

ANGUS HEALTH AND SOCIAL CARE PARTNERSHIP

STRATEGIC RISK IMPROVEMENT ACTION PLAN



Appendix 2

Red	Not on track with major issues	Amber	On track with minor issues
Green	On track	Blue	Complete

ACTION	RESPONSIBLE	STATUS	TARGET DATE	IMPROVEMENT TYPE	RAG	UPDATE
SR01 SUSTAINABILITY OF PRIMARY CARE SERVICES - to maintain sustainable Primary Care Services both in and out of hours due to national recruitment issues						
	This risk has been aligned with the Contract Implementation & Advisory Group (CIAG) risk log to address issues with workforce, premises and IT.	Gail Smith, Chief Officer/AMD Primary Care				
1	Work is ongoing regarding recruitment to substantive primary care and medical leadership roles.	Gail Smith, Chief Officer/AMD Primary Care	In Progress	Ongoing	Improve Existing Controls	Red
2	Work is ongoing regarding GP appraisals.	Gail Smith, Chief Officer/Dr Alison Clement, AMD	In Progress	Ongoing	Improve Existing Controls	Green
3	Develop a staff questionnaire to evaluate delivery and achievement.	Gail Smith, Chief Officer/AMD Primary Care	In Progress	Ongoing	Improve Existing Controls	Amber
4	Mental Health Workforce model is being reviewed via a test of change	Gail Smith, Chief Officer/Dr Alison Clement	In Progress	Ongoing	New Control	Amber
5	Sustainability of Primary Care survey to be undertaken in Dundee and Angus to allow identification of highest risk practices across Tayside.	Gail Smith, Chief Officer/Dr Alison Clement	Not started		New Control	Red
6	Continuing professional development of advanced practice roles e.g. Paramedics and nursing. Support for practice nursing.	AMD PSC/HSCP AMD/2C Strategic Clinical Lead	In Progress	Ongoing	New Control	Amber
7	Creation of a primary/secondary care interface group.	AMD PSC/HSCP AMD/2C Strategic Clinical Lead	In Progress	Ongoing	New Control	Amber
8	Development of a system to support monitoring of adverse events and feedback to support quality.	AMD PSC/HSCP AMD/2C Strategic Clinical Lead	In Progress	Ongoing	New Control	Amber
9	Develop an assurance framework for 2C practices.	AMD PSC/HSCP AMD/2C Strategic Clinical Lead	In Progress	Ongoing	New Control	Amber
8	Development of a system to support monitoring of adverse events and feedback to support quality.	AMD PSC/HSCP AMD/2C Strategic Clinical Lead	In Progress	Ongoing	New Control	Amber
THE MITIGATING ACTIONS FOR THE SUSTAINABILITY OF PRIMARY CARE RISK ARE BEING REVIEWED AS PART OF THE REDESIGN OF PRIMARY CARE						
SR03 FINANCIAL MANAGEMENT						
1	Ongoing dialogue with NHST, Angus Council and via national forums, Scottish Government regarding funding streams.	Gail Smith, Chief Officer / Sandy Berry, Chief Finance Officer	In Progress	Annual	Improve Existing Controls	Amber
2	Ongoing progress with actions outlined in Strategic Financial Plan. Consideration is being given to a review of oversight forums	Gail Smith, Chief Officer / Sandy Berry, Chief Finance Officer	In Progress	Ongoing	Improve Existing Controls	Amber
3	Ongoing dialogue regarding Large Hospital Set Aside, Mental Health and Complex Care. Escaled to IJB Board.	Gail Smith, Chief Officer / Sandy Berry, Chief Finance Officer	In Progress	April22/Mar23	Improve Existing Controls	Red
4	Improve financial support specifically around Adult Social Care. IJB reviewing finance capacity and addressing staff recruitment issues.	Gail Smith, Chief Officer / Sandy Berry, Chief Finance Officer	In Progress	Ongoing	Improve Existing Controls	Amber
SR02 -PRESCRIBING MANAGEMENT						
1	Participate in the regional PMG and implement agreed prescribing strategy by:-					
a	Ensuring links made across whole system linking savings in prescribing to funding for evidence-based alternatives e.g. social prescribing.	Dr Alison Clement, Associate Medical Director/ Michelle Logan	In Progress	Ongoing	Improve Existing Controls	Amber
b	Holding operational and stakeholder PMG meetings alternate months to ensure a suite of measures are available for practices to engage in.	Dr Alison Clement, Associate Medical Director/ Michelle Logan	In Progress	Ongoing	Improve Existing Controls	Amber
c	Pharmacy teams continuing to maximise technical switch opportunities with several projects in progress including switches for antacid treatments and vaginal oestrogens.	Dr Alison Clement, Associate Medical Director/ Michelle Logan	In Progress	Ongoing	Improve Existing Controls	Amber
2	Implementing quality management systems for prescribing	Dr Alison Clement, Associate Medical Director/ Michelle Logan	In Progress	Ongoing	Improve Existing Controls	Amber
3	Extending work on pharmacotherapy to support the additional elements of prescribing management as set out in the nGMS contract	Dr Alison Clement, Associate Medical Director/ Michelle Logan	In Progress	Ongoing	Improve Existing Controls	Amber
SR08 WORKFORCE OPTIMISATION - as a result of our ageing workforce, difficulties in recruiting suitably skilled and experienced staff in some areas there is a risk that the partnership will be unable to maintain its workforce appropriately leading to unsustainable services						
1	Working with employing organisations to create more flexible and responsive recruitment packages.	George Bowie, Head of Service	Complete	Ongoing	New Control	Green
2	Ongoing work in developing an Angus HSCP Workforce Plan	George Bowie, Head of Service	Ongoing	Ongoing	New Control	Green
3	Ongoing engagement with the Staff Partnership Forum.	Eunice McLennan, Head of Service	Complete	Ongoing	New Control	Green
4	Working with employing organisations to improve recruitment e.g. Career First, new Angus Job Portal. Social care adverts more accessible.	Eunice McLennan, Head of Service	In Progress	Ongoing	New Control	Green
5	Working alongside NHS Tayside to manage the challenges faced in Psychiatry and Primary Care	Eunice McLennan, Head of Service	In Progress	Ongoing	Improve Existing Control	Amber

