>

Communities	Alison MacLeod	CT08	Develop the membership and diversity of our Locality Empowerment Groups	6. Develop LEGs	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	<p>Integrated Locality Planning Team set up with a remit to grow and diversify Locality Empowerment Groups (LEGs) membership.</p> <p>LEGs and integrated locality planning are standing agenda items on Community Empowerment Group and Strategic Planning Group.</p> <p>Community Empowerment Strategy launched in December 2022. Stretch Outcome 16 added, with seven dedicated projects to promote community empowerment. A Local Outcome Improvement Plan (LOIP) Project Group has been set up to increase the level of participation and diversity at Locality Planning meetings, the Communities Transformation Programme Manager is Project Manager of this project group.</p> <p>A dedicated local outcome improvement group has been set up to increase and diversify locality planning membership and participation.</p> <p>Locality Planning Team held a series of community engagement events during October and November 2023 using the Place Standard Tool to inform the refresh of our three locality plans, and we used this opportunity to promote locality planning and membership of our Locality Empowerment Groups and Priority Neighbourhood Partnerships.</p> <p>Attendance at LEG meetings has been consistently growing since April 2023, both in terms of community attendance and locality based staff attendance. LEG meetings during March and April are focussing on the refreshed Locality Plans and members are being consulted on the Partnership's new British Sign Language Plan.</p> <p>The Integrated Locality Planning Team are visiting community members in their localities to raise awareness of locality planning and increase LEG and Priority Neighbourhood Partnership (PNP) membership. We have recently met with Kingswells Community Council, Bucksburn and Newhall Community Council, Mastrick Community Council, Bridge of Don Community Council, Danestone Community Council, Dyce Community Council, Culter Community Council, and the Community Council Forum.</p>
Communities	Alison MacLeod	CT09	Increase community involvement through existing networks and channels	7. Increase community involvement	BAU		Mar-25	Green	Tier 1 (Prevention)	<p>The Community Team continues to engage with communities across Aberdeen. This includes locality planning, community planning, wellbeing, and public health outreach. The Wellbeing Team currently engage with 83 community groups and services across Aberdeen City.</p> <p>The Communities Team are working in collaboration with statutory and community partners in Torry to support the 500 households who have been affected by Reinforced autoclaved aerated concrete - RAAC in Bahagask.</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> <p>The Locality Planning Team continue to visit community councils across all three of our city's localities.</p>
Communities	Alison MacLeod	CT10	Deliver Integrated Locality Plans and report on progress	8. Deliver Integrated Locality Plans	BAU	Apr-22	Mar-25	Green	Tier 1 (Prevention)	<p>Refreshed Locality Plans were endorsed by all three Locality Empowerment Groups (LEGs) during January. More community groups continue to be added to the refreshed plans who will be our partners in delivering priorities within the plans.</p> <p>A new priority has been added to all three Locality Plans on Community Empowerment which reflects the addition of a fourth Community theme to the refreshed Local Outcome Improvement Plan (LOIP) which will sit alongside existing priorities of Economy, People, and Place.</p> <p>The locality plans remain on track to be approved by the Community Planning Board on 29 April.</p>
Communities	Alison MacLeod	CT11	Ensure the use of Our Guidance for Public Engagement is embedded	9. Public Engagement	BAU		Mar-25	Green	Tier 1 (Prevention)	<p>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 Transitions 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. The Guidance has been updated in line with the refreshed Community Empowerment Strategy and the updated Planning for People guidance and is going to the UB in May for approval.</p>
Communities	Alison MacLeod	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 Care Opinion (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 passes to CO administrator</p>
Communities	Alison MacLeod	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	01/03/2023	Mar-25	Green	Tier 1 (Prevention)	<p>Granite City Gathering project team are working in partnership with both Moray & Aberdeenshire Social Care Partnership to host a month-long wellbeing festival in May with events in the city and across the region, building momentum towards a larger celebration event in October to align with international older persons' day. Grampian Meaningful Activity Network will promote activity and good practice in all settings across the city and region as part of the wider festival in May. The next Granite City Gathering will be held in Kings Church on 28 September 2024. Planning for this event has begun.</p> <p>Funding application submitted to joint EU/UK Government Peaceplus programme focussing on frailty and to make Aberdeen an age friendly city. We expect to hear the outcome of the funding application in August 2024.</p> <p>The project team are attending Scottish Older Person Assembly (SOPA) age friendly communities' network to learn more about the process of endorsing the age friendly city application and support the creation of an older people champion. The SPM for the Stay Well Stay Connected is undertaking a locality audit of activities and projects that are age friendly. TPM is engaging in LOIP activity. □</p>
