



REPORT TO: MORAY COUNCIL ON 27 NOVEMBER 2019

SUBJECT: DELEGATION OF SERVICES TO THE MORAY INTEGRATION JOINT BOARD

BY: CHIEF OFFICER, MORAY INTEGRATION JOINT BOARD

1. REASON FOR REPORT

1.1 To inform the Committee of the pending process and estimated timescale for the proposed delegation of additional Moray Council Services to the Moray Integration Joint Board (MIJB).

1.2 This report is submitted to Committee in terms of Section II (10) of the Council's Scheme of Administration relating to changes in Committee structure, distribution of functions and responsibilities.

2. RECOMMENDATION

2.1 It is recommended that the Council note:

- i) the process and the timescale for completion of the preparatory work for the proposed delegation of Moray Council Services to the Moray Integration Joint Board, allowing formal decision making to take place; and**
- ii) that Grampian Health Board on 5 December 2019 will meet to agree their position in relation to this proposal, the report seeking approval to proceed to next steps for implementation.**

3. BACKGROUND

3.1 At its meeting 25 September 2019, the Council agreed the proposed management structure for the Council following a review process of the existing structures (paragraph 5 of the minute refers)

3.2 The Council also agreed to proceed with the next steps to implementation, generating the necessary information required for formal approval of delegation to take place.

3.3 As part of the redesign of the management structure, the Council has supported the proposal to delegate Children and Families Social Work and Criminal Justice Social Work Services to the MIJB pending the preparatory work is completed and is found to support this decision.

- 3.4 In order for this to proceed the legal process associated with the Public Bodies (Joint Working) (Scotland) Act 2014 must be followed. Already in place from the previous process of establishing the new integration authority that is the MIJB is the Moray Integration Scheme (IA). The IA is the legal document setting out the terms of the partnership between the two parties that is Grampian Health Board and the Moray Council.
- 3.5 The MIJB was established 1 April 2016 following approval of the IA by Parliament on 6 February 2016. The group of services delegated at that time were those that made up Adult Community Care Services.
- 3.6 NHS Grampian Board at 5 December 2019 will be asked to approve in principle the proposal to delegate these services into the partnership arrangements. Following on from this decision a significant piece of work will be taken forward to prepare an updated Integration Scheme, agree the group of services in scope and applying due diligence to the process. This will ensure that all necessary information is presented to all parties, the Council, the Health Board and the MIJB to assist with final decision making.
- 3.7 In the meantime the Chief Officer, MIJB alongside the Chief Executive of the Council and the Chief Social Work Officer will support the interim Head of Service in assuring business as usual, developing and implementing change through the improvement and modernisation process and contributing to the planning of any transition of services into the MIJB through the Health and Social Care Partnership.
- 3.8 The anticipated timeline for this process is 12 - 18 months with key milestones to be achieved. At key points in the process interim reports will be provided to the Council and Grampian Health Board for information and decision making. Moray Integration Joint Board will also be kept informed of the progress.
- 3.9 The work to be undertaken is not to be underestimated and it is likely that there will be a need for short term resourcing. The requirements for this are currently being considered and will be presented to the CMT of the Council, with the expectation that any additional resourcing required will be requested through the transformation fund of the Council.

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

This proposal sits consistently with the ambitions of the MIJB Strategic Plan and the Moray Council Corporate Plan and the overall ambitions underpinning Integration of Health and Social Care in Scotland.

(b) Policy and Legal

The implementation of recommendations made in this report will ensure that the Grampian Health Board and Moray Council complies with legal requirements relating to the delegation of service to the integration authority.

(c) Financial implications

In preparation for the delegation of additional functions to the MIJB it will be necessary for the MIJB to obtain assurance that financial resources are adequate to allow it to carry out the functions and to assess the risks associated with this. The MIJB Chief Financial Officer will work with both the Council Section 95 Officer and the Health Board Director of Finance in establishing the required assurance.

(d) Risk Implications

A profile of risks will be established and presented as part of the process.

(e) Staffing Implications

As with any transformation and change plan there are implications for staff in how they go about their work and how supported they are within a pressured and changing picture. Staff Side, Unions and Human Resources will be working alongside the leadership team in delivering change observing the associated policies and procedures of the Council and NHS should delegation proceed.

An organisational change steering group and joint workforce forum exists and will support the implementation of the plan should it proceed.

There are also significant staffing issues in regard to the work need to prepare the revised Integration Scheme, if it is to go ahead, which will impact heavily on the Council's legal service and will have implications for the workload of that service.

(f) Property

There are no direct property implications however there is an established Infrastructure Programme that has the task of linking with the asset management arrangements of both NHS Grampian and Moray Council to ensure a joined up approach in the estate and enable the priorities and supporting infrastructure for transformation are co-ordinated and prioritised through formal routes.

The MIJB itself does not have those resources delegated and places reliance on the partner bodies processes.

(g) Equalities/Socio Economic Impact

At this point there are no requirements to complete an assessment.

(h) Consultations

The following have been consulted and are in agreement with the report where it relates to their area of responsibility, Systems Leadership Team, Health and Social Care Moray, Corporate Management Team, Moray Council System Leadership Team, NHS Grampian, the Legal Services Manager and Tracey Sutherland, Committee Services Officer

5. CONCLUSION

- 5.1 The Council has proposed the delegation of further functions to the MIJB. In line with the legal process, work will commence in preparation of a detailed report for the delegation of Children's and Families Social Work and Criminal Justice Services to the MIJB with a timescale of completion set for 12 to 18 months.**

Author of Report:

Background Papers:

Ref: