			PERTH & KINROSS HEALTH & SOCIAL CARE PARTNERSHIP PARTNERSHIP IMPROVEMENT PLAN		
Area	Priority Level (1, 2, 3)	IP No.	Action	Strategic Risk Mitigating Action	RAG (against planned date for completion)
Leadership, Culture & Values	2	IP01	How effective is the IJB Board? Undertake a self-assessment of performance against the PKIJB Integration Scheme with IJB members and Executive Management Team to provide improved understanding of the IJB's role and remit.	SR06-1.1 SR07-5.1	Red
	1	IP02	Review of PKHSCP organisational structure and overall senior leadership capacity.	SR07-1.1	Green
	2	IP03	Implement a Leadership Development Program focused on Collaborative Practice	SR06-8.1 SR07-1.2	Green
	1	IP04	IJB Member Development: Refresh of induction and review of IJB Annual Training and Development Plan following full needs assessment. This will ensure that IJB members are adequately supported in terms of communication, training, consultation and engagement so that the Board can fulfil its governance role effectively. This should include the needs of public partners.	SR07-1.3	Amber
	3	IP05	Programme Annual Development Meetings between the Chair and Members	SR06-7.2	Red
	3	IP06	Develop a statement of our vision and values to be become front and centre of all IJB activities moving forward (combined with strategic plan see 14)	SR07-6.1	Complete
Stakeholder Engagement	3	IP07	Effective Stakeholder Engagement: Review the role of the Communication and Engagement Group and develop an engagement and participation strategy to support localities. This will providing a systemic approach to stakeholder engagement and will assist in improving the evaluation of the impact being made by specific developments		Amber
	3	IP08	Review IJB membership ensuring that all sectors are adequately and appropriately represented including the independent sector	SR04-4.3 SR05-3.3	Red
	3	IP09	Effective Communication with our Public: Development of a coordinated approach to communication and marketing supported by dedicated expertise, ensuring that the effectiveness of the approach developed is evaluated in terms of its impact.	SR04-09	Amber
	3	IP10	Effective Engagement and Co-production at Locality Level: individual locality reports to be brought forward to the IJB, leading to greater prioritisation of the systemic evaluation of strategic impact	SR04-3.2	Amber

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	3	IP11	Effective engagement with PKC Elected members: embed a Health & Social Care Session into the PKC rolling program for elected members	SR04-2.2	Green
	3	IP12	We will engage with local communities to co-design future services	SR04-3.3	Green
	3	IP13	The partnership should build on existing good relationships with care providers and housing services to identify where there is potential to coproduce solutions to strategic challenges. This should include co-producing a market facilitation plan.	SR04-4.4	Amber
Vision, Direction & Purpose	1	IP14	Development of our next five-year Strategic Commissioning Plan will set a shared vision (with statutory partners) and clear priorities which will align our collective and collaborative activity ensuring that SMART objectives are used appropriately to drive improvements in outcomes. Progress against implementation should be systemic and routine to ensure robust prioritisation is undertaken bearing in mind short and long term goals	SR07-2.1	Green
	1	IP15	Measuring our performance: Develop a 'measure what you value rather than value what you measure' approach aligned to the refreshed strategic plan with accountability arrangements in place to deliver integrated performance reporting and review making best use of available data/benchmarking, including at locality level, to identify areas of service improvement.	SR05-1.2	Green
	2	IP16	How effective are our Programme Boards? : Building on our Programme Boards, review our planning and commissioning structures and leadership arrangements to ensure a strong connection to localities, and clear leadership arrangements to support capacity. This will be taken forward under the Strategic Planning and Commissioning Board which provides a balanced focus on all priorities and a mechanism for systematic review and monitoring using SMART principles	SR05-8.1 SR07-3.1	Amber
	2	IP17	Ensure greater priority on evaluating impact of strategies and plans including - Putting in place a systematic approach to involve stakeholders. - Effectively evaluating specific developments and initiatives to determine their impact on improving outcomes and to inform future strategy.	SR05-8.2	Amber
	3	IP18	Ensure robust oversight of the implementation of the strategic delivery plan for Older People and Unscheduled Care taking into account fully delegated hospital services and large hospital set aside.	SR05-8.3	TBC
	2	IP19	Review the role and remit of the Strategic Planning Group and the Third Sector Forum to ensure that existing strategies (and those under development) are supported in terms of the Partnership's capacity to deliver.	SR07-2.2	Red
	2	IP20	Conduct regular reviews of priorities bearing in mind emerging issues being prepared to reorganise, reprioritise and reallocate capacity from lower level priorities or secure additional resource which can avoid or reduce future risks.	SR07-2.3	Amber