Digital	Fraser Bell	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)	<p>No formal Grampian meetings just now there has been a Programme leadership change for the Grampian programme. Meeting planned for 22nd April with Public Health Manager and Training Fellow (Public Health) and Aberdeen City Health and Social Care Partnership (ACHSCP) Public Health Coordinator to follow up the work that was started by Realistic Medicine team. Operational training has been delivered to Sport Aberdeen staff within Northfield and staff that will be involved in a project to support community health checks.</p>
Digital	Fraser Bell	SE05	Support the implementation of digital records where possible	13. Digital Records	BAU		Mar-25	Closed	Tier 1 (Prevention)	<p>Marked as closed due as activity is incorporated into projects SE09 and SE10</p>
Digital	Fraser Bell	SE06	Support the implementation of Electronic Medication Administration Recording (EMAR) in our care homes.	14. EMAR Implementation	FTP		Dec-23	Green	Tier 1 (Prevention)	<p>A business case was presented to SLT on 27th March 2024 and the recommendations to set up Electronic Medication Administration Recording (eMAR) at Back Hilton as a pilot and to set up an eMAR care home fund received approval. Discussion is ongoing with CPS Legal regarding the legal aspects of setting up the fund and potential requirement to attend UB for this. Commissioning budget is identified as potential source of funding for project however decision required on the source of funding.</p>

Digital	Claire Wilson	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 Technology Enabled Care (TEC) replacement has been completed. On hold pending outcome of availability of funding. Proof of Concept launched for Assisted Care Robots project. Kingswood Court day centre is identified as one site and initial meeting held with senior staff. Data Protection Impact Assessment (DPIA) has been concluded and signed off by ACHSCP and Bon Accord Care (BAC) for project. Site for the second robot remains under discussion. Digital Support Hub (DSH) pilot has been extended until October 2024. Meeting arranged week of 15th April to define clear, measurable objectives for this phase of the pilot Scottish Government have confirmed that they are not funding further phases of the Proactive Telecare pilot. Consideration being given as to whether this is something which ACHSCP would want to pursue without TEC Scotland funding.
Digital	Fraser Bell	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	Green	Tier 1 (Prevention)	SLT has approved the plan and are currently working with the project manager to identify the resources required to be the document authors for Grampian Guidance. Scheduled is also some time with the site owner to plan the submission of service documentation as each document will be vetted prior to publishing .
Digital	Fraser Bell	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)	JUB paper due to be presented May 2024 outlining the outcomes from a user evaluation of the use of Morse and to request for the license to be renewed for 3 years (Oct 24-Oct 27). Chief Officer meeting planned for 18th April to discuss the Grampian wide options for a Community Electronic Patient Record (EPR) using Morse and whether finance is available to support this.
Digital	Alison MacLeod	SE11	Explore ways we can help people access and use digital systems	18. Access to Digital	BAU		Oct-25	Closed	Tier 1 (Prevention)	Closed as a standalone project. Work is incorporated in a number of other projects
Digital	Fraser Bell	SE12	Deliver Analogue to Digital Implementation Plan	19. Analogue 2 Digital	FTP		Mar-25	Green	Tier 1 (Prevention)	We are continuing to source providers for delivery of the ARC, including quotes in relation to fire and security connections. An Options Appraisal was prepared and shared with the project board for consideration.
Flexible Bed Base	Fiona Michelhill	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	Fiona Michelhill	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 32 beds (22 frailty consultant led, 5 OPAT, 5 Respiratory H@H beds). Looking into video conferencing capabilities in the ward to make huddles more efficient for the staff out on visits, and for consultants to be able to link in with discussions. This was looking to come from the funds from Scottish Government but equipment will not arrive in time to be spent from this funding stream. Consultant from acute medicine to join the team for two sessions a week from May, this will support in development of the acute medicine pathway Discussions have been ongoing with Surgical colleagues, to support the early discharge of colorectal pathway patients, with pathway mapping, Plan Do Study Act (PDSA) cycle and communications and engagement plan being drawn up to progress this pathway. Monthly reporting is ongoing to the Scottish Government under Virtual Capacity Recruitment an ongoing challenge with some roles still vacant. Team leader and 3x coordinator posts due to start in the coming weeks which all will benefit the culture of the team, releasing jobs from other team members to focus on their core task and clinical work. There are plans to submit the post of the GP for the third time to scrutiny in April, this is to support the clinical team.
