

# **INTEGRATED HUMAN RESOURCES WORKING GROUP**

## **CARE IN THE COMMUNITY**

### **REMIT**

#### **1. The Purpose of the Group**

This group has been developed in order to take forward the recommendations contained within the Joint Futures Group report in regard to Workforce Issues. It is envisaged that the group will be a short-life working one and its main purpose will be to develop and design a joint staffing framework consistent with the recommendations as set down in Chapter 6 of the Joint Futures Report. The key areas which the group will consider:

- Implementing the relevant recommendations within the Joint Future Report;
- Designing a joint framework including terms and conditions to facilitate the integration of staff as joint services develop. The framework will establish strategic principles and allow for local flexibility and implementation.
- Supporting and learning from Unified Health Boards and Local Authority Joint Community Care initiatives. Sharing best practice and knowledge.
- Maximise the use of resources between all sectors.

#### **2. Membership**

Membership will include Senior Managers, Trade Unions/Professional Organisations and Personnel professionals from both the NHSScotland and Local Authorities in Scotland.

2a. **Membership**

Chair:	Peter Bates – Chairperson, NHS Tayside (previously Director of Social Work in Local Authorities)
Project Officer	Lynn Anderson – Dept of Health Willie Wilson – Dept of Health
Joint Secretary/Liaison Officers:	Lynne Khindria – Dept of Health Jacqui Jones – SODOPS
Pay and Pensions Research	David Evans - PWR
Trade Unions/Professional Organisations:	Jim Devine – UNISON Joe Di Paula – UNISON Ann Thompson – RCN Alex McLuckie - GMB David Esplin, BMA Jim Farrelly, TGWU
Scottish Social Services Council	Carole Wilkinson, Chief Executive
Social Work Services Inspectorate	Angus Skinner Jill Lewis
Local Authority:	Martin Burnell, Head of HR, Fife Council Dan Brown, Head of Organisational Development, COSLA Keith Makin, Director of Social Work, Dumfries and Galloway Council David Archibald, Head of Personnel, Dumfries and Galloway Council Anne Ritchie, Head of Social Work Operations, West Dunbartonshire Council
Health:	Ian Reid – Director of HR, GGPCT Patricia Leiser – Director of HR, Ayrshire and Arran Acute Hospitals Trust Helen Kelly – Director of HR, Forth Valley Primary Care Trust Ian Aitken – Planning Manager, Forth Valley Primary Care Trust
Association of Voluntary Organisations:	To be nominated
Chief Executives:	George Buchanan, CE, Renfrew & Inverclyde NHS Trust Arthur McCourt, CE, Highland Council
Joint Future Unit:	Margery Naylor – Scottish Executive Stephen Gallagher – Scottish Executive

### 3. Objectives

As per the Joint Futures Report the objectives of the group will be to take forward jointly the following recommendations:

- Joint service provision requires to be more systematically supported by organisational development programmes, which help form strategic alliances and partnerships.
- The competencies required for senior managers involved in community care in the NHS and Local Authorities require to be integrated, based on personal development planning. Recognising that they may need to be flexible to take into account local and organisational accountability arrangements.
- A more structured approach to secondments of senior staff between Health and Social Work would begin to increase understanding of differing cultures and working arrangements. By secondment we mean opportunities to work in other organisations in order to develop experience and knowledge.
- There requires to be discussion with education providers to ensure that professional training reflects the need for joint provision of services centred around individuals based on effective teamworking.
- Joint training requires a systematic approach and a commitment at a strategic level to support Joint Community Care Plans.
- A staffing framework, which will include accountability arrangements, should be agreed by the NHS, Local Authorities, the Trade Unions, the Voluntary and Private Sector e.g. nursing and residential homes.
- Opportunities should be sought, to achieve where possible alignment between the varying terms and conditions and pension arrangements.

- Regulatory bodies need to be sufficiently flexible to accept dual registration or to accept transfer between regulatory bodies recognising the continuing professional development requirements of other bodies.
- Frontline staff to develop the competencies.

#### 4. **Decision-making**

The agreed final report of the group will be presented to the Minister of Health and Community Care. All involved will obviously have taken the draft to their constituents for their approval prior to the final draft being presented to the Minister.

#### 5. **Project Development**

To take the project forward the following actions need to take place:

- Scope/identify the workload of the project;
- Research existing projects;
- Ensure staff involvement and seek their views;
- Research the differences between the existing terms and conditions for staff and recommend options for eliminating the differences
- Develop a communication strategy for the project.

A business case has been prepared for the Scottish Executive Health Plan to fund this initiative.