

Connecting Care

A newsletter for council and NHS staff working in adult and older people's services
Issue 1: February 2014

Integration is everyone's business

Across Scotland new integrated health and social care partnerships have to be formed by the NHS and local authorities by April 2015 in line with legislation.

This will see everyone from GPs, hospital teams, health workers in the community, social care staff and partners from the voluntary and independent care sectors, increasingly working side by side in local teams; sharing information, planning and delivering services in a seamless way.

At a time of unprecedented demand for our services and limited financial resources, this is both a challenge and an opportunity for The Moray Council and NHS Grampian to bring together the two parts of our organisations to work as one.

Getting it right matters to us all.

We need to draw on the experience, knowledge and commitment of staff at all levels - recognising what we all bring to the table and building on the strong working arrangements already in place and the partnerships we have forged with those in the wider community.

To support the move to the integration of adult and older people's services, Moray has already established a Transitional Leadership Group under our joint chairmanship. The primary focus is the development of our integration plan which will set out how we are going to do business from April next year.

We encourage you to play your part in defining how we integrate our different activities into the right model of care for Moray. We both look forward to hearing your thoughts.



Christine Lester, NHS Grampian

A handwritten signature in black ink that reads "Christine Lester".

Moray Transitional Leadership Group Co-chairs



Lorna Creswell, The Moray Council

A handwritten signature in black ink that reads "Lorna Creswell".

Chief Officer

The new integrated partnership will be a separate body. The health board and council will delegate agreed functions to a new joint integration board to oversee the delivery of joint services.

Council and NHS staff will remain with their existing employer, retaining their terms and conditions.

A chief officer will be appointed to lead the organisation. They will oversee the development, implementation and delivery of the integration plan.

Recruitment is about to begin for the post which will be a joint appointment and jointly funded by the Moray Council and NHS Grampian.

Keeping you up to date

This is the first issue of the joint staff newsletter and future editions will keep you updated with the work of the sub-groups and the development of the plan.

Look out for it in your emails or on notice boards, and printed copies will also be circulated to those without computer access.

We're looking at ways to share important documents with you and for you to comment, discuss ideas and share suggestions with colleagues. We will also be sharing news with the public and inviting them along to engagement events. We'll keep you posted.

Tell us more now by getting in touch with Robin Paterson, Integration Project Officer for Moray CHSCP on 01343 567139 or email robin.paterson@moray.gov.uk.

Staff workshops – your opportunity to get involved

What will successful integration look like? What are the next steps to working more closely in partnership and what improvements can our new organisation deliver? All this and more will be teased out at a series of staff workshops being held in March.

Case studies will be used to gather insight based on your experiences of what works now, what are the barriers to joint working and how these can be overcome..

The feedback from those who come along will be used to inform and shape the integration plan.

➤ **Buckie** – Friday 7th March from 9.30-11.30am, in the Lady Cathcart Community Centre

➤ **Dufftown** – Monday 10th March from 2-4pm, in the Dufftown Community Centre

➤ **Elgin** – Wednesday 12th March from 9.30-11.30am and Thursday 13th March 6.30-8.30pm, both in the Gallery, Elgin Library

➤ **Forres** – Wednesday 12th March from 2-4pm, in Forres Town Hall

To book a place contact Rachel Foster on 01343 567132 or Rachel.foster@moray.gov.uk

Champions for change

For the integration of health and social care to fully reflect the views, feedback and innovation of frontline staff, involvement from individuals and teams is needed as we move forward.

We have staff and partners with a wealth of experience who really understand the needs of the people of Moray and the barriers which often lie in our path to better working

This is your chance to help represent the views of those working on the front line. Your input is vital and we look forward to working with you.

Contact Robin Paterson, Integration Project Officer for Moray CHSCP on 01343 567139 or email robin.paterson@moray.gov.uk.

We appreciate that not everyone is available to attend regular sub-group meetings but would still like to be involved in discussions, so we'd also like to hear from you if you're keen to be part of a staff panel who could respond to key issues as they arise.