Frailty	Fiona Michelhill	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)	Frailty Pathway review has been completed and new Grampian Frailty Board Terms of reference agreed by all 3 Chief Officers with Governance oversight being provided by the Unscheduled Care programme Board (USC). The Grampian specific priorities agreed are: -Developing a sustainable Workforce -Implementation of a Managed Clinical and Care Network / Learning network for Frailty in Grampian -Grampian Frailty Performance Monitoring Grampian Board met on 11th March with a focus on the Managed Clinical network and a presentation from NHS Lanarkshire on their new network. As the new Grampian Board approach is now only focussed on areas where a more focussed Grampian view is needed local plans for all 3 HSCPs will also be required. These will be developed with local autonomy and demographics in mind but focussed on developing a level of shared understanding and consistency across Grampian around the following: -Hospital-based Frailty (patients with acuity of need requiring inpatient care) -Patient pathways (e.g. Aberdeen City & Shire flow through ward 102) -Step-up & Step-down pathways -Alternatives to hospital (e.g. Hospital at Home or equivalent) -Community, Prevention & Primary care approaches to Frailty -A commitment to Quality improvement approaches where appropriate -A commitment to gaining lived experience feedback and involvement For Year 3 the Aberdeen City Frailty plan and the work of the Grampian Board will be considered as separate but interlinked elements of the delivery plan. The City plan has been drafted and shared with the Grampian Board for review.

Home Pathways	Kay Diack	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	a) 01/06/2022 23/08/2023	b) Mar-25	Amber	Tier 1 (Prevention)	a) Contractor appointed for the Stoneywood development. b) Housing for Varying Needs Market Position Statement has a new working title of Specialist Provision Market Position Statement. The draft v2.5now been distributed to all service managers and leads who are pertinent to production of Market Position Statement (MPS). There is a meeting on 19/04/2024 to have final discussions before production of draft to Chief Operations Officer (COO). The MPS is to inform the Local Housing Strategy with a target date for completion of 20/05/24. The draft Market Position Statement has been sent for review to service managers and colleagues to obtain feedback prior to being sent for COO consultation on the 29th April. The Market Position Statement was due to be taken to the IJB in May however the project group has sought to defer the Specialist Provision MPS until the July IJB to allow time to ensure the Data collated and information presented within the MPS accurately articulates the specialist provision of housing currently available and what is required in the future.
Infrastructure	Alison MacLeod	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 was purchased by NHS Grampian to provide the interim solution within the Countesswells area. The fit out and furnishing of the unit is being funded by Developer Obligations that have been allocated to the Countesswells area though the new housing being built in the area. This was approved with Aberdeen City Council and the Asset Management Group of NHS Grampian. Services have been selected to operate from the Countesswells premises, after a robust application & selection process. Fit out works continue to be on track and furnishings are being ordered. The target date of May 2024 is still on track for services to be operational from the premises.
Infrastructure	Alison MacLeod	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)	The NHS Grampian Asset Management Group (AMG) has instructed the Primary Care Premises Group (PCPG) to carry out an overhaul of the plan for the 2023/24 update. The PCPP has now been approved by the PCPG, it has also been approved by the GP Subcommittee and been to AMG. Some discussion to confirm the overall Grampian wide priorities are to take place and establish agreement for all 3 HSCP's. This will be confirmed and reported back to AMG in April 2024 for final sign off.
MHLD	Judith McLenan/Kevin Dawson	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	Red	Tier 2 (Early Intervention)	Complex Care: Future Demand This project is red due to timeline alone. We are engaging with children and adult services to ensure data is being gathered/collected and may support the development of a Standard Operating Procedure to assist in future data collection. The delay is due to the extra work which is needed to make it this process business as usual, which is not quite there yet. The current workload of colleagues critical to this project has been very high which has made their participation in progressing this work challenging. It is anticipated that this project will close in June 2024.
