



Integration Joint Board

22<sup>nd</sup> September 2016

This Report relates to  
Item 6 on the Agenda

# Update on Organisational Development Action Plan 2016 - 2019

*(Paper presented by Linda Davidson)*

*For Noting*

<b>Approved for Submission by</b>	Julie White, Chief Officer
<b>Author</b>	Hazel Walker – HSCI Workforce Development Partner Alison Warrick – Executive Assistant to Chief Officer
<b>Background Papers</b>	
<b>Appendices</b>	Organisational Development Action Plan 2016 - 2019

## SECTION 1: REPORT CONTENT

**Title/Subject:** OD Action Plan – D&G Integration Partners 2016 - 2019

**Meeting:** Integration Joint Board

**Date:** 22<sup>nd</sup> September 2016

**Submitted By:** Caroline Sharp/Paul Clarkin

**Action:** For Noting

### 1. Introduction

1.1 This paper highlights the areas of focus and concern regarding Integrated Partnership working and learning.

### 2. Recommendations

2.1 **The Integration Joint Board is asked to:**

**Note the Organisational Development Action plan 2016 – 2019.**

### 3. Background

At the Integration Joint Board meeting on the 28<sup>th</sup> May the following was discussed:

3.1 The Seven recommendations highlighted from the culture diagnostic work carried out over the past several months

3.2 Cascading the results of this work across the partnership

3.3 Project programme & timeline (OD Action Plan included)

3.4 Completion of Lifestyles Inventory (LSI) for leaders across the partnership, including all members of the IJB, within 18 months (agreed and endorsed on 28<sup>th</sup> April 2016)

3.5 Governance surrounding actions previously endorsed & agreed by 'HSCI OD Work Stream'

### 4. Main Body of the Report

4.1 Please see appendix for full details

### 5. Conclusions

This Paper has noted and suggested actions with immediate, medium and long(er) term implications for the HSCI workforce.

## **SECTION 2: COMPLIANCE WITH GOVERNANCE STANDARDS**

## **6. Resource Implications**

- 6.1. The contents of this paper advise of the immediate financial resource implications as detailed. Future consideration may be required with regards to internal resources and capacity during the time frames noted.

## **7. Impact on Integration Joint Board Outcomes, Priorities and Policy**

- 7.1. This paper focuses on the outcomes stated in the Strategic Plan, Locality Plans and the 9 National Health & well Being Outcomes

## **8. Legal & Risk Implications**

- 8.1. There are no legal and risk implications

## **9. Consultation**

- 9.1. The Action Plan (appendix) was made available for existing members of the former 'OD Workstream', Culture Navigator Group and Staff Union representation 2 weeks prior to the submission date for IJB for comments, notes and/or suggestions.

## **10. Equality and Human Rights Impact Assessment**

- 10.1. Not required

## **11. Glossary**

- 11.1
- |      |   |                                  |
|------|---|----------------------------------|
| IJB  | - | Integration Joint Board          |
| LSI  | - | Lifestyles Inventory             |
| OD   | - | Organisational Development       |
| HSCI | - | Health & Social Care Integration |