

## **IJB Joint Staff Forum**

**Minutes | 3 October 2024 | 11:00 | Teams Virtual Space**

**Present:** Danny Oliver (Chair), Stephen Brown (Co-Chair), Thomas Richards, Ali Sabiston, Stephen Brown, Lynn Adam, Darren Morrow, Lynda Bradford, John Daniels, Linda Halford, Amanda Manson, Fiona MacKellar and Stephanie Johnston (notes).

**Apologies:** Morven Gemmill, Wendy Lycett, Sheona MacGregor, Ryan McLaughlin (co-Chair) and Stephen Phillips.

### **1. Welcome and apologies**

Danny welcomed everyone to the meeting and the apologies were noted.

### **2. Minutes from Previous Meeting**

The minutes were agreed as an accurate reflection of the meeting.

### **3. Matter Arising and Action Log**

It was noted that the Terms of Reference and Induction updates are complete. Stephen updated that following discussion a Raising a Care Concern document has been drafted, following comments from the service this will be shared with Council Human Resources. It was agreed to bring it to the next meeting and noted that it will go to the Social Work and Social Care Governance Board for approval.

### **4. Workforce / Service Pressures / Recruitment Concerns**

#### **4.1. Primary Care Services**

John updated that every area within Primary Care Services has workforce issues. An update on the current situation on Dental Services was shared noting the challenges being faced across public and private dental and collaborative working. It was noted that there is a workshop scheduled for November which will look at a number of areas including working time directives, service level agreements and recruitment.

#### **4.2. Children, Families and Justice Services**

Darren gave an overview on the Grow Our Own Social Work scheme noting a newly qualified Social Worker recently commencing. It was highlighted that when advertising for Social Work posts only newly qualified workers are applying which is causing challenges as there is need for experienced workers to take on the more complex cases. Work is ongoing with Human Resources to look at remuneration to address this. Darren updated on the position of a number of Social Work Manager recruitment positions. In respect of Children's Health Service an outline of an improved situation was given with work ongoing to recruit to vacancies. The implementation of MORSE has given the teams reassurance and is very welcomed.

### **4.3. Health and Community Care**

Lynda provided an update on Mental Health Service and that the Integration Joint Board had approved utilising reserves to establish an All Age Nurse Lead Psychiatric Liaison Team for two years. Lynda updated on the current fragile Mainland Community Nursing position advising there is a meeting with the team on Friday. In respect of Social Care and Community Care the number of current vacancies and sickness was noted. Following a discussion on mental health illness it was noted that there are a range of tools available to help support staff which can be utilised including group tools, the employee assistance programme etc.

### **5. All Age Learning Disability Update**

An update on the current recruitment of an Occupational Therapist and a Nurse was noted. Following a discussion, it was suggested that it would be beneficial to bring together professionals who support people with Learning Disabilities including physiotherapy, to define model moving forward which could then be brought back to the Integration Joint Board for approval. It was agreed that Danny would discuss with Stephen and Lynda. **Action:** Danny. Following a discussion on children and young people it was agreed that Danny and Darren would meet to discuss. **Action:** Danny.

### **6. Growing a Sustainable Social Care Workforce**

Lynda updated that the recruitment scheme launched mid-June for 12 months. Until very recently there was fortnightly shortlisting/interviews due to the onerousness of the process it had recently been revised to every third week. The number of international candidates, the added complexity of progressing these and requirements from the Home Office were noted. Also, the importance of supporting these individuals when they arrive. Work is progressing to re-vitalise the local campaign. There has seen some progress with the Community Mobile Responder posts all being filled as well as posts within Care at Home and Social Care. It was advised that due to unforeseen capacity issues over the summer finalising the survey analysis and action plan has yet to be finalised. The project team recognise the importance of this piece of work and the good and helpful information contained within the results. Lynda agreed to bring back an update to a future meeting.

### **7. Budget Position**

Stephen gave an update on the financial position of NHS delegated services and the agreement from NHS Orkney to move away from the £2.4 million savings targets. The target for this year is a £0.5 million non recurring and £0.5 million recurring. The financial position in respect of Council delegated services was noted including the work progressing to reduce spend. It is anticipated that the year end position will still be overspent but will be a reduced from 2023/24.

### **8. Promoting Positive Behaviours**

Darren provided an overview on what Promoting Positive Behaviours is. It was advised that all Children and Families staff are trained, and work is progressing with training staff within adult services however it was noted that this is more challenging

due to the number of staff in comparison. A Governance Board has been established which is monitoring progress and links with the national group to learn from best practice. There will be a focus on policies and procedures and embedding these into practice and to ensure a level of consistency. Darren agreed to take a report to the next meeting which provides more information and date. **Action:** Darren.

## **9. Health and Care Safe Staffing Update**

Lynn provided an overview of what Safe Staffing is and advised that NHS Orkney, as well as the Council, will have to complete an annual return with the first one being due in May 2025 which must take into account the views of patients and staff. The First Ministerial report will be completed by April 2026 on the findings from the returns and any recommendations. It was noted that the care aspects are slightly different to the health areas, with care having less duties. The Care Inspectorate have developed a number of supporting tools. It was updated that work is progressing at NHS Orkney to finalise a framework and a request has been made to the Care Inspectorate to do an update on Safe Staffing. It was agreed that the presentation would be shared following the meeting. **Action:** Stephanie.

## **10. Non Pay Agenda for Change Update**

Fiona updated that there has been a challenge with the reduction in the working week. New guidance and information have been issued in respect of changes on how to reflect changes on IT systems and on public holidays. The importance of checking that what is recorded on systems reflects what is actual worked. Information in relation to protected learning time has yet to be issued.

## **11. Facilities Time**

Danny gave a quick overview of what facilities time is and that work is underway with the Council's review. Danny advised that the current model does not take account of the Union role within the IJB and could mean that the Union role may not have facilities time. Danny suggested that he and Ryan meet to have a discussion and come back to a future meeting. **Action:** Danny. Fiona gave an overview of NHS Orkney's partnership engagement and facilities time. The IJB Union role would come under partnership engagement.

## **12. AOCB**

None.

## **13. Date of Next Meeting**

Thursday, 5 December 2024: 11:00 – 13:00.