MHLD	Judith McLenan/Kevin Dawson	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)	Currently working with contracts team and commissioners for inclusion in Complex Care framework and elements of Supported Living frameworks, to be tendered later in 2024
MHLD	Judith McLenan/Kevin Dawson	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 (AMH) Secondary Care Pathway Review: The AMH Summary Report has been finalised and the report is progressing through the Aberdeen City, Aberdeenshire, and Moray Health and Social Care Partnerships and their IJBs. This will conclude at the end of May 2024 Learning Disabilities (LD) Health Checks: Pilot in Shire commenced 3/4/2024. Community Treatment & Care (CTAC) model being discussed for the City model and Moray's Local Enhanced Service (LES) model to be decided, otherwise CTAC model may be an option. Scottish Government aware of NHS Grampian's challenges to secure robust delivery models. Oversight Group set up to provide updates and challenges to keep focus on LD Health Checks delivery. Operational Leads in each of the three Health & Social Care Partnerships to be identified to deal with issues with pilot/Test of Changes across areas. Standard Operating Procedures to be developed and project documentation refreshed. Psychological Therapies (PT): The Psychological Therapies Improvement Board (PTIB) continues to review its milestones/documentation. The work under the 'Expanding our workforce to provide high quality, safe, effective care' and 'Performance Management' short life working groups has now concluded. The Director of Psychology is currently engaged in a review of the developed national PT self-assessment tool. A review of DCAQ modelling is underway alongside the development of a Trajectory submission for Scottish Government which should be submitted mid-April. Significant senior post appointed into - Specialisms Psychology Professional Lead, who commences in post 1st May 2024. Public Empowerment Group (PEG): PEG members attended Mental Health & Learning Disabilities (MHLD) Portfolio Board Workshop on 04/04/2024. An SBAR (Situation, Background, Assessment, Recommendation) for the PEG Officer role submitted to the Cross System Strategic Delivery Team to review and it was agreed that funding will not continue beyond June 2024. This decision was supported by the MHLD Portfolio Board Lead. PEG members met with Health Improvement Scotland colleagues to discuss alternative funding streams for the PEG Officer role however, no alternative funding was identified. Support will now focus on transitional activities for the PEG as the PEG Officer role concludes. Forensic Services / Blair Unit: The Forensic Mental Health Services Steering Group formed in August 2023 on the conclusion of the Ligation Reduction Programme Board. It aims to support the Forensic Service to deliver high-quality care, to forensic patients. A paper was submitted to the NHS Grampian Chief Executive Team, with updates to the NHSG Asset Management Group. This contains recommendations on physical infrastructure improvements to the Forensic Services accommodation in December 2023, a backlog maintenance program is under development, though urgent, priority works have begun with replacement of carpets, repairs to damages within the accommodation. The Forensic Mental Health Services Workstream report was a report commissioned by the Chief Officers Group (COG) as a means of local response to the Scottish Government Independent Review into the Delivery of Forensic Mental Health Services (Barron Report (2021)). The Forensic Psychiatrist Consultant has finalised this report and has shared this with Forensic Mental Health Services Steering Group and other relevant stakeholders in February 2024. The Barron Report made 67 recommendations, to which the Consultant's report has reviewed and identified 19 local recommendations that need to be progressed. Head of Specialist Mental Health and Learning Disability Services has shared with the ACHSCP Senior Leadership Team and MHLDs Cross System Strategic Delivery Team.
MHLD	Judith McLenan/Kevin Dawson	AFHL09f	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-24	V-Completed	Tier 2 (Early Intervention)	Close out report completed and issued to Chief Officer.
MHLD	Judith McLenan/Kevin Dawson	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	1/04/23	Mar-25	Amber	Tier 3 (Response)	The new Learning Disability, Autism and Neurodiversity Bill (LDAN) is out for consultation and a face to face consultation workshop was held in Aberdeen City on 27/03/2024 to gather feedback. Work is now focused on consolidating the feedback before the submission deadline on the 21.04.24.

MHLD	Judith McLenan/Kevin Dawson	AFLH09h	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)	Northeast Suicide Prevention Leadership Group (NESPLG) to be held on Thursday 16.04.24 and quarterly contracts monitoring meeting to be held on 23.05.24. Grampian Wide Event for International Women's Day took place on 08.03.24 with speakers and discussion held in Inverurie. Grampian Suicide Prevention Leads attended National Suicide Prevention Conference and leads meeting in Glasgow on 5/6.03.24. Looking at North East piloting a new database system for death review process called QES. Meeting on 23.04.24. Aberdeen City Local Outcome Improvement Plan (LOIP) refresh. New City group is being refreshed. Police Scotland is no longer able to lead on this. The project aim should be finalised imminently.
Prevention	Phil Mackie	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 Alcohol & Drug Partnership (ADP) to take forward learning and best practice in preventing drug deaths. The group is chaired by Fraser Bell, Chief Operating Officer 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. A joint Local Outcome Improvement Plan (LOIP) project between the Communities Team and ADP will commence in August which aims to reduce the number of women drinking during pregnancy by 40% to improve mother and foetal health, and prevent conditions such as Foetal Alcohol Spectrum Disorder (FASD). Health Improvement Fund funding will also support this project through development of training materials and an awareness raising video which included contributions from public health and clinical professionals, and those with lived experience of FASD.
Prevention	Phil Mackie	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 Managed Care Network 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	Phil Mackie	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, Robert Gordons University (RGU), Occupational Therapy 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 Bon Accord Care (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 Physical Activity packs with older people 6) Working in partnership to increase active travel to Foresterhill Campus 7) discussing use of the National Physical Activity Pathway with NHSG. The Partnership has now recruited a new Public Health Coordinator to focus on the obesity agenda, including promotion of active lives and active travel. Planning is underway to incorporate a whole system approach to obesity into the refreshed Local Outcome Improvement Plan. This activity is being led by a Public Health Consultant, alongside colleagues from Community Planning Aberdeen. The refreshed LOIP is on track to come into effect on 30 April 2024.
