



Working together to make a real difference

Strategic Planning Group

Minute | 5 July 2024 | 10:00 | Teams

Present: Issy Grieve (Chair), Stephen Brown, Louise Wilson, Lou Willis, Debs Crohn, Janice Annal, Wendy Lycett, Matt Webb, Garry Reid, Shaun Hourston-Wells, Darren Morrow, Ruth Lea, Scott Robertson, Danny Oliver, John Daniels, Callan Curtis, Helen Sievwright, Graham Lindsay, Tamsin Bailey, Drew Mayhew, Andy Holland and Stephanie Johnston (notes)

Apologies: Lynda Bradford, Morven Gemmill, Steven Johnston, Sam Thomas, Sharon Paget, Ryan McLaughlin, Chimene Taylor, George Vickers, Katie Spence, Chetana Patil, Diane Young, Cathy Martin and Anna Lamont.

Issy welcomed everyone to the meeting. It was noted that the current Strategic Plan was in its final year and a new three-year Strategic Plan for 2025 – 2028 needs to be developed. While developing the new Plan the importance of hearing from everyone was noted, including those within the community. Stephen highlighted some key aspects of the current six Strategic Priorities as well as noting some of the progress made to date:

Supporting Older People to Stay in Their Homes

By 2035, 50% of the Orkney population will be over the age of 65 assuming things remain unchanged. There is a lot of working being done across Orkney which may encourage more working age people into the community. There is a large number of older people who are being significantly supported by the community, as well as a large number who still require a degree of support from services. Examples of progress include the establishment of the Home First team, the significant reduction of unmet need for Care at Home services, appointment of a GP with Special Interest (Dementia) and an Admiral Nurse.

Unpaid Carers

There was recognition of the significant contribution unpaid carers do to support communities. The stress and strain of caring responsibilities on individuals continues to be significant. A number of unpaid carers have been identified by services or are registered with Crossroads Care Orkney who are offered support and guidance. There are a lot of individuals who have not been identified. Examples of progress include number of people who recognise themselves as an unpaid carer, advertising what supports are available for unpaid carers, holding the first Unpaid Carers Conference.

Mental Health and Wellbeing





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The country has emerged from a COVID-19 pandemic into a potential Mental Health pandemic. Across the country there has seen an increase in demand for services, an increase in children/young people and adults who are struggling with their day to day lives but who would not meet the criteria of a traditional diagnosed mental illness. Examples of progress include the establishment of the Suicide Prevention Task Force, commissioning the Distress Brief Intervention project, the significant increase in staffing within the Child and Adolescent Mental Health Services, consistent meeting of the 18 weeks from referral to treatment target for the last 6-9 months.

Community Led Support

Statutory services, with significant contribution from the Third Sector, will not be able to manage the level of demands and challenges for services and there is need to work with the entire community to find ways to support everyone. There was recognition that often community groups can meet the needs of individuals better than those of statutory services. Although the IJB approved the role of a CLS Officer there has been challenges in releasing funding with the current overspend.

Tackling Inequalities and Disadvantage

It was noted that there can be inequity at times depending on geographics, with ferry-linked islands maybe not having the same access to services as those on the Mainland. There is also the challenge of people feeling the effects of the cost of living crisis whereby families are having to make choices between food and heat which then takes a toll on people's health and mental wellbeing.

Early Intervention and Prevention

It was noted that there has been good progress on this Priority, with over the last year a significant improvement on the Health Visiting Pathway targets, the Health Visiting Team comes October will be fully staffed, the progress to date on the Getting It Right For Everyone (GIRFE) and Frailty projects, investment within mental health supports and education for young people as well as commissioned services for additional mental health services for young people from four Third Sector organisations. It was noted that one area yet to be reviewed is the Eligibility Criteria.

It was noted that progress of the Strategic Priorities was reported via the Performance and Audit Committee and if anyone would like to see progress to email Shaun.

Ruth provided an overview of some feedback following the recent GIRFE engagement whereby people only wanted to tell their stories once as at the moment there is duplication; teams to work well together as currently there is need for better coordination; there are a lot of community resources but the links between them are not always great, the need to be able to access information. It was highlighted that the sessions where people felt more comfortable, engaged and provided more





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enriched discussion was when the team attended existing groups. It was agreed that a future session on GIRFE would be beneficial. **Action:** Stephanie.

Areas to consider for the next Strategic Plan included:

- The new Strategic Plan should align, as far as possible, with other key Strategies such as the Corporate Strategy, the Council Plan, the Orkney Community Plan and the Clinical Strategy.
- The importance of working on the Action Plan in tangent with the new Strategic Plan was highlighted.
- Challenges of availability of housing and the implications to service delivery. It was agreed to arrange that a specific session be held in respect of Housing. **Action:** Stephanie. There is also the need for specialist housing for people with mental health etc.
- The need for a Workforce Plan which underpins the Strategic Plan including consideration of the Third Sector. It was agreed this would be a focus for a future meeting. **Action:** Stephanie. It was suggested that organisational cultural and health and wellbeing of staff should also be highlighted.
- Consideration of key areas affecting children and young people as well as working aged people who live with multi-morbidities. Looking at how best services can prevent individuals from being in worse health in the future.
- It was suggested that retaining the prevention and early intervention area would be beneficial and for there to be clear and tangible actions which could demonstrate progress.
- Consideration if references to the Island Games and the new substation in Finstown should be included and what the implications this may have on health and social care services.
- It was suggested reference to public protection such as child exploitation and harm be included.
- The Promise and GIRFE were also highlighted as areas which should be referenced within the Action Plan. It was advised that the GIRFE Pathway has a clear prototype on coordination and has clear outcomes which could be measured which could assist with better
- Perinatal Mental Health supports and a possible action to reinvigorate the awareness of supports available including ICON. This would fit within a possible prevention and early intervention area.

Following a discussion on the all age Psychiatric Liaison Team, it was noted that work is continuing to look at how to fund this, even on an interim basis, until funding from Scottish Government is confirmed. A possible paper will be presented in the Autumn to the IJB for consideration.

Next Steps



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An in-person meeting will be planned after summer with the invite being cascaded widely. **Action:** Stephanie. It was agreed that if anyone is aware of any community groups, especially for groups of individuals who are less likely to share their thoughts to pass this on. **Action:** All. It was also agreed that if anyone had any additional thoughts following the meeting to please email these across. **Action:** All.

