

Connecting Care

A newsletter for council and NHS staff working in adult and older people's services

Issue 5: April 2015

Update from your Chief Officer, Pam Gowans



Welcome to the latest update from your Integration Team. Since our last newsletter the draft Integration Scheme has been consulted on, finalised and sent to the Scottish Government for approval. We have started work on the Strategic Plan and will be deciding how to make best use of our £1.59 million share of this year's Integrated Care Fund.

We are now well on our way to establishing a new integrated partnership to take over responsibility for adult health and social care in Moray.

Our plan showing how we will bring together the local NHS and council services in scope is now being scrutinised by the Scottish Government and in less than 12 months we will fully go live with integration.

Our Integrated Joint Board - with representation from all sectors - is now operating in shadow form to lead the way through this time of significant change.

The next challenge is to develop our first Strategic Plan which we expect to be drafted by the end of the year.

The plan needs ongoing involvement from everyone in Moray, including staff in every role, and I hope we can build on the positive start to engagement we had

for our Integration Scheme planning document at the start of the year.

More than 90 responses were received and I would like to thank everyone who took part in this important process.

The various elements of the scheme received high levels of support from stakeholders and we have responded to all the comments made.

A number highlighted the huge challenges which lie ahead and it is vital we all recognise this.

Minor changes to the document were endorsed by the former Transitional Leadership Group and the the final version approved by The Moray Council and NHS Grampian for submission before the end of March to the Scottish Government .

We hope to receive approval of our Integration Scheme within the next three months.

Moray's agreed vision for integration

To enable the people of Moray to lead independent, healthy and fulfilling lives in active and inclusive communities where everyone is valued, respected and supported to achieve their own goals.

What happens next?

The health and social care functions set out in the Integration Scheme along with the resources to deliver them, will transfer from The Moray Council and NHS Grampian on 1 April 2016.

For the Scottish Government to give us the go ahead we need to have in place our decision-making Integrated Joint Board and our Strategic Plan.

As of 1 April 2015 the Transitional Leadership Group has taken on the role of the Shadow Integrated Joint Board.

From April next year it will assume full legal responsibility for the delivery of health and social care.

The end of this month will see the first meeting of the Strategic Planning Group.

The group will be made up of staff from the NHS and Social Care, users of social care and NHS services, carers, commercial and non-commercial providers of health and social care, and third sector representatives.

It will have a pivotal role in directing and supporting the preparation of the strategic plan.

The Strategic Plan

The over-arching plan for the next three years will set the future direction for health and social care in Moray.

It will set out:

- Arrangements for carrying out the integrated role
- How these arrangements will contribute to the nine National Health and Wellbeing Outcomes
- A profile of Moray and the Joint Strategic Needs Assessment
- Our resources
- Our model of an improved health and care system
- Arrangements for working and engaging in localities
- Commissioning intentions linked to outcomes and key priorities.

We need to involve everyone from staff to service users and carers, the third sector, service providers and their staff along with the wider public in preparing this plan.

Staff sessions and public events will continue but we are also looking for you to tell us the best way to keep you informed and engaged (see Page 4).

Once drafted the plan will be widely consulted on before being finalised and must be in place before next April.

Integrated Care Fund

Funding of £1.59 million from the Scottish Government is available to Moray for 2015-16 to drive service innovation, development and improvement in integrated services for adults

Building on the Reshaping Care for Older People (RCOP) Change Fund which has just ended four years, the additional resource will support us to improve outcomes for people, reduce inequalities and improve quality and consistency of service.

Earlier this year stakeholders met to review the use of the Change Fund locally, consider lessons learned and the way forward for RCOP within this expansion of integrated working.

The Integrated Care Fund - which it has been confirmed will be available for three years - will enable us to focus on prevention, early intervention and care and support for people with complex and multiple conditions.

It has to be used to test and drive a wider set of innovative and preventative approaches in order to reduce future demand, support people with multi-morbidity and address issues around people who most need care being the ones least likely to receive it.



What's the big idea? Make change happen



What does your service look like now?

What could be done differently?

What should your service look like in three years time?

As professionals in the new integrated organisation how are you going to work differently?

A lot of people are doing a lot of good things but it's either not joined up or it could be better.

What needs to change first? Where are we least joined-up?

Your solution might be something that would need to be funded through the Integrated Care Fund or it might be something that could be improved through changes to processes or by bringing together a team with a different skill set.

Share your ideas with your team and line manager or email Morayintegrationpartnership@moray.gov.uk for consideration and development.

Think integration, think workforce

Integration will not work without the workforce.

Engaged staff think and act in a positive way about the work they do, the people they work with and the organisation they work in.

In recognition the Scottish Government has included an engaged workforce as one of the nine National Health and Wellbeing Outcomes.

The partnership will have to demonstrate how:

People who work in health and social care services are supported to continuously improve the information, support, care and treatment they provide and feel engaged with the work they do.

Key to this is improved two-way communications channels and involvement in decision making which ensures staff have influence on change.

How can we best engage with you?

This newsletter is one way we can keep you up dated on the journey of integration and we hope to expand it in future with more staff news and information what's happening in services.

But what engagements methods work best for you? Briefings from your manager? Workshop events? An on-line forum?

We want to gather more of your views on integration and the way forward.

Our on-line survey is live for your comments and feedback [here](#).

Staff continue to be employed by their current employer and terms and conditions will not change as we move into the integrated arrangements. All council and NHS staff in scope should have received notification from their relevant HR department giving this reassurance and offering the opportunity to raise any concerns.



Keep the conversation going

In March I ran a number of staff “talking lunches” at locations around Moray to feed back on the Integration Scheme consultation and answer any questions.

The full report which details all the comments made and our responses to them is available on the Moray Council website or by clicking the link [here](#).

I am still keen to talk to staff at your training days, team meetings or over a lunch break so please contact me.

Keep an eye on your Intranet sites and group emails for further “talking lunch” dates which will be arranged soon.

If you use Facebook or Twitter then please follow us and let's keep the conversation going.

You can contact us at:

Morayintegrationpartnership@moray.gov.uk or call 07855 123512

- Alistair Robertson, engagement and communication officer



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