

Delivery Plan Y3 Workplan 2024-25

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

Programme	Programme Description	Ref#	Project Description	Title	Project Type	Start Date	End Date	Delivery Partner	Services Allocated	Category	Tier	Latest Update
Commissioning	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.	3E27	Review of Bon Accord Care contract and redesign of associated service specifications.	65. Review BAC contract	BAU	24/02/2023	31/03/2025	✓ Complete	N/A	Future Sustainability	Tier 3 (Response)	Contract has been reviewed with new service specifications added, contract has been signed by both parties
Commissioning	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.	3E28	Review of GCC Contract to reflect flat cash agreement.	66. Review GCC Contract	BAU	30/06/2023	31/03/2025	✓ Green	N/A	Future Sustainability	Tier 3 (Response)	Care @ Home Strategic Oversight Group meeting held on 17/12. Teams site has been created, folder structure agreed and all documents saved in relevant channels and folders. Still some external colleagues cannot access the Teams site, and those that can are having issues opening files. This has been raised with Digital & Technology. Work has started on an overarching plan to tie together all workstreams. TEC Workshops have been held to determine how usage of TEC can be expanded across city. 2 workshops held for professionals, and one with a group with lived experience. 16 care management companies & NHS24 attended professionals workshop. 17 people with lived experience attended lived experience workshop. Further workshops to be held with public groups across Aberdeen to find out where TEC can help meet challenges in accessing and receiving services. Climate Change workstream met, and climate change training will be looked at as part of Training Academy workstream. VSA climate change strategy will be developed. Meetings held with Scottish Government to gain insight on their approach to measuring GHPE & Ethical Commissioning principles. How this can be implemented across Care at Home is being explored by Lived Experience workstream. Audit carried out to find out how GCC gathers patient feedback, and how this is integrated into quality improvement. Risk Assessed Care meeting held on 10/02. The key actions from this meeting are to: 1. Start a pilot for risk assessed care. 2. Ensure prescribers and equipment are available. 3. Form a small working group to review and align processes. 4. Set up a follow-up meeting with the right people involved. 5. Capture baseline care level, step up/down, client group, date, and reason for change. 6. Implement debrief meetings to address discharge issues. 7. Start tracking discharge issues and gather data on patterns. 8. Populate the planner with actions and meet again in a month. The Training Academy is currently analysing the differences and similarities of the Granite Care Consortium and Bon Accord Care training packages. • Training Academy Meeting Held: Discussions focused on developing a collaborative framework, leadership development, and a transferable training passport. • Operational & Leadership Development identified as Priority Areas. • Baseline Training Data Collection Underway. • Due to the scale and complexity of GCC's operations, additional time may be required to gather and consolidate training data across all providers.
Commissioning	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.	3E29	Review of use/availability of Interim Beds	67. Interim Beds	BAU	26/03/2024	31/03/2025	✓ Complete	100,000	Budget Saving	Tier 3 (Response)	Contract ended with Woodlands 31.5.24, 2 beds at Desiride remain until March 2025. 14/04/2025 - The funding for the Desiride beds were to be sustained as there was some underspend from Woodlands which enabled us to extend the time we had the beds commissioned. The beds in Desiride ended on 31/03/2025
Commissioning	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.	3E30	Consolidation/streamlining of existing MHLd commissioned services	68. MHLd Commissioning	BAU	29/03/2024	31/03/2025	✓ Complete	65,000	Budget Saving	Tier 3 (Response)	Contract commenced 1st September, full savings profile to be provided by contracts
Commissioning	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.	3E31	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	69. Collaborative Counselling	BAU	31/03/2023	31/03/2025	✓ Green	N/A	Future Sustainability	Tier 2 (Early Intervention)	An initial Steering Group meeting has been organised for the 17th January. A pre meeting has taken place with key members of the group to plan the session to ensure opportunities are maximised. Project is at risk due to the UB decision around grant funding which has damaged the relationships with counselling services and the partnership. 14/04/2025 - Funding is in place for the next financial year for the counselling contracts and also for Thinc and Dal A Bus (DAB). There is to be further review for the UB in December
Communities	Provide community based services co-designed and co-delivered with our communities.	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 co-delivered, all responding to local need, to feed into a wider initiative on Priority Intervention Hubs	8. Priority Intervention Hubs	FTP		31/03/2025	✓ Green	N/A	Prevention	Tier 2 (Early Intervention)	Community Appointment Days - The hub is being used to deliver monthly Community Appointment Days which follow a whole system approach, focusing on prevention, early intervention and self management of conditions. COPD CAD planned in May, Dementia Post Diagnostic Support CAD being planned for June & Chronic Pain CAD planned in July. Health Defence Team (CHSD) - The team are working closely with Chest Heart Stroke Scotland (CHSS) for the introduction of a Health Defence Team planned to commence around August 2025 which will see the delivery of free Health Assessments, Physical Activity support with walking groups and physical activity in face to face of virtual settings, health information and a tailored specific focus on women's health. This will be a drop in Service - open to anyone, although the Team are also focussing on Woman's Health (women at risk of Stroke/heart disease/ Diabetes etc) so this may be a particular focus of the Team. The benefit of this work is to focus on prevention and self management. The main benefits will be: Providing accessible health checks to help in early detection and prevention of health issues. Providing personalised lifestyle support tailored to individual needs promoting sustainable lifestyle changes. Run service classes at health centres encouraging physical activity to improve health outcomes. Collaborate with local communities to co-design services that meet specific needs ensuring support is relevant an effective, fostering a sense of community and a shared responsibility for health. Focus on self management - empowering individuals to manage their condition through education & support. This includes providing resources and training to help people understand their health and make informed decisions This work is being developed jointly with the Grampian Respiratory Management Clinical Network, Diabetes Clinical Lead, Stroke MGN and Lead for women's health. The team are due to meet with Primary Care Lead shortly to provide more information and work closely with GPs to develop this further. Although based in the Vaccination & Wellbeing Hub, the Team would plan to work within other local community hubs for example (Get Active at Northfield & Tillyphone Community Hubs)
Communities	Provide community based services co-designed and co-delivered with our communities.	CT08	Lead on increasing and diversifying the membership of our Locality Empowerment Groups and increasing wider participation in locality planning.	6. Develop LEGs and increase participation.	BAU	06/04/2024	31/03/2025	✓ Green	N/A	National Agenda	Tier 2 (Early Intervention)	Chronic Pain - Whole System Approach - Following successful Chronic Pain Community Appointment Days, the HSCP will work closely with the Team to train Pain Champions to provide weekly/monthly signposting support at the hub and the introduction of a Pain Cafe to enhance signposting and self management of condition. Counselling Health & Wellbeing Clinic - The Clinic opened its doors on the 3rd March and now provides Pre-school Immunisation Clinic, CMMC Clinic, Health Visitors and Speech & Language Therapy. Attendance at Locality Empowerment Group (LEG) meetings has remained stable year on year, with 32 participants attending LEG meetings during January-February 2024, and 31 participant attending LEG meetings during January-February 2025. All three LEGs have reasonably equal gender representation; all are attended by people with disabilities and from different ethnic backgrounds, and all three LEGs are represented by both older people and those of working age. Work is ongoing to ensure more consistent attendance from young people; and to identify more ethnic minority representatives for all three LEGs. A citywide Locality Planning meeting for LEG and Priority Neighbourhood Partnership (PNP) reps was delivered on 20 January at NESCC city campus with eight community members in attendance. The purpose of the meeting was to seek community views to increase participation and diversity in locality planning. A summary report was prepared and circulated to LEG and PNP members. This report will be used to inform the development of new Locality Plans later in the year. The Locality Planning Team are also taking the lead in planning and delivering six Locality Consultation and Engagement sessions between March-May which will provide an opportunity for our community members to engage on the draft UB Strategic Plan.