Prevention	Phil Mackie	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)	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 Local Outcome Improvement Plan (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. 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. Public Health Team are contributing towards delivery of the Grampian Tobacco Strategy and Plan. The Public Health Team are focussing on reducing smoking amongst pregnant women, where we are working with community midwives on training and creating a digital smoking cessation app; and we are working with our community justice and Police custody suite colleagues to provide smoking cessation support for those involved in the community justice system.
Prevention	Phil Mackie	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)	5 year Health Inequities Plan for Grampian being delivered in conjunction with NHS Grampian's Public Health Directorate and other Grampian Health and Social Care Partnerships (HSCP). 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. We have received applications from various projects including support for asylum seekers, menopause, young people and gardening at sheltered housing complexes. A second round of HIF funding opened in the North Locality during January-February to allocate remaining funds which has now closed. Regular HIF updates are reported to the IJB via the Chief Officer Report. Health issues in the Community tutor training continues to be delivered. PEEP training to support disadvantaged parents and families continues to be delivered by Health Improvement Officers (HIO). We continue to support NHSG public Health Directorate's Healthy Futures Programme and the Public Health Team has secured funding from the Child Healthy Weight Fund to pilot the Healthy Futures Programme within PEEP aimed at Early Learning and Childcare Practitioners. The 10 week pilot will take place during March 2024 and an evaluation report will be reported to the Child Healthy Weight Group in May. 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. Young Carers Integrated Food Programme continues to be delivered. The Public Health Team will present abstracts and posters of effective practice at the Public Health Scotland Conference in June.
Prevention	Phil Mackie	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)	Stay Well Stay Connected was the focus of the IJB insight Session for members on 20 February. Men's Wellbeing Groups –Topic led awareness raising for groups of older men to improve health and wellbeing outcomes. RGU Sport & Exercise Science Partnership – Wellbeing Coordinator and Robert Gordon University lecturers & student placements with an ageing population. Falls Prevention Awareness Events – Information and advice on falls prevention held regularly in communities. Aberdeen Befriending Network - Discussions held with Aberdeen Council of Voluntary Organisations - ACVO. Boogie in the Bar – Monthly events - Sunnybank Football Club, The Abbot & Dee Swim Club remain hugely popular. £19,200 of funding was secured for Boogie in the Bar initiatives through the National Lottery Community Fund. Stay Well, Stay Connected Radio Show – Monthly radio show on SHMU bringing health & wellbeing advice and information directly into people's homes, Wellbeing stalls -Bringing health and wellbeing information and advice into people's communities. Soup & Sannie's - food, company & sign posting events in Seaton, Kincorth & Torry. Sheltered Housing activity programme in Seaton & Torry. Mighty Oaks (menopause) - Exercise classes, health walks and planned conversation cafes for 2024 Dementia/Cognitive decline – Cornhill wellbeing programme, Resource centre wellbeing programme & Compassionate spaces with Bon Accord Care. AGILE - 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. There have been requests for additional copies of AGILE from OT's at ARI and from Garthdee Medical Practice.

Prevention	Phil Mackie	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 Health Impact Assessment of the Local Transport Strategy was completed and will be used to inform strategic developments once the strategy is operational. Public Health (PH) input relating to the Aberdeen Local Transport Strategy (ALTS) and Transport Action Plan (HTAP) remains in place. This programme of work is being led by the HTAP Programme Manager which is jointly funded post by Nestrans and NHS Grampian.
Primary Care	Emma King	CT14	Improve primary care stability by creating capacity for general practice	39. Primary Care Stability	BAU		Mar-24	Amber	Tier 1 (Prevention)	General Practice Vision Programme: In response to current sustainability challenges and evolving needs within the NHS Grampian area, we have articulated a new vision statement and objectives that capture the changes required to move towards a more sustainable general practice sector within the area. The vision and objectives were approved by the 3 Grampian UBs in March 2024. The vision aims to chart a sustainable path forward for our practices. It highlights the commitment to delivering high-quality healthcare services that meet the needs of current and future generations. Existing resources within HSCP teams has been identified and released to deliver on the prioritised objectives. There is however a risk that the programme is not delivered due to the financial pressures across Grampian and other competing priorities. Consideration of current priorities and workforce that could be realigned to deliver some or all of the programme, as well as phasing of timelines to make workloads manageable.