Transitional Leadership Group

Co-chairs:

Councillor Lorna Creswell

Chair of the Moray Council Health and Social Care Committee

Christine Lester

Non-executive board member with NHS Grampian

Councillor Sean Morton

Moray Council

Councillor Patsy Gowans

Moray Council

David Anderson

Non-executive Board member, NHS Grampian

Dr Roelf Dijkhuizen

Medical Director and Executive Board Member, NHS Grampian

Adam Coldwells

General Manager, Moray Community Health and Social Care Partnership

Sandy Riddell

Director of Education and Social Care, Moray Council

Jane Mackie

Head of Adult Social Care, Moray Council

Dr Graham Taylor

Joint Clinical Lead, MCHSCP

Dr Mark Houliston

Joint Clinical Lead, MCHSCP

Fabio Villani

Chief Officer, tsiMoray

Val Thatcher

Patient Participation Forum

Janis Donaldson

Unsiön

Ian Francis

NHS Workforce Partnership

Transitional Leadership Group

Moray Community Health and Social Care Partnership (CHSCP) has a proven track record of working effectively in partnership to provide quality, responsive services which meet the needs of individuals, their families and carers.

To ensure stability and a smooth transition as we move to our new model of integration with new arrangements, the Transitional Leadership Group was formed last year and has overarching responsibility for the development of Moray's integration plan.

The group has representation from the elected members from the Moray Council, non-executive and executive directors from NHS Grampian Board, and is answerable to both bodies.

The work of five sub-groups is being fed back to the Integration Management Group which is chaired by Jane Mackie, Head of Community Care, and Adam Coldwells, General Manager of the Moray CHSCP, and reports to the Transitional Leadership Group.

Sub-groups

The sub-groups are each addressing one of the key elements of the integration legislation to inform the plan. Each is co-facilitated by a lead from the council and from the NHS with membership drawn from staff from across the two organisations as well as the third sector and the public.

The groups are:

- **Joint outcomes (Robin Paterson, Sean Cody and Dr Tim Shallcross)** – developing a joint approach to the seven high level health and wellbeing outcomes outlined in the Bill. (see these on Page 4).
- **Joint systems (Roddy Huggan and George McLean)** – providing a seamless experience for people who access health and social care services by looking at aligning information systems, processes and protocols.
- **Workforce (Denise Whitworth and Philip Shipman)** – developing an outline of the future organisational design of the integrated model.
- **Joint resources and financial planning (Deborah O'Shea and Bob Sievwright)** – considering budget setting processes to achieve an integrated budget.
- **Governance and accountability (Rhona Gunn and Andrew Jackson)** – establishing the scope and function of the new integrated service, internal governance and accountability arrangements, as well as locality planning.

The integration agenda

The Public Bodies (Joint Working) (Scotland) Bill is the legislation which by April 2015 will see the creation across Scotland of new health and social care partnership models with agreed arrangements for budgets, functions, governance, planning and delivery of integrated services.

It's being welcomed as an opportunity to do better. The drive towards closer integration will see staff and partners continue to work together to improve the wellbeing of residents by improving access to health and social care services which are effective, targeted and jointly resourced.

A particular focus of the Bill is on ensuring health and social care partnerships put in place arrangements for the effective involvement of communities and health and social care professionals in influencing the planning and delivery of services.

The outcomes that matter

We need to be aware of what we are working towards through integration so we can maximise our own contributions and be clear about how progress will be measured.

A suite of national indicators and measures is under development but is expected to centre on the following:

1. Healthier living

Individuals and communities are able and motivated to look after and improve their health and wellbeing, resulting in more people living in good health for longer, with reduced health inequalities.

2. Independent living

People with disabilities, long term conditions or who become frail are able to live as safely and independently as possible in the community, and have control over their care and support.

3. Positive experiences and outcomes

People have positive experiences of health, social care and support services, which help to maintain or improve their quality of life.

4. Carers are supported

People who provide unpaid care to others are supported and able to maintain their own health and wellbeing.

5. Services are safe

People using health, social care and support services are safe guarded from harm and have their dignity and human rights respected.

6. Engaged workforce

People who work in health and social care services are positive about their role and supported to improve the care and treatment they provide.

7. Effective resource use

The most effective use is made of resources across health and social care services, avoiding waste and unnecessary variation.