Communities	Provide community based services co-designed and co-delivered with our communities.	CT09	Deliver North, Central and South Locality Plans and report on progress	8. Delivery Integrated Locality Plans	BAU	06/04/2024	31/03/2025	✓ Green	N/A	National Agenda	Tier 2 (Early Intervention)	Refreshed Locality Plans were prepared following extensive engagement with community planning partners and community members between October 2023-March 2024. The refreshed Locality Plans incorporate 60 community change ideas which the Locality Planning Team will work with Local Outcome Improvement Plans (LOIP) project managers and community members to deliver. The Locality Plans align with thematic priorities of the citywide LOIP. To improve the economy, people, place and community empowerment within each of our three Locality areas. The refreshed LOIP and Locality Plans were endorsed by the UB at its meeting on 6th July 2024. Annual performance reports for all three Locality areas will be presented to the UB's H&MPC and Community Planning Board in June. A series of Locality Consultation and Engagement events will be planned and delivered by the Locality Planning Team between March-May. These sessions will use Public Health Scotland's Place Standard Tool to receive community feedback on what they think about their local local neighbourhoods, and how they can be improved. This feedback will help establish priorities for the new Locality Plans which will be developed over the winter of 2025-26.
Communities	Provide community based services co-designed and co-delivered with our communities.	CT11	Ensure the use of Our Guidance for Public Engagement is embedded	9. Public Engagement	BAU	31/03/2024	31/03/2025	✓ Green	N/A	National Agenda	Tier 2 (Early Intervention)	The links within ACHSCP's "Our Guidance for Community Engagement, Human Rights and Equalities 2024-26" continue being checked and altered where necessary on a rolling monthly basis. The Guidance sits within the ACHSCP's Creative Commons statement and copyright to prevent alteration, and seek citation if used or published by anyone out with the ACHSCP. Highlighting the resource to colleagues within the ACHSCP to help inform some or all of their engagement activities is ongoing. Annual updated guidance will be submitted to May 2025 UB meeting along with the ECOMF and Assessing our Impact procedure.
Communities	Provide community based services co-designed and co-delivered with our communities.	CT12	Promote the use of Care Opinion to encourage patients, clients, carers and service users to share experiences of services, further informing choice.	10. Care Opinion Promotion	BAU	01/03/2024	31/03/2025	✓ Green	N/A	National Agenda	Tier 2 (Early Intervention)	Care Opinion Subscription will come to an end 31 March 2025, upon review of use, it has been agreed not to continue with Partnership Subscription beyond 31st March. Alternative options will be supplied to our teams to continue to follow the Complaints and Compliments procedure. There is also an opportunity to promote the CommsTrustee group and stories to come to them to promote on internet, Website and Social Media where appropriate. It is very important that we used lived experience stories to improve and promote our services.

	Provide community based services codisigned and coledivered with our communities.	PH08	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.	11. Community Intervention	BAU	06/04/2024	31/03/2025	Green	N/A	Future Sustainability	Tier 1 (Prevention)	The Grampian Gathering was held on 12 October 2024 in the Beach Ballroom. 193 community members attended the event, alongside over 100 stall holders from the private, public, third, and independent sectors. A full evaluation report on the event has been prepared, though early results show community attendance increased from 1270 in 2023 to 193 in 2024. The number of information stalls increased from 30 to 68, and 94% of attendees reported the event either met or exceeded their expectations. Planning has begun with multi-agency colleagues to deliver the annual Wellbeing and eMAR Festivals in May. It was decided by SLT that due to the financial position the Gathering will no longer continue into 2025, however the Wellbeing Festival will continue and is currently being planned with Shire and Moray colleagues. There has been a huge increase in numbers of both hosts and activities planned for this years festival and the mascot has been selected from the City Primary Schools who participated in the competition. There will be a host engagement event which will be held in April for all hosts to come along and hear a bit about the history of the festival, the evaluation highlights, how to promote events and a bit about how to effectively measure.
Digital	Maximise the use of technology to support innovation, efficiency and access to services.	SE06	Support the implementation of Electronic Medication Administration Recorder (eMAR) in our care homes.	14. eMAR Implementation	FTP	07/04/2023	31/03/2025	Green	TRC	Budget Saving	Tier 2 (Early Intervention)	The Camascope eMAR system went live at Back Hilton Road Learning Disability Service on January 11, 2025. The system has replaced traditional paper MAR sheets with a digital version, enhancing stock management and tracking. Initial feedback has been overwhelmingly positive from Back Hilton, with staff reporting notable time savings and increased efficiency. The integration of the Pharmacy software with Camascope has experienced technical issues which Camascope are currently working to resolve. The current medication policy has been reviewed and meets the requirements of eMAR. Recommendations have been made regarding inclusion of specific reference to eMAR when this is updated. An evaluation of the system's impact is currently underway, with findings to be shared once available. A SBAR paper with regard to roll out the eMAR system to four other LD sites will be presented to the Senior Leadership Team when all the necessary information has been sourced. Overall, the implementation has been successful, and the project continues to progress well.
Digital	Maximise the use of technology to support innovation, efficiency and access to services.	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		31/03/2025	2 Closed	N/A	Future Sustainability	Tier 2 (Early Intervention)	29/01/2025 SLT have made a decision to formally pause this project. So this project is now Closed for Y3. This project relies on the operational business adopting the new method this would take time and resource from the digital team project and priorities are currently undergoing a restructure and this free up resource to concentrate on the priority project.
Digital	Maximise the use of technology to support innovation, efficiency and access to services.	SE10	Review the future use of Morse in Community Nursing and Allied Health Professionals	17. MORSE Review in CN/ahPs	BAU	01/03/2024	31/03/2025	1 Complete	N/A	Budget Saving	Tier 2 (Early Intervention)	Evaluation was completed and presented to Integration Joint Board (IJB) in May 2024 alongside a paper recommending the renewal of the license for a further 3 year period until October 2027. This was approved.
Digital	Maximise the use of technology to support innovation, efficiency and access to services.	SE12	Deliver Analogue to Digital Telecare Implementation Plan	19. Analogue 2 Digital Telecare	FTP	30/06/2023	27/06/2025	2 Green	N/A	National Agenda	Tier 2 (Early Intervention)	Following the Project Kick-off Meeting for the Digital Alarm Receiving Centre (ARC) Rollout, several meetings were held with the vendor to finalise the project plan. We are targeting a go-live date in spring 2025. While data preparation activities are progressing well, testing of dispersed alarm units is advancing slowly. The transition from analogue to digital community alarms is proceeding smoothly, with only 7 out of 2277 units remaining to be replaced. We are awaiting confirmation on the infrastructure required to connect grouped living schemes to the new ARC. However, Turnstall has confirmed that the Pre-Digital Phone Line (PDPL) provided by BT and other communication providers will be compatible with the warden systems installed at our sites. This interim solution will be supported until 2030. We have obtained a quote for the preferred digital dialler (CIS Dual-Com Pro), which is intended to replace those in Fire & Security panels to ensure their connection to the new ARC. Compatibility with existing Fire & Security panels has been verified, and insurance requirements have been confirmed. Comprehensive testing will be conducted soon, as we have received testing units from vendor. The project is making significant progress, with key milestones on track. Further updates will be provided as more information becomes available, as we continue to work towards a successful transition.
Digital	Maximise the use of technology to support innovation, efficiency and access to services.	SE32	Creation of capacity through targeted digital investment and service redesign.	70. Digital Investment	BAU		31/03/2025	2 Closed	250,000	Future Sustainability	Tier 2 (Early Intervention)	Digital Investment sets out a proposal to invest in the two proposals from Microsoft as part of Phase A to deliver : Social Work Practitioner Application; and Home Care Commissioning Portal. 29/01/2025 - SLT decision to formally pause this project for Y3. This project is now closed. There is still a keen interest to deliver these applications but this will need to be reviewed from a financial viability aspect.
Frailty	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.	KP013	Ensure that the acute frailty wards within AR are able to meet patient need and allow flow through the hospital.	71. AR-based Frailty	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	The pilot of the Liaison Service with General Medicine wards due to commence in January 2025 is currently postponed due to the participation of NHS Grampian in the National Discharge Without Delay Programme of work which will commence March / April 2025. This work will now be progressed as part of this programme. Frailty Liaison work is taking place with surgical wards with weekly visits to the wards now in place to review patients who would gain the most benefit of being on the frailty pathway. Discharge to Assess trial continues, links and processes with the frailty wards are established and the trial has now been extended to cover the Emergency Department (ED) and Acute Medical Inpatient Assessment (AMA). This work links into the National Discharge Without Delay programme of work and will be further developed via this programme. During the Discharge to Assess trial 18 patients followed this pathway, the majority of these patients remained at home and their care needs responded to there, only 1 individuals were readmitted. This trial has now ended as this work will be further progressed via the National Discharge Without Delay Programme of work.
Frailty	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.	KP024	Understand the Woodend-based Frailty provision requirement (patients with acuity of need needing in-patient care) linked to the Review of Refuge	72. Woodend-based Frailty	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	Future of Rosewell decision may have an impact on Woodend-based frailty. Rosewell House is currently operating over budget and with budget savings required to be made across the partnership a budget paper will be presented at the IJB in March. At this time for Rosewell the focus will be on ensuring there is no overspend within the allocated budget. Rebala Review Programme Plan developed and progressing. This focuses on implementation of rehabilitation hubs in in-patient settings, strengthening rehabilitation in the community with community partners and providing a 7-day service.
Frailty	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.	KP025	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 processes.	73. Patient Frailty Pathways	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	High level process mapping of the frailty pathway has taken place via the USC Ecosystem mapping process but it was agreed at the frailty board in Dec 24 further work is required to develop this further and link to the frailty evidence review work by public health and the new frailty standards. A frailty system wide process mapping event is scheduled for the 13th March to complete this work.
Frailty	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.	KP026	Ensure that there is step up and step down capacity for Frailty patients including the 40 beds within Rosewell and put forward recommendations for the use of the remaining 20 beds.	74. Step up and step down pathways	FTP	01/04/2024	31/03/2025	2 Amber			Tier 3 (Response)	Rosewell House is currently operating over budget and with budget savings required to be made across the partnership a budget paper will be presented at the IJB in March. At this time for Rosewell the focus will be on ensuring there is no overspend within the allocated budget.
Frailty	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.	KP027	Ensure there are appropriate alternatives to Hospital for Frailty patients (delivering via Expansion of Hospital at Home)	75. Alternatives to hospital	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	All relevant information provided within the Hight update section.
Frailty	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.	KP028	Develop Community, Prevention and Primary Care approaches to the HS Frailty Standards including those relating to falls, and align with existing prevention workstreams utilising the GIRFEC approach where relevant.	76. Community, Prevention and Primary Care Approaches to Frailty	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	Discharge to Assess trial continues, links and processes with the frailty wards are established and the trial has now been extended to cover ED and AMA. This work links into the National Discharge Without Delay programme of work. Frailty workshop scheduled for the 13th March - process map of the frailty pathway to be further developed with aim to identify and progress any gaps. The new frailty standards and the public health frailty evidence review will be reference points for this work. Links with the community appointment days are in place and the frailty board team are learning from these and consider the approach to support frailty prevention.
Frailty	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.	KP029	Contribute to, and influence the decision making of, the Grampian Board for Frailty reporting to the USC Programme Board as required. (NB: programme management support being provided to Grampian Frailty Board by A&HSCP)	77. Contribution to Grampian Frailty and USC Programme Board	FTP	01/04/2024	31/03/2025	2 Green			Tier 3 (Response)	Frailty workshop scheduled for 13th March - process map of the frailty pathway to be further developed with aim to identify and progress any gaps. The new frailty standards and the public health evidence review will be the reference points for this work. TPM for frailty attends the USC programme board and providing appropriate updates. TPMs from USC now frailty programme board to ensure NHS Grampian is taking part in the national Discharge with Delay programme of work, key representatives from frailty and USC are around the development and implementation of this work.

Home Pathways	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	AFHL06	Investigate whether we can bring people back into authority and whether this is more cost effective.	23. Home Pathways	FTP		31/03/2025	Green	N/A	Future Sustainability		Tier 2 (Early Intervention)	a) The Care Inspectorate had agreed to prioritise the standalone long-term registration for Stonewood, aiming for completion by April. Registration hasn't been completed yet. We don't anticipate any issues with this and the Area Manager for The Richmond Fellowship Scotland continues to meet with them weekly. The Stonewood Project Team meets again on the 22nd April 2025, so there may be more progress by then. A Team Manager and two Seniors have also been appointed by the provider, The Richmond Fellowship Scotland (RFGS). There are funding challenges for the vacant building adjoining the Stonewood site and alternative funding sources are needed to explore how it will be used. Updates on the evaluation plan were discussed alongside the need for a meeting about funding for Just Housing. The Data Protection Impact Assessment with TRF has been completed and is ready for sign-off. A site visit has been planned to assess environmental risk factors for individuals with significant autism and high sensory needs. b) The Independent Living and Specialist Provision Housing Market Position Statement was approved at IJB on the 19th November. The document has now been published and promoted on the news section of the ACHSCP website.
Home Pathways	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	AFHL14	Review Scheme of Assistance with a view to revising criteria for eligibility for funded adaptation support.	78. Scheme of Assistance	BAU		31/03/2025	Green	350,000	Budget Saving		Tier 2 (Early Intervention)	This project started out on the understanding that a change to the Scheme of Assistance was required in order to amend working practices to meet the reduced budget. There are no savings as such, the work is to avoid a budget pressure to the value of the budget reduction. During scoping it became apparent that a change to the Scheme is not required, nor is there any requirement to change guidance for the Occupational Therapists undertaking assessments. The change required will come from robust application of the guidance to the letter as over time a great deal of flexibility has been introduced. The impact of this change has been assessed and training is currently being refreshed for staff. This work has also led to exploration of alternative supports for those who may be impacted.