Primary Care	Emma King	CT15	Deliver the strategic intent for the Primary Care Improvement Plan (PCIP)	40. Deliver PCIP	FTP		Mar-25	Green	Tier 1 (Prevention)	The Primary Care Improvement Plan (PCIP) Programme continues to deliver on its 6 workstreams and Vaccinations (VTP), Community Treatment and Care (CTAC) and Pharmacotherapy being the 3 workstream of priority and delivery is against the 2018 PCIP. CTAC - practice-based service fully delivered; clinic-based service now operating from sites (Bridge of Don, Inverurie Road, College Street, Northfield, Carden House, Airyhall, Kincoth and the City Vaccination Centre) across the city. This workstream has been delivered 98% against the 2018 PCIP plan. All staff posts have been recruited to against the plan. Looking to operate a service in Torry 2 days a week and this is work in progress. Vaccinations (VTP) - fully delivered. The service has moved into the new location in the Bon Accord Centre and the HSCP have agreed to the lease for the premises to be extended for a further year. The centre is now renamed as the Aberdeen City Vaccination & Wellbeing Hub (formerly Aberdeen City Vaccination Centre) in the Bon Accord centre. 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 estimation 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. The PCIP will be included in the GP Visioning Programme which is currently being delivered across NHS Grampian in terms of revising the delivery of the plan.
Primary Care	Emma King	CT18	Develop a vision for Primary Care	41. Deliver PCIP	BAU		Mar-24	Green	Tier 1 (Prevention)	General Practice Vision Programme: In response to current sustainability challenges and evolving needs within the NHS Grampian area, we have articulated a new vision statement and objectives that capture the changes required to move towards a more sustainable general practice sector within the area. The vision and objectives were approved by the 3 Grampian UBs in March 2024. The vision aims to chart a sustainable path forward for our practices. It highlights the commitment to delivering high-quality healthcare services that meet the needs of current and future generations. Existing resources within HSCP teams has been identified and released to deliver on the prioritised objectives. There is however a risk that the programme is not delivered due to the financial pressures across Grampian and other competing priorities. Consideration of current priorities and workforce that could be realigned to deliver some or all of the programme, as well as phasing of timelines to make workloads manageable.
Redesigning Adult Social Work	Claire Wilson	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	Lynn Morrison	KPS01	Develop a strategic planning framework for reviewing of rehabilitation services across ACHSACP /SOARS / Portfolio for phased implementation from 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)	Will carry over in to Y3. This has been confirmed as the cross-system Strategic Review of Rehab and a discussion paper is being developed.
Rehabilitation Review	Lynn Morrison	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)	Workshops were held on the 18th and 26th of March with a variety of stakeholders attending across Grampian, these were well attended. From these the attendees gave opinions on how the budget should be spent and the programme team are working on how this options might look for the redesign of the pathway. These options will be presented back to the group during April to agree the implementation plan and then progress will be made on recruitment in the Phase one of the spending.
Resilience	Martin Allan	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 MTF. 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 MTF, 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	Martin Allan	SE15	Develop proactive, repeated and consistent communications to keep communities informed	46. Community Communications	BAU		Mar-25	Green	Tier 1 (Prevention)	Communications 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. A "Comms Trustees" Group has been established which allows more ACHSACP staff access to post social media content. The Group have developed a diary of social media post for various ACHSACP events planned in 2024/25 and will arrange for comms to be issued for the events.
Resilience	Martin Allan	SE23	Review Care for People arrangements	47. Care for People	BAU		Mar-24	Amber	Tier 1 (Prevention)	The City Care For People (CFP) Plan has been reviewed in 23/24, however once the Persons at risk Database (PARD) has been finalised the CFP Plan will be further revised. Representatives from Aberdeen City Health and Social Care Partnership and Aberdeen City Council are meeting with Aberdeenshire officers in April 2024 to discuss how the Shire's PARD system works to see if the City's system can be updated. The Grampian CFP Group met in Feb 2024 to discuss the outcomes of the exercise held in December 2023 around when a Grampian CFP Group should be set up in response mode, as a result a revised agenda for the Care For People Group in response mode has been approved and will be available for the next time there is a need for a Grampian Care For People response.

Resilience	Martin Allan	SE24	Review SMOC arrangements	48. SMOC Review	BAU		Mar-24	Green	Tier 1 (Prevention)	In March 2024, SLT agreed that ACHSCP would operate a two-tiered emergency response structure: Strategic and Operational. Senior Managers On Call do not now attend the week day Daily System Connect meetings, allowing them to focus on strategic response as a Category 1 Responder under the Civil Contingencies Act 2004. A further 3MB will be submitted to SLT around some logistical matters arising from the SLT decision.