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Decision Making	2	IP21	Take a systematic approach to reviewing and updating the partnership's strategic needs assessment bearing in mind the objectives of the Strategic Commission Plan.	SR07-2.4	**Green**
	2	IP22	Develop an effective, digitally enabled workforce plan linking organisational development, E-Health and Care Plans to encompass the needs of both partner bodies (NHS Tayside and Perth and Kinross Council) - **Workforce**	SR02-5.1	**Amber**
			Develop an effective, digitally enabled workforce plan linking organisational development, E-Health and Care Plans to encompass the needs of both partner bodies (NHS Tayside and Perth and Kinross Council) - **Organisational Development**		
			Develop an effective, digitally enabled workforce plan linking organisational development, E-Health and Care Plans to encompass the needs of both partner bodies (NHS Tayside and Perth and Kinross Council) - **Tech enabled Care (TEC)**	SR02-5.3	
	3	IP23	Seek appropriate levels of Corporate support from Statutory Partners including organisational and workforce development.	SR07-1.4	**Green**
	2	IP24	Ensure that Programme and Project Management is effective and supports the implementation of all strategic plans and strategic priorities, taking into account the scale of the task, its capacity, finance and the timescale needed to achieve it.	SR07-1.5	**Green**
	3	IP25	Improve the effectiveness of the connection of PKHSCP planning with Statutory Body Strategic Planning (Transforming Tayside/ Perth & Kinross Offer)	SR07-1.6	**TBC**
Financial Controls	1	IP26	Create integrated budgets to support improved planning of services and ensure devolution to locality level.	SR01-1.4	**Amber**
	1	IP27	Support NHST to ensure timely agreement of budgets moving forward	SR01-2.2 SR01-10.1	**Green**
	1	IP28	Reach agreement with NHST on refreshed finance support arrangements for IPMH	SR01-9.1	**Complete**

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Internal Controls	1	IP29	Agree risk sharing arrangements between statutory partners	SR01-1.2	**Red**
	1	IP30	Corporate Support: Development of new structure under CFO to ensure sufficient capacity.	SR01-9.1	**Complete**
	3	IP31	Align HR processes, policies and procedures via influencing national guidelines and thereafter implement	SR03-1.1	**TBC**
	3	IP32	Embed the routine issue of Directions as part of normal business process and ensure appropriate learning from other integration authorities	SR06-6.1	**Amber**
	2	IP33	Ensure that Risk item is on all team agendas.		**TBC**
	2	IP34	Ensure Health and Safety item is on all team agendas.		**TBC**
	2	IP35	Clinical, Care and Professional Governance: Embed a consistent framework for performance review across all services, providing assurance to the new sub committee of the IJB on the safety and effectiveness of services ensuring streamlining of our arrangements with those of both statutory bodies.	SR05-3.4	**Green**
	2	IP36	With the governance and accountability structures of both statutory bodies, as well as those of the IJB, there is considerable duplication in reporting to potentially 5-6 different committees/fora/groups and thus great potential to explore a more integrated and efficient approach. We will review current arrangements and work with partners to explore the potential to reduce duplication.	SR06-2.1	**Green**
Scrutiny and Accountability	2	IP37	A comprehensive improvement plan will be developed that brings together the findings of the Joint Inspection, the findings of the Annual Governance Self Assessment and as part of that the MSG Review of