Home Pathways	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	KF19	Help people to ensure their current homes meet their needs including existing adaptations	59. Suitable Homes	BAU	01/04/2024	31/03/2025	Green				Tier 2 (Early Intervention)	The Disabled Adaptations Group (DAG) continues to meet quarterly and a sub group has been established to ensure alignment with the recently published Adaptations guidance. The baseline assessment tool is being used to deliver this. DAG continues to consider and monitor all major and minor adaptations to meet needs and requirements of people living in their homes.
Hospital at Home Expansion	Increase the capacity of Hospital at Home to 50 beds, with the beds operating at consistent levels by March 2025. These will be for Medical and Respiratory Pathways as well as the current Frailty, End of Life Care and OPAT Pathways.	KF12	Monitor use of Hospital at Home beds for the Frailty Pathway.	79. Monitor use of HGH Beds	FTP	01/04/2024	30/09/2025	Amber		Prevention		Tier 3 (Response)	The team remain committed to the target of 50 beds operating at a consistent occupancy by the end of March 2025, however significant staff absences (due to unplanned and planned leave) within the HGH team are impacting patient flow in the service. Significant staff absences were in the AMP team, this had an impact on service flow and reduced the available capacity within the service. The majority of these staff have now returned to work. Currently when fully staffed the HGH service can provide capacity up to 50 beds. The team are working on a Scottish Government request to increase opportunities for expansion. Key work around increases referrals to the service is taking place and includes: - Ongoing engagement and service promotion with Primary Care - Direct referral route from CAAAs (Community Adult Assessment & Rehab services) to be tested. - Investigating direct referrals from community heart failure nursing team - Applying flexibility to non frailty patient referrals, with referrals being taken direct from the city visit nursing teams.
Hospital at Home Expansion	Increase the capacity of Hospital at Home to 50 beds, with the beds operating at consistent levels by March 2025. These will be for Medical and Respiratory Pathways as well as the current Frailty, End of Life Care and OPAT Pathways.	KF30	Implement actions in relation to HGH beds available for Respiratory Medicine	80. HGH Beds for Respiratory Medicine	FTP	01/04/2024	30/09/2025	Amber		Future Sustainability		Tier 3 (Response)	This project has amber BRAD status due to the occupancy of the Respiratory beds remaining low. The acute medicine consultant is leading on these beds and is working with the respiratory team to educate, build confidence in the HGH service to increase the flow of these patients.
Hospital at Home Expansion	Increase the capacity of Hospital at Home to 50 beds, with the beds operating at consistent levels by March 2025. These will be for Medical and Respiratory Pathways as well as the current Frailty, End of Life Care and OPAT Pathways.	KF31	Implement actions in relation to HGH beds available for Acute Medicine	81. HGH Beds for Acute Medicine	FTP	01/04/2024	30/09/2025	Green		Prevention		Tier 3 (Response)	Development of the flow into the non frailty beds (acute & rehab) has increased steadily increased due to the efforts by the acute medicine consultant. Referrals direct from City Visits are now established for the acute patients and this has had a positive impact on flow, with greater flexibility being applied to the referrals. The admission avoidance route remains the priority due to the difficulties / time required in moving patients once admitted to A&E.
Hospital at Home Expansion	Increase the capacity of Hospital at Home to 50 beds, with the beds operating at consistent levels by March 2025. These will be for Medical and Respiratory Pathways as well as the current Frailty, End of Life Care and OPAT Pathways.	KF32	Brose digital and IT arrangements are in place for HGH expansion.	82. Digital and IT for HGH Beds	FTP	01/04/2024	30/09/2025	Not Started				Tier 3 (Response)	This remains in the background of the development of the service as it is not a priority at this time. Development of a daily set of remote observations for non frailty patients would enhance and support this pathway, the use of blood pressure monitors is being investigated. Engagement with the innovation team and a demonstration of the Freebys system remote monitoring system has taken place. The HGH team given the expansion pressures have concluded they are not in a place to integrate this remote monitoring system at this time. Potential for use once the flow of non frailty patients is more established. This work is now on hold. 15/04/2025 - At the time of writing this it was on hold, but it is now being progressed again
Hospital at Home Expansion	Increase the capacity of Hospital at Home to 50 beds, with the beds operating at consistent levels by March 2025. These will be for Medical and Respiratory Pathways as well as the current Frailty, End of Life Care and OPAT Pathways.	KF33	Implement Workforce and Organisational Development actions for HGH expansion.	83. Workforce and OD for HGH Beds	FTP	01/04/2024	30/09/2025	Green		Future Sustainability		Tier 3 (Response)	OD have been involved with the HGH team particularly around Courageous Conversations training. These have been well received by the team and are now complete. HGH continue to be link in with OD on the developments and team engagement required to meet the service aims by March 25. The Workforce Plan development has been paused to allow all efforts to be focussed on the expansion of the service and meeting it's target.
Infrastructure	Assess future infrastructure needs and engage with partners to ensure these needs are met.	SE20	Develop an interim solution for the provision of health and social care services within the Courteswells housing development and work on the long-term solution	24. Health and Care in Courteswells	BAU	01/03/2024	31/03/2025	Closed		Future Sustainability		Tier 2 (Early Intervention)	The building became fully operational on Monday 3rd March 2025. The services operating from the new facility include CTCAC, Children's Immunisations, Health Visitors and Speech & Language Therapists. The building is operating at 100% capacity with every session throughout the week being used.
Infrastructure	Assess future infrastructure needs and engage with partners to ensure these needs are met.	SE21	Develop Infrastructure Plan for ACHSCP	25. Infrastructure Plan	BAU	01/09/2024	31/03/2025	Green	N/A	Future Sustainability		Tier 2 (Early Intervention)	This project is part of and impacted by the ongoing Premises Review. That work will feed into the infrastructure plan. The Premises Review is using all the capacity of the Infrastructure team but we are still on track to have the Infrastructure Plan developed over the course of 2025. This will be completed alongside ACC and the NHSSC whole system infrastructure approach for future planning. 14/04/2025 - The Infrastructure Plan will be aligned with the MTF and new Strategic Plan, once approved. The Infrastructure Plan will also be developed alongside the Whole System Infrastructure Planning with NHSSC. SLT have approved a number of savings and efficiencies that are being progressed in relation to buildings, most of these are complete but two are ongoing. Once completed capacity can then be focussed on finalising the Infrastructure Plan, a first draft is expected to be ready by October 2025."
Infrastructure	Assess future infrastructure needs and engage with partners to ensure these needs are met.	SE23	Rapid Review of Assets	84. Rapid review of assets	BAU	06/07/2024	31/03/2025	Green		Future Sustainability		Tier 3 (Response)	The work on the premises review began in December 2023 with a significant amount of detail gathered and analysed ready for the Senior Leadership Team (SLT) business meeting in April 2024. At that meeting a very in-depth and detailed overview of the premises that Partnership staff operate from was presented. A mapping exercise was also carried out for Partnership staff operating from NHS Grampian buildings and this is now being extended to Aberdeen City Council buildings too. The goal is to have a single, multi-agency, mapping of all services engaging with our partners - this will feed into the Infrastructure Plan. Following the meeting in April it was requested by SLT that a set of proposals be developed looking specifically at efficiencies, effective use of buildings, and potential savings. This was progressed as requested and presented back to SLT in July 2024. Two proposals that SLT selected to be carried out in financial year 2024/25, have now been completed as of February 2025. Work is ongoing in relation to the final two proposals that SLT selected to be carried out in financial year 2024/25. These will be completed and then will go back to SLT in March 2025, and any agreed work will be completed in the 2025/26 financial year.