Resilience	Martin Allan	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	Amber	Tier 1 (Prevention)	Since SLT agreed in March 2024, that ACHSCP would operate a two-tiered emergency response structure, work has been ongoing to draft a generic emergency activation plan. Officers continue to liaise with ACC and NHSG colleagues on this, with the plan to bring the draft document to SLT in the first quarter of 2024/25.
Resilience	Martin Allan	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)	The National Care Service (Scotland) Bill recently passed Stage 1 of the Scottish Parliamentary process. As part of Stage 2 over the coming months, we can anticipate Scottish Government proposals that would amend the Bill in its current form and provide more detail of the future shape and form of an NCS. Aberdeen City preparations for, and influencing of, an NCS is coordinated through the Aberdeen City NCS Programme Board, chaired by the ACHSCP Chief Operating Officer (COO). The COO is also engaging with the Scottish Government and Society of Local Authority Chief Executives (SOLACE) to influence final decisions in respect of the NCS. This includes putting Aberdeen forward as a pathfinder for different elements of the Bill.
Social Care Pathways	Claire Wilson	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	Closed	Tier 1 (Prevention)	Agreed at SLT on 10th January 2024 this will be closed as a standalone project with the work being incorporated into the Social Care Pathways Review going forward.
Social Care Pathways	Claire Wilson	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)	<ul style="list-style-type: none"> Programme Implementation Plan is in place to monitor overall progress of this work. Main updates at this point are. Social Care Pathway (SCP) 4 Hospital Discharge Pathways - Realignment to ward structure implemented. Monitoring of impact will be ongoing during winter period. Initial benchmarking survey indicates positive impacts for both SW and Ward staff. SCP6 - Preventative & Proactive Care - SCP6.5 - Initial Point of Contact (IPOC)- Workshop has taken place to consider how IPOC will be structured, sense-making in progress to inform a business case. SCP6.5 - Getting it Right for Everyone (GIRFE) - Pathfinder work will restart in April to test GIRFE prototypes as agreed by Scottish Government ministers. SCP 9 - Technology Enabled Care (TEC) plan incorporated within the SCP Board structure due to complimentary nature of projects and leadership responsibility moving to Chief Social Worker. Further work ongoing to streamline structure for various TEC projects. Electronic Medication Administration Recording (EMAR) and Assisted Care Robots progress presented to Senior Leadership Team in March. SCP 10 - Discharge to Assess - Situation, Background, Assessment, Recommendation (SBAR), presented to February SCP Board proposing a move away from a specific Discharge to Assess model to more scoping of existing services and how these can link together to facilitate Hospital discharge. Workshop planned for May 16th. SCP Newsletter available to provide an overview of work within the board during 23/34. <p>As part of additional work identified to achieve budget savings a new project was identified in relation to Charging policy - Contributing to your care. This project will be delivered in three elements</p> <p>The first element is focusing upon restarting / starting payment for meals and services that were previously charged and moving away from cash systems to direct debits. Within phase two, a refreshed Charging Policy will be launched with communication to staff and public to support this. The third phase will be a change in modelling of finance into individual budgets for all clients within D365. The changes and developments will incrementally increase finance and greater sustainability for services delivered. This will sit as a standalone project in the Y3 plan.</p>
Social Care Pathways	Claire Wilson	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 timeously, 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). A phased improvement plan for improving use of Chronologies is being developed, due to be finalised by May 2024. 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 – key data to be added in to the dataset which goes to the Adult Protection Committee. 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). Survey delayed, due to be circulated mid-April, with closing date end April. Workshop re our approach to LSIs took place on 9th Oct 2024 – guidance being developed.
Social Care Pathways	Claire Wilson	CT05	Deliver the Justice Social Work Delivery Plan	54. Deliver JSW Plan	BAU		Mar-25	Green	Tier 1 (Prevention)	<ul style="list-style-type: none"> The task of identifying suitable premises for the Unpaid Work team remains unchanged, there is however, one particular site of interest at present and this is at the planning stage in collaboration with the Project team. The new D365 system is being utilised as a working tool, Scottish Government returns were submitted for 2022/23 appropriately and progress is being made towards the 2023/24 returns. Following the introduction of Bail Supervision and Electronic Monitoring on Bail legislation in May 2022 we continue to see increasing numbers of assessments and imposition of Orders. This supports the national aim to reduce numbers of those remanded in custody as well as providing individuals with necessary support and interventions at an early stage. Additional government funding is provided based on the data returns and the service is staffed appropriately. The Scottish Government have commissioned a review of National Outcomes and Standards for Community Payback Orders, a Senior Social Worker from the JSW team in Aberdeen is participating in this on behalf of Aberdeen City Council. A post for a Strategic Service Manager within Justice Social Work has been approved and will be advertised in the coming weeks. The JSW Delivery Plan expires in 2024, it is envisaged that once the new Strategic Service Manager has been appointed, they will review and present a new Delivery Plan in liaison with current partners.
