



INTEGRATION JOINT BOARD

Date of Meeting	28 August 2018
Report Title	Action 15 Plan
Report Number	HSCP.18.065
Lead Officer	Sally Shaw, Interim Chief Officer
Report Author Details	<i>Gail Woodcock Lead Transformation Manager gwoodcock@aberdeencity.gov.uk 01224 655748</i>
Consultation Checklist Completed	Yes
Directions Required	No
Appendices	<i>a. Action 15 Plan</i>

1. Purpose of the Report

- 1.1. The purpose of this report is to bring forward Action 15 Plan for approval by the IJB..
- 1.2. This document has already been submitted to the Scottish Government to meet the timeline within the funding process as set out by the Scottish Government and now requires to be approved by IJB.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board:
 - a) Approve the Action 15 Plan as attached at Appendix A.



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3. Summary of Key Information

Action 15 Plan

- 3.1. The National Mental Health Strategy 2017 - 2027 was published by the Scottish Government in March 2017 and sets out a 10-year vision for mental health in Scotland.
- 3.2. The strategy contains a number of actions, with Action 15 stating:

“Increase the workforce to give access to dedicated mental health professionals to all A&Es, all GP practices, every police station custody suite, and to our prisons. Over the next five years increasing additional investment to £35 million for 800 additional mental health workers in those key settings”
- 3.3. Towards the end of May 2018, Chief Officers of Integration Authorities received a letter from the Scottish Government setting out details of funding that will be available to support the delivery of Action 15. Through this letter, Integration Authorities were asked to develop a plan (to be submitted to the Scottish Government by 31 July 2018), setting out our goals for improving capacity in the settings identified below.
- 3.4. A range of stakeholders, including colleagues from Aberdeenshire and Moray Health and Social Care Partnerships and Acute Sector (recognising that some of the settings form part of hosted services), worked together develop the City’s Action 15 Plan and this is included at Appendix A.
- 3.5. The Action 15 Plan sets out, at a high level, the intentions of Aberdeen City Health and Social Care Partnership (ACHSCP) to contribute to the national commitment to support the employment of 800 additional mental health workers across Scotland, over the next five years, in order to improve access in the following key settings:
 - Accident and Emergency departments
 - GP Practices
 - Police Station Custody Suites
 - Prisons
- 3.6. The Action 15 Plan was submitted to the Scottish Government at the end of July 2018.



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Summary

- 3.7.** The development of this plan (considered in conjunction with our Transformation Plan, Primary Care Improvement Plan (PCIP) and Technology Enabled Care Framework) provides clarity around the prioritisation of a number of tangible activities which will contribute towards the delivery of our Reimagining Primary and Community Care Vision and Strategic Plan.
- 3.8.** These tangible activities are currently at varying stages from implementation to business case development. In line with usual process, proposed Directions will be brought to IJB for approval supported by detailed business cases, and implementation progress and benefits realised will be reported through the Audit and Performance Systems Committee to provide assurance of progress.

4. Implications for IJB

4.1. Equalities

It is anticipated that the implementation of these plans will have a neutral to positive impact on the protected characteristics as protected by the Equality Act 2010.

4.2. Fairer Scotland Duty

It is anticipated that the implementation of these plans will have a neutral to positive impact in regard to the Fairer Scotland Duty.

4.3. Financial

Specific ringfenced funding is available for the implementation of the Action 15 Plan. Some of this new ringfenced funding replaces previous funding which has now ceased. Primary Care Improvement Fund activities will also contribute to the Action 15 goal of increased Mental Health Workers in Aberdeen, and the Action 15 Plan should be read in conjunction with the Primary Care Improvement Plan.

A high-level summary of the allocation of the available funding and how it is planned to be allocated to deliver the Action 15 Plan is as set out below:



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	2018/19	2019/20	2020/21	2021/22
Primary Care Psychological Therapy Service	£379,663	£555,485	£523,377	£732,734
Chaplaincy Listening Service	£22,700	£48,100	£54,114	£59,013
Mental Health Assessment Community Mental Health Hubs including A&E Out of Hours Triage Service	£0		£51,932	£106,979
Borderline Personality MDT Approach			£174,155	£168,778
HMP Grampian			£43,875	£45,191
Mental Health IT System		£33,114	£18,000	£18,000
Digital Supports	£28,840	£29,705	£30,596	£31,514
Supporting People in Distress/ Crisis			£44,757	£92,199
Action 15 Total	£431,203	£666,404	£940,806	£1,254,408

Note: These figures are projections based on the available information at the current time. These figures will be updated as business cases are developed and projects implemented and are therefore likely to change over time.

A financial summary for this plan needs to be submitted to the Scottish Government in September 2018. It is anticipated that financial reports will require to be provided to the Scottish Government at regular intervals.

4.4. Workforce

The plans will result in significant changes to our workforce, including additional staff and new ways of working.

The Scottish Government has included projections for funding for future years, and has advised that it should be assumed that the funding will be recurring and that workforce recruitment to deliver the plans can be progressed as permanent posts where appropriate.

4.5. Legal

Where commissioning and procurement of services is required to implement the plans and framework, these will be progressed in a compliant manner.



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4.6. Other

5. Links to ACHSCP Strategic Plan

5.1. The Action 15 Plan links to the following priorities as set out in our Strategic Plan:

- **Support and improve the health, wellbeing and quality of life of our local population.**

This strategic outcome is at the heart of the action 15 plan, particularly in relation to mental health.

- **Value and support those who are unpaid carers to become equal partners in the planning and delivery of services, to look after their own health and to have a quality of life outside the caring role if so desired.**

The Action 15 plan supports the implementation of a range of tiered interventions to support people experiencing distress and crisis. It is anticipated that these interventions, along with other activities in the PCIP such as Link Workers, and support in using digital technologies will help support unpaid carers, including during periods of need.

- **Contribute to a reduction in health inequalities and the inequalities in the wider social conditions that affect our health and wellbeing.**

Of the activities outlined within the Action 15 Plan, there are a high proportion of clients supported through the criminal Justice Hub and A&E who experience greater health inequalities.

- **Strengthen existing community assets and resources that can help local people with their needs as they perceive them and make it easier for people to contribute to helping others in their communities.**

The Action 15 Plan highlights opportunities for the Criminal Justice Hub to be developed in its role as a key community asset.

- **Support our staff to deliver high quality services that have a positive impact on personal experiences and outcomes**

Support for our workforce, both existing and new is interwoven throughout this plan.



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6. Management of Risk

6.1. Identified risks(s)



Workforce: There is a risk that the workforce required to deliver the aims that are the subject of this report may not be available. This risk will be mitigated through ongoing engagement with key stakeholders and the ongoing refinement of implementation proposals to deliver the plans.

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

- Workforce planning across the Partnership is not sophisticated enough to maintain future service delivery

6.3. How might the content of this report impact or mitigate these risks:

The Action 15 Plan outlines activities which contribute to a national commitment to support the employment of an additional 800 mental health workers across Scotland. This will help to mitigate the risk relating to workforce as it identifies opportunities to bolster the existing mental health workforce to help cope with the increasing demand on the service.

Approvals	
	Sally Shaw (Interim Chief Officer)
	Alex Stephen (Chief Finance Officer)