MHLD	Deliver Grampian wide and City specific MHLD transformation taking cognisance of national strategies, standards and service specifications.	AFHL08	Deliver a capability framework for a workforce to support complex behaviour.	27. Complex Care Workforce and Skills Development	BAU	06/04/2023	31/03/2025	Complete				Tier 2 (Early Intervention)	Capability Framework complete and applied to the Complex Care Framework which is now live.

Prevention	Keeping people healthy and avoiding the risk of poor health, illness, injury and early death	PH10	Work on a system-wide basis to increase community and professional capacity through community led development approaches such as Health Issues in the Community	89. Community Led Development Approaches	BAU	01/04/2024	31/03/2025	Green				Following the Health Issues in the Community (HIC) short course at Midfield in March 2024, a number of actions have been taken forward. Litter picking around Midfield from the wider community has been organised as a weekly event, with support and involvement from Keep Britain Tidy. Eight week Deaf Awareness classes run for 12 people at Midfield Community Project free of charge. Community involvement in the consultation process for the revision of Aberdeen City Council and Aberdeen City Health and Social Care Partnership British Sign Language plan and ACHSCP Strategy and Transformation Team development day. Next steps and building capacity Evaluate the course outcomes and collated data with follow up evaluations after three and six months. Feedback and support to local and Grampian-wide HIC tutor networks. Following three HIC pilots, four community projects have been set up addressing poverty, literacy, deaf awareness and community uplifted raising issues on crime and homelessness support. Representatives from 11 services and organisations have completed HIC tutor training during 2024, including Community Learning and Development, Pathways, Midfield Community Project, and The Wood Foundation. The Communities Team will be supporting 23 tutors who are delivering HIC courses within all three local authority areas across Aberdeen City. One HIC course being delivered in Barmahall which supports LOP projects. HIC being explored to support ABC Works clients and community organisations within the Central Priority Neighbourhood.	Tier 1 (Prevention)
Prevention	Keeping people healthy and avoiding the risk of poor health, illness, injury and early death	PH11	Scale up the Healthier Families PEEP programme to support a whole family approach to health and wellbeing.	90. Scale up PEEP	BAU	01/04/2024	31/03/2025	Green				3 training dates have planned 20th Feb, 12th March and 27th March, however there was limited uptake for the first 2 dates, there for they had to be cancelled, the 27th March date has been popular with the session being almost fully booked. Further discussions with PEEP programme manager have taken place to look at Peep training and practice across the city, including how the best start in the group can support the increase of delivery. The Healthier families programme has been promoted across the UK, we have recently met with a team of professionals from Hull to share our learning and further developments (toolkit and training) arising from the original Peep Healthier families Pilot. There have been initial discussions around developing and testing Healthier Families Baby Peep 4 week programme to support with earlier key messaging.	Tier 1 (Prevention)
Prevention	Keeping people healthy and avoiding the risk of poor health, illness, injury and early death	PH12	Work with NHS Grampian 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	91. Public Mental Health Approach	BAU	01/04/2024	31/03/2025	Green				The Partnership are supporting NHS Grampian's Public Health Directorate to develop and implement a Public Mental Health Approach in Aberdeen City. Public mental health involves a population approach to mental health, and includes treatment of mental disorder, prevention of associated impacts, prevention of mental disorder and promotion of mental well-being, including for those people recovering from mental disorder. The Communities Team are working closely with the Public Health Consultant for Aberdeen City on the development of a Public Mental Health Approach.	Tier 1 (Prevention)
Prevention	Keeping people healthy and avoiding the risk of poor health, illness, injury and early death	PH13	Work alongside the Children's Services Board (CSB) on prevention and early intervention particularly in reducing local variations in health factors	92. Reduce local variations in health factors	BAU	01/07/2024	31/03/2025	Green				Work started on identifying health outcomes within the Children Service Plan (CSP) projects. Enhancing baseline data as part of the refocused Population Needs Assessment (PNA)/Joint Strategic Needs Assessment (JSNA) for children and young people to assess degree of variation being explored. The Primary Care Improvement Plan (PCIP) Programme continues to deliver on its 6 workstreams and Vaccinations (VPP), Community Treatment and Care (CTAC) and Pharmacotherapy being the 3 workstreams of priority and delivery is against the 2018 PCIP. CTAC - practice-based service fully delivered within the limitations of the funding, clinic-based service now operating from sites (Bodge of Don, Beveridge Road, College Street, Northfield, Health Village, Jayvale, Kincorth, and the City Vaccination Centres) across the city. A new hub will be opening at Countesswellis and this has now been completed in terms of occupancy. A plan is progressing for CTAC to vacate the space they were allocated in Carden Medical Practice and move to the Health Village as an alternative premises in the city centre and the move has taken place. Also as part of this move College Street will no longer deliver CTAC or childhood vaccinations. This workstream has been delivered 88% against the 2018 PCIP plan. All staff posts have been recruited to against the plan. Vaccinations (VPP) fully delivered. A second post has been opened at the City Vaccination Centre during the summer months and given capacity for on the day appointments. Providing cross cover with the CTAC staff to deliver B12 injection at the VPP Wellbeing hub. This is an option for patients and frees up capacity in the practices for those choosing to participate. Pharmacotherapy - full 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.	Tier 1 (Prevention)
Primary Care	Identify strategy and actions to improve Primary Care services and ensure future sustainability.	CT15	Deliver the strategic intent for the Primary Care Improvement Plan (PCIP)	40. Deliver PCIP	FTP		31/03/2025	Green				The PCIP is included in the GP Visioning Programme which is currently being delivered across NHS Grampian in terms of revising the delivery of the plan. A project sub-group has been set up to review the PCIP's across Grampian.	Tier 1 (Prevention)
Primary Care	Identify strategy and actions to improve Primary Care services and ensure future sustainability.	CT18	Deliver City actions in relation to the Grampian vision for Primary Care	41. Deliver Vision for PC	FTP		31/03/2025	Green				The GP Vision implementation programme is ongoing. A report on the progress of the board was taken to all 3 IIBs in late January / early February 2025, the report highlighted the progress, risks and resources. A reflect and refresh workshop was held on 5th March to review priorities against resource. The output of this will be taken to the programme board on 10th April. There are currently no risks to escalate.	Tier 1 (Prevention)
Primary Care	Identify strategy and actions to improve Primary Care services and ensure future sustainability.	CT19	Develop and implement appropriate initiatives to mitigate increase in prescription costs.	93. Prescription Costs	BAU		31/03/2025	Green				Grampian wide prescribing efficiency group working on multiple strands of cost saving activity. Communication initiatives to public, prescribers and integrated joint board's (IJB's). Prescribing data sharing and benchmarking. 2 spend to save projects underway in primary care. Multiple targeted cost saving projects underway. Ongoing Grampian wide meetings, working through prescribing efficiencies booklet. Presentation being given to prescribers (including non medical prescribers). Midstep prescribing SMAR approved by SLT. Full out of pharmacy technician and pharmacist support to target prescribing efficiencies on behalf of practices has begun.	Tier 3 (Response)
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.	C001	Undertake evaluation of redesign work to date ensuring this links to latest service developments particularly in relation to care of digital.	42. Redesigning Adult Social Work	BAU	27/12/2024	1	Complete	N/A			Redesigning Adult Social Work - The project save the creation of the Adult Protection Social Work Team, transformation of the Hospital Social Work team into aligned wards to ensure timely discharges, the formal creation of a care home team, social care review team and the alignment of social care teams into localities. This along with redesign of the service manager team resulted in releasing certain posts used for vacancy savings. Given the current position and the need to reduce costs in social care, further work will be required as set out in our recovery plan. This reduces being on the drive to modernise social care using tac and enhancing digital opportunities alongside embedment.	Tier 3 (Response)
Rehabilitation Review	Undertake a strategic review of rehabilitation services across Grampian to identify new delivery models.	KP001	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 SD Progressive Stroke Pathway, SD Neurological Standards and Scottish Trauma Network Major Trauma minimal requirements guidance.	43. Strategic Planning Framework for Review Rehab	FTP		31/03/2025	Green	N/A			Clear programme plan in place outlining key areas of work within the strategic rehabilitation review. Significant progress towards implementation of rehabilitation hubs. Amputee Rehabilitation work has commenced. Wheelchair service prioritising review of Service Level Agreements with other board areas. Neurorehabilitation paper completed with agreement made by Chief Officer - consultation ongoing with Mouay & Shan COS	Tier 3 (Response)
Rehabilitation Review	Undertake a strategic review of rehabilitation services across Grampian to identify new delivery models.	KP007	Implement the outcome of the strategic review of the Neuro Rehabilitation Pathway	44. Implement Strategic Review Neuro-Rehab	FTP		31/03/2025	Amber	N/A			The BRAG status for this project is Amber as there are outstanding decisions relating to the continued implementation of Phase 1, following delays to recruitment and a request to review the need for the additionality. A paper has been drafted, reviewed and resubmitted to the Chief Officer(s) for consideration.	Tier 3 (Response)
Rehabilitation Review	Undertake a strategic review of rehabilitation services across Grampian to identify new delivery models.	KP034	Review of Hosted Wheelchair Service model and processes to identify any areas where efficiency could be achieved.	94. Review of Wheelchair Service	FTP		31/03/2025	Green	N/A			Project has commenced with light touch support from programme manager and local teams. SLT decision has been made on the financial pressure faced by the service. Project Team continue to meet to develop project plan and associated project management documents. Regular meetings being held with Operational team to support efficiencies in way of working including stock control and retrieving of equipment when no longer required. Focus currently on reviewing SLAs with external board areas (Highlands, Shetland, Orkney) BRAG in preparation to consider future of Highways SLA in first instance.	Tier 3 (Response)
Resilience	Ensuring the conditions are in place to maintain our resilience as an organisation.	8F15	Develop proactive, repeated and consistent communications to keep communities informed.	46. Community Communications	BAU		31/03/2025	Green	N/A			This project is on track. The ACHSCP's Comms Trustee Group continues to meet on a monthly basis. A Comms Plan/timeline for 2025/26 will be drafted and submitted to SLT with regular comms issued in support of the events in the Comms Plan. The Comms Adviser continues to manage all Press enquiries and works closely with the Chief Officer and others in SLT and ACC and NHSG to manage the external comms issued.	Tier 2 (Early Intervention)
Resilience	Ensuring the conditions are in place to maintain our resilience as an organisation.	8F23	Review Care for People arrangements	47. Care for People	BAU		31/08/2024	2	Closed	N/A		The original ask around exploring any conflict of interest between ACHSCP's Business and Resilience Lead being the chair of the Grampian Care for People Group and the postholder being a Senior Manager On Call has been discussed by the Grampian Local Resilience Partnership who have agreed to include a standing term on all response agendas to establish if a Grampian Care for People Group is needed to be established, and so then the postholder is SMOG at that give time then an alternative Chair for the Grampian Care for People Group will be found. The LRP has tried and tested this in response mode and it was well received. The City's Care for People Plan is reviewed on an annual basis. No further action the project is now closed.	Statutory Requirement
Resilience	Ensuring the conditions are in place to maintain our resilience as an organisation.	8F25	Create and adapt a Generic Emergency Plan to reflect Aberdeen City IJB's Cat 1 Responder responsibilities	48. Cat 1 Responder	BAU		31/10/2025	1	Complete	N/A		An Emergency Activation Plan was taken to RAP Cttee in December 2024 where it was approved. It is planned to arrange training for the SMOG's on the Plan at the earliest opportunity (this will include exercising the Plan). Update report was presented to IJB in September 24 and Education and Children Services Committee in autumn 2024.	Tier 2 (Early Intervention)
Resilience	Ensuring the conditions are in place to maintain our resilience as an organisation.	8F26	Preparing for and managing the transition to a National Care Service (NCS) through the Aberdeen City NCS Programme Board	50. NCS	BAU		31/03/2025	Green	N/A			The Parliament's Health, Social Care and Sport Committee initiated formal Stage 2 amendment considerations for NCS on 25 February 2025. The committee agreed to remove Part 1 of the NCS Bill relating to legislative structural change. The Committee is expected to further consider Stage 2 in March 2025. Further report to IJB planned following Stage 2 of the parliamentary process.	Tier 2 (Early Intervention)
Resilience	Ensuring the conditions are in place to maintain our resilience as an organisation.	8F35	Explore other areas where charges could be raised to increase income and contribute to the cost of service delivery.	95. Additional Charging	BAU		31/03/2025	Green				ACC Budget Setting meeting approved new charges for 25-26 for the Contributing to Your Care Policy. Supporting IA submitted to and approved at IJB budget meeting 18.03.25. Implementation plans prepared.	Tier 3 (Response)

	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.	CT82	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)	52. Strategic Review Social Care	FTP	01/07/2023	31/03/2025	Green	N/A	Statutory Requirement	Tier 3 (Prevention)	Further meeting with Moray and Digital Health & Care Innovation held which demonstrated how the work they are doing aligns with our IPOC vision. However, to join the work with Moray and DHI would incur considerable investment. Over the past month, significant progress has been made in various TEC-related initiatives. The StonewoodTEC service is progressing. TEC workshops have been conducted with professionals with plans to visit existing community groups and carry out workshops to address challenges and prioritize opportunities. The Maah project has started with work on Data Protection Impact Assessment and participation selection. Visit by Knapman (supplier of MAHs) will take place on 26 March. Work has started on creating short videos for professionals and members of the public showcasing what TEC can do. The upcoming TEC Project Board meeting will provide further updates and discussions on scaling up TEC initiatives. ECIS Huddle Co-Ordinator role has been extended until August. The huddle is running smoothly but there is a risk if the role is not extended further or made permanent
Social Care Pathways	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.	CT84	Implement the recommendations from the June 22 Adult Support and Protection inspection	53. ASP Recommendations Implementation	BAU	05/04/2024	31/03/2025	Yellow	N/A	Statutory Requirement	Tier 3 (Response)	Enablement Vision: Due to other pressures, there has been limited progress on promoting the vision since the last meeting, but efforts are ongoing to integrate it into relevant projects. Improvement to recording by NHS Grampian staff of Adult Support and Protection (ASP) activity - COMPLETE. Training curriculum has been amended and a specific Practice Note issued to patient-facing staff. Investigations taking too long, and case conferences taking place when needed - COMPLETE. Marked improvement seen - investigations being held more timely, increase in proportion of case conferences and reviews taking place - audit work is being progressed to provide assurance about this. Chronologies & Protection Planning - Working Practice Guidance on most effective use of D886 and Chronologies is being developed (being progressed). A phased improvement plan for improving use of Chronologies was endorsed by Adult Protection Committee in June 2024. Practice Guidance and related approach to training, is now being developed, including trying in with D886. Practice Development Group set up and meeting monthly. We are going to be a pilot site for the Leading Chronology Improvement - Reflection and Self-Assessment Tool and will be supported by HCs to work through this tool. Improvement Plan updated to reflect this input. Access to Advocacy - Significant improvement in relation to offer of and take up of advocacy. Being embedded into D886 throughout the process. Key data added in to the dataset which goes to the Adult Protection Committee. Continuing to monitor and feed into the APC. 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 undertaken in June 24 (two years since they were established). Action plan covering the findings is in development. Staff workshop regarding our approach to Large Scale Investigations took place on 9th Oct 2024 - guidance being developed. Council Officer Support Groups meeting 4 times a year. Programme of topics for 2025 developed based on findings from CO Consultation carried out last year.