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6	Reviewing corporate, care management and strategic planning and improvement via the Angus HSCP Workforce Steering Group.	Eunice McLennan, Head of Service	In Progress	Ongoing	New Control	Green	
7	Heads of Service are challenging all vacancies to ensure recruitment plans are realistic. Remobilisation plan includes additional finance to partially mitigate for Covid 19.	Eunice McLennan, Head of Service	In Progress	Ongoing	Improve Existing Controls	Green	Remobilisation Plan includes additional finance to partially mitigate for Covid 19.
8	Working alongside HR to resolve Agenda for Change recruitment challenges	Eunice McLennan, Head of Service	In Progress	Ongoing	Improve Existing Controls	Red	
SR11 COMMISSIONED SERVICE PROVIDER FAILURE - to monitor and provide assurance that mechanisms for identifying early warning signs that providers operating locally are failing or in difficulty							
1	Weekly monitoring of residential care providers, home care provider and RAMs.	George Bowie, Head of Service	In Progress	Ongoing	Improve Existing Controls	Green	
2	Work is progressing with new Fair Cost of Care framework. All funding has been allocated.	George Bowie, Head of Service	In Progress	Ongoing	improve Existing Controls	Green	
3	To support providers with recruitment events	George Bowie, Head of Service	In Progress	As Required	New Control	Green	Programme of recruitment has commenced.
4	Work is ongoing with Care Inspectorate Improvement Plans	George Bowie, Head of Service	In Progress	Not Started	New Control	Green	Care Inspectorate rep attends CaHOG & CHOG
5	Ongoing joint assurance visits by Service Leaders and Senior District Nurses.	George Bowie, Head of Service	In Progress	Ongoing	New Control	Green	Monitored by weekly meetings of the CHOG
SR14 ADULT SUPPORT & PROTECTION							
1	Work is ongoing regarding AP audit in care management	George Bowie, Head of Service	In progress	Ongoing	Improve Existing Controls	Green	Likely this will be undertaken in February 2022.
2	Work is ongoing regarding the position statement for Care Inspectorate and ASP Inspection	George Bowie, Head of Service	In progress	Ongoing	Improve Existing Controls	Green	
3	Work is ongoing with Adult Protection Large Scale Investigations in care homes.	George Bowie, Head of Service	In progress	Ongoing	Improve Existing Controls	Green	
4	To review supervision arrangements in care management team as part of the Care Management Review	George Bowie, Head of Service	In progress	Ongoing	Improve Existing Controls	Green	
5	Improvement work is ongoing in a number of partnership services following the Significant Case Review P19	George Bowie, Head of Service	In progress	Ongoing	New Control	Amber	