Strategy	Alison MacLeod	AFHL01	Deliver 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)	Equality Outcomes and Mainstreaming Framework (EOMF) is a standing item on Equality and Human Rights (EHR) group agenda, a number of areas being progressed including the development of the DiversCity Officers Network and review of the partnership's Equality and Human Rights internal and external webpages. New EOMF and Inequality Impact Assessments (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 Health and Social Care Partnerships (HSCP). Annual progress report of EOMF being presented to next IJB on 7 May 2024.

Strategy	Alison MacLeod	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 UNCRC are incorporated.	56. Publish HIAs	BAU	01/04/2021	Mar-25	Green	Tier 1 (Prevention)	New Inequality Impact Assessments (IIA) process, including UNCRC, is now in place following approval of this and the new EOMF by the IJB on 25 April 2023. Previous Health Inequality Impact Assessments (HIA) are 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. DiversCity Officers Network continues to progress with initial discussions in place with Aberdeen City Council (ACC) Equality Development Officer and Health Improvement Manager, Public Health Scotland for opportunities to collaborate and share learnings. Training Programme developing with (Grampian Regional Equality Council) GREC, as well as 3rd Sector reps to join the DiversCity Officer Network. Strategy Senior Project Manager attended Equalities Participation Network and shared the partnership's work and aspirations around IIAs. Group will help form and shape the Review process. Updated IIA procedure which includes Consumer Duty and Armed Forces Duty being presented to next IJB on 7 May 2024.
Strategy	Alison MacLeod	AFHL04	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.	57. Climate Change and NetZero Programme	BAU	Aug-22	Mar-25	Green	Tier 1 (Prevention)	This work was reviewed given resourcing challenges and it was concluded that the most appropriate course of action would be for this work to be integrated as a full transformation programme into the next strategic plan. Therefore an alternative approach to Y3 is being developed to focus on the development of a business case which will outline all of the workstreams/projects under the climate change programme, and which will be presented to IJB and the June 2024 IJB insight session.
Strategy	Alison MacLeod	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)	The Carers Strategy Implementation Group (CSIG) continues to meet bi monthly and presented the annual progress report in relation to the Carers Strategy at IJB on 6 February 2024. Topic Specific Seminar was hosted with IJB members on 9 January 2024 and our Annual Carers Survey has now closed with information and feedback being gathered. A CSIG development session to look ahead at Year 2 of the Carers Strategy and the action plan took place on 28 March 2024 and funding for Carers Support Initiatives was approved through the existing budget.
Strategy	Alison MacLeod	KPS19	Help people to ensure their current homes meet their needs including enabling adaptations	59. Suitable Homes	BAU		Mar-25	Green	Tier 1 (Prevention)	The Disabled Adaptations Group (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. DAG continues to consider and monitor all major and minor adaptations to meet needs and requirements of people living in their homes.
Workforce	Sandy Reid	SE01	Deliver the Workforce Plan	60. Develop Workforce Plan	BAU		Mar-25	Green	Tier 1 (Prevention)	The workforce plan is aligned with the Aberdeen City Health and Social Care Partnership (ACHSCP) strategic plan 2022 – 2025 and focusses on three essential core elements: recruitment & retention, mental health & wellbeing, and growth & opportunities. Workstreams have been established for the core elements of the plan as well as an oversight group made up of senior representation across the partnership to monitor and ensure delivery of the plan. These meetings take place every 6 weeks and the annual update on the workforce plan was delivered to RAPC on 28 November 2023, where it was approved. The ACHSCP Annual Workforce Conference took place on 29th February 2024 and was a success. Feedback is being obtained to plan ahead for the next one.
Workforce	Sandy Reid	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	Amber	Tier 1 (Prevention)	Very successful volunteer trial held at Health Village cafe in March and working now with NHS Grampian to expand this to 'wayfinding' at health village. Ongoing volunteer input at city vaccination hub
Workforce	Sandy Reid	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 OLT updates. Funding being sought from 23/24 budget process to continue initiatives. 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. Workstream for Staff Health and Wellbeing main action is Staff Engagement.
Workforce	Sandy Reid	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	Sandy Reid	SE22	Create and implement an SLT Team Development Plan	64. SLT Development Plan	BAU		Mar-24	Green	Tier 1 (Prevention)	Regular Development Sessions are now taking place, with a core Development Group of four members of the SLT taking the lead on planning and facilitating these. Views of the wider SLT members are sought on the topics to be covered. This is now an embedded feature of the way SLT work. The project will be considered delivered within year 2 and deemed to be business as usual going forward."