Social Care Pathways	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.	CT86	Deliver the Justice Social Work Delivery Plan	54. Deliver RSW Plan	BAU		31/03/2025	Yellow	N/A	Statutory Requirement	Tier 3 (Response)	Given the implementation of inspection recommendations and the ongoing improvement plan that sits under the ASP strategy, this project no longer required. RSW has representation across the majority of the LOP projects sitting under the Stretch Outcome "10% fewer adults (over 18) charged with more than one offence by 2026", and is leading a project to improve the number of Exit Questionnaires completed by individuals who have successfully completed a Community Payback Order. The feedback from surveys is actively taken into account to inform improvement. The service continues to operate its Performance Management Board and Best Practice Group, which oversees service effectiveness and drives forward improvement. The identification of suitable premises for the Unpaid Work team continues. The service continues to be provided within the temporary arrangements in place. Substance use awareness sessions are being provided for staff, aimed at increasing knowledge, and consequently the effectiveness of support that can be offered to clients. We continue to use increased numbers of assessments and imposition of Orders for Bail Supervision and Electronic Monitoring which continues to support 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. Numbers diverted from prosecution by the Procurator Fiscal also continue to increase, with Aberdeen having the highest proportion of cases commended in Scotland for 2023-24. Further to the 'early release' from persons which preceded in June / July 2024, the Prisoners (Early Release) (Scotland) Act 2023 is to take effect in February 2025. This will see the ongoing future release of short term prisoners after 40% of their sentence (rather than 50%) - except for those with sentences relating to sexual assault or domestic offences. Justice Social Work will collaborate with PSP and other relevant services to ensure that those transitioning from prison to the community have access to housing, healthcare, financial support, as necessary. The RSW Service Delivery Plan in the process of being refreshed, to coincide with the refresh of the HSCP Strategic Plan.
Social Care Pathways	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.	CT89	Review of social care charging policy and procedures and robust implementation with a view of maximising income	56. Social Care Charging	FTP	05/04/2024	31/03/2026	Green	1,500,000	Budget Saving	Tier 3 (Response)	The collection of payment continues for the range of services tackled in the first stages of the project - housing support services provided by Granite City Consortium, meals and associated chargeable services at Craiglea, Kingswood Court and Lord Hay's Court. An appeals process and the associated documentation for charging has been completed and is being implemented. Charges are now being issued and collected for residents at Wierburn House. Work is currently being undertaken to implement appropriate charging for transport and from the Len Inside Centre. Work is currently being undertaken to develop and implement a system to charge appropriately for services under the banner of supported living. Work is currently being undertaken to start charging people in in-house residential establishments for housing support. A delivery plan for increasing social care charging for 2025/26 is in development as part of Aberdeen City Council's budget setting programme. An updated integrated Impact Assessment (IA) covering the increased charges and delivery plan has been submitted for consideration by the March Integration Joint Board (IJB).
Social Care Pathways	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.	CT91	Streamline processes and pathways for older adults social care in a hospital context.	57. Hospital Discharge Pathway	FTP	01/04/2024	31/03/2025	Yellow	N/A	Statutory Requirement	Tier 3 (Response)	Project complete. Final survey on implementation success has been completed and findings indicate a continued positive benefit of the change to aligned wards.
Social Care Pathways	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.	CT92	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.	58. Discharge to Assess	FTP	01/04/2024	31/03/2025	Green	N/A	Statutory Requirement	Tier 2 (Early Intervention)	Weekly project meetings/updates ongoing. All members engaged well in the process. Daily operational meetings dropped to Mon/Wed/Fri recognising best use of staff time. Very small, but steady requests for referrals coming through. Data being gathered on referrals that are not able to be progressed.
Social Care Pathways	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.	8607	Seek to expand the use of Technology Enabled Care (TEC) throughout Aberdeen.	55. Expanded Use TEC	BAU	01/04/2022	31/03/2025	Green			Tier 2 (Early Intervention)	Stonewood TEC: Just Reaming was chosen as the TEC supplier after an options appraisal process. The funding model has been agreed, with the Richmond Fellowship as system owner with the difference in costs between the tender budget for TEC and actual costs being covered by ACHSOP. The service is still due to commence in April. A brief DPA has been completed and signed off. The 12-month evaluation plan is agreed upon by Scottish Digital Office, Just Reaming, Richmond Fellowship, and ACHSOP. TEC Workshops: January and February workshops focused on developing problem statements, citizen/system challenges, and service opportunities, emphasizing digital and TEC as strategic enablers. Another workshop, including those with and without TEC experience, was held at Len Inside Centre in February. We are currently analysing the output from the workshops and planning community engagement. Knapman Maah Project: Initiated in January with HIF funding, this project aims to enhance caregiving by offering Maah robot features for better caregiver support and well-being through tactile interactions. It involves customisation of Maah gloves, workshops, and engagement activities. The Len Inside Centre/Learning Disability team is identifying 5-10 participants for the project. A workshop and observation day has been arranged for 26th March.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	AFH101	Deliver on our Equality Outcomes and Mainstreaming Framework, report on our progress to both the IJB and the Risk Audit and Performance Committee and plan to revise the EOMF in advance of the 2025 deadline.	55. Deliver EOM Framework	BAU	01/03/2024	31/03/2025	Green	N/A	Statutory Requirement	Tier 2 (Early Intervention)	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 Diversity City Officers Network and review of the partnership's Equality and Human Rights internal and external webpages. Following review of our updated process and governance 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) across Scotland. The Annual progress report of EOMF, Assessing our Impact Procedure and Guidance for Community Engagement, Equalities and Human Rights updates are due to the May 2025 IJB. Progress against equalities outcomes are currently being collated for the May 2025 IJB report.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	AFH102	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 UNCRH are incorporated	56. Publish IAs	BAU	01/03/2024	31/03/2025	Green	N/A	Statutory Requirement	Tier 2 (Early Intervention)	Updated Integrated Impact Assessments (IIA), which now include the Consumer Duty and Armed Forces Duty, have been in place since May 2024 and are being reviewed. The DCO Network is working on providing exemplars and video guides for staff to support the completion of IIAs. The DCO Network continues to develop training opportunities and work in collaboration with Aberdeen City Council (ACC) Equality Development Officer and Public Health Scotland for opportunities to collaborate and share learning. A review framework process for our IAs has been developed, tested and approved by the Equalities and Human Rights Group. Budget Protocol has asked for IAs to be produced for each option, and DCOs have seen a significant increase of IAs being drafted. All stage 2 IAs will continue to be published on our website. Good practice examples to be highlighted in the EOMF, Assessing our Impact and Guidance of Community Engagement, Human Rights and Equalities paper to IJB in May 2025.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	AFH104	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	BAU		31/03/2025	Yellow	N/A	Statutory Requirement	Tier 2 (Early Intervention)	This project has an amber BRAG status because SL have agreed that the Climate Change work should be slowed in the short term as part of recent discussions regarding creating capacity within the Delivery Plan to support budget saving initiatives. The Scottish Government's gathering views to help inform new statutory guidance for public bodies, to support them in putting the climate change duties into practice. This consultation has gone live and the Partnership will be collating a response for this during the consultation period.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	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	01/03/2024	31/03/2025	Green	N/A	Statutory Requirement	Tier 2 (Early Intervention)	The Carers Strategy Implementation Group (CSIG) continues to meet bi-monthly. The Annual report for progress Jan24 - Jan 25 has just been approved at the February 2025 IJB Meeting. There was a development session for CSIG in December, pulling together all stakeholder and improvement Project Updates to support the development of the Annual Report. We have heard the positive outcomes and learnings from the Improvement Projects and are included in the Annual Report. The Carers Reference Group has been established now for one year and was good to reflect on the progress made with the group. We also were able to announce the outcome of collaborative commissioning process as well as the lessons learned, now looking forward to the implementation of new contracts starting in April 2025.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	CT23	Develop the revised Strategic Plan for 2025 - 2028 taking cognisance of the strategic context, resources available and views of stakeholders.	59. Revised Strategic Plan	BAU	01/03/2024	31/03/2025	Green	N/A	Statutory Requirement	Tier 2 (Early Intervention)	Initial Engagement feedback has been collated and the Draft Strategic Plan, draft Evidence Document, and Consultation Plan are developed. However, there has now been a revised timeline to consider the financial pressures and subsequent impact on our future planning and commitments so consultation drafts will now go forward to the March 2025 IJB and Consultation on the streamlined Strategic Plan between then and June 2025, for First Report to be approved at the July 2025 IJB meeting. Joint Consultation being undertaken between 24th March - 18 May with ACC Strategies, including Local Housing Strategy, CLD Plan and the Local Development Plan and the ACHSOP IJB Strategic Plan. This will help reduce the feeling of engagement fatigue within Communities and a joint approach to support partner strategies and interlinking themes. Working on revised outcomes and goals aimed at improving the well-being of children and families. Reducing Neglect Referrals: Infant massage sessions continue at Fragrant Community Centre with plans for a third book due to positive feedback. Prep Programmes: There has been a good response from parents who would like to be Prep trained and suit themselves to deliver. The quarterly report has shown an increase in the number of families that were supported in the last quarter with an increase of 35% more families attending. There is ongoing work to develop a Remote Prep for parents who have not a child. Domestic Abuse Support: A Community Nursery Nurse has been identified to assist with delivering a programme for those moving on from domestic abuse - A Community Nursery Nurse has been identified to assist with delivering a programme for those moving on from domestic abuse. Dental Health: Delivering Healthier Families - there is a cohort at Tullos and it is hoped to deliver this at either Onyiah or Deeside. There is a large Nigerian contingent in Tony and a Childminder worker who is Nigerian has been linked in to offer advice and support around dental care as they are not often aware of the care they are entitled to when pregnant. Financial Support: Issues with the Early Years Financial Inclusion, no referrals have been received. Pulling together everyone to revisit. There is an alternative that can also deliver all round support for health issues, finance etc, that can give us the data we really need but means a new way of our NHS staff referring into the NHS Healthpoint. Think of a tiered approach to take pressure off. We have ongoing collaborations with various partners such as Sport Aberdeen, Childminder, and Community Mobility.
Strategy	Develop and implement local strategies to ensure alignment with national and regional agendas.	CT24	Revisit ACHSOP contributions to early years and school health and wellbeing.	100. Early Years and School	BAU		31/03/2025	Green	N/A	National Agenda	Tier 2 (Early Intervention)	

	Develop and implement local strategies to ensure alignment with national and regional agendas											
Strategy		CT25	Deliver relevant recommendations from the Hosted Services Internal Audit	101. Hosted Services Audit	BAU		31/03/2025	Green	N/A	Future Sustainability	Tier 3 (Response)	AU 2024 audit recommendations have been closed. Internal Audit have agreed to extend the deadline for the March 2025 recommendation to September 2025 in line with the other outstanding recommendations. Discussions will need to take place with Aberdeenshire and Moray in relation to resource to meet the September deadline.
Workforce	Develop and implement our Workforce Plan	WF01	Deliver the relevant actions on each of the three Workstream Action Plans supporting the Workforce Plan.	60. Develop Workforce Plan	BAU	01/03/2024	31/03/2025	Green			Tier 2 (Early Intervention)	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. The final annual update on the workforce plan is due to be delivered to RAPC after April 2025, this is to align with the updates and refresh of the Strategic Plan. The Workforce Conference took place on 6th December 2024, and had a focus on Staff Health and Wellbeing and future planning (Strategic Plan Refresh) and showcasing multidisciplinary teams and innovative working. Data reports are now through to support the next annual report going to RAPC and information is currently being analysed, with project improvement work support absence rates being pulled together. There is a joint presentation on key priority Recruitment and Retention with Shire and City Partnerships taking place at the 26 March 2025 Commissioning Academy event. Subject to completion of Strategic Plan, a refreshed workforce plan will be produced in second half of 2025.
Workforce	Develop and implement our Workforce Plan	WF02	Pledge support for Volunteer Scotland's Volunteer Charter and identify and Volunteer Champion for ACHSCP	61. Volunteer Charter and Champion	BAU		31/03/2025	Amber			Tier 2 (Early Intervention)	Still working with NHSG working group to agree protocols for volunteer use
Workforce	Develop and implement our Workforce Plan	WF03	Continue to support initiatives supporting staff health and wellbeing	62. Staff Health & Wellbeing	BAU		31/03/2025	Green			Tier 2 (Early Intervention)	Very high absence levels across Gramplan system at present rates were highest in December 2024 but this is in line with annual seasonal patterns. Specific performance management and well-being activities now established in the ACHSCP (NHSG) service with highest absence rates. Asking Senior Leadership Team (SLT) support to ensure good sickness management, return to work policies and staff attendance at various support opportunities available will continue through Q4.
Workforce	Develop and implement our Workforce Plan	WF04	Ensure our workforce are Trauma Informed	63. Trauma Informed Workforce	BAU		31/03/2025	Amber			Tier 2 (Early Intervention)	Working with Aberdeen City Council (ACC) to try to use allocate funds for a part time coordinator. Still no progress. Availability of ring fenced funding to ACHSCP now escalated to ACC Chief Social Work Officer.