

This paper relates to  
Agenda Item 14



**Title/Subject:** Integration Joint Board Development Plan

**Meeting:** Integration Joint Board

**Date:** 05 August 2016

**Submitted By:** Chief Officer

**Action:** For discussion

## **1. INTRODUCTION**

- 1.1 The purpose of this report is to provide the Integration Joint Board (IJB) with an update on the work undertaken to develop a plan to support the development needs of the Board and its IJB members.

## **2. RECOMMENDATION**

The Integration Joint Board is requested to:

- 2.1 Agree the proposed programme of development activities for inclusion in the Board Development Plan commencing with the Focus on Mental Health and Wellbeing on 2 September.

## **3. BACKGROUND**

- 3.1. The Board Development Plan forms part of the priorities for Partnership Organisational Development as described within the Integrated Workforce Plan approved by the Board in February 2016.
- 3.2. The Board supported a paper in June 2016, proposing a range of Board Development activities and a request for IJB members to complete a survey prioritising these activities.

## **4. BOARD DEVELOPMENT**

- 4.1. To date Board development has been delivered in line with the key development exercises outlined in the Scottish Government Guide (2015).

- 4.2. The Board development activities proposed for 2016 – 2017 as indicated through the survey completed by IJB members is outlined in detail within Appendix 1. This also gives indications of the timescales and approach preferred by those members who responded.

The highest priority areas indicated by survey responses were:

1. Reablement and local service models
2. Board Culture Development Session
3. Working to support Localities
4. Strategic use of Information and ICT
5. Mental Health & Learning Disabilities
6. Area-wide Masterclass for Board members focussing on national (UK) picture and success in Integration.

Some of the development suggested has already been scheduled as part of Board meeting briefings and these are outlined within Appendix 1.

Board members also expressed a preference for a mixture of Board Briefings and visits to Clinical/Care areas to meet with staff delivering services.

- 4.3 At the meeting in June Members of the IJB approved the recruitment of an OD Adviser. The recruitment process is underway.

## 5. CONCLUSION

The board development programme has been redrafted to incorporate the feedback from members of the IJB and it is planned to schedule this range of development over the coming two years with development sessions and/or briefings held at every second Board meeting where possible. Some of these may be scheduled outwith Board meetings to accommodate area-wide opportunities and to incorporate service visits and interactions with local staff where appropriate.

### **Resource Implications**

The Board Development Plan will be produced utilising the current Partnership OD resource allocation and the development work recommended will form part of the Organisational Development Workplan for 2016 – 2018. Each topic within the Plan will have an appropriate designated lead to ensure this is co-ordinated effectively and makes best use of the management team and Board members time and resources.

### **Impact on IJB Outcomes and Priorities**

The strategic aim of this Board Development Plan is to support the delivery of the Strategic Plan through the development of the Integration Joint Board.

### **Legal & Risk Implications**

No obvious risk or legal implications would be associated with this Plan.

### **Consultation**

Members of the IJB will continue to be involved in the implementation of a Development Plan and subsequent development interventions will be discussed with the Board Chair, the Vice-Chair and Chief Officer.

## **Equalities Assessment**

The IJB will be a public body, for the purposes of the Equality Act 2010. Officers must ensure that equalities implications have been considered and that an equalities impact assessment is completed, where appropriate. A combined NHS/Council tool is being developed for this purpose.

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Approved for Submission by: Patricia Cassidy, Chief Officer

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**Date:** 15-07-2016

**List of Background Papers: The papers that may be referred to within the report or previous papers on the same or related subjects.**

- *Proposals for Development of the Transitional Board January 2015*
- *Recommendations for Transitional Board Briefings February 2015*
- *Recommendations for Transitional Board Development May 2015*
- *Integration Joint Board Development Programme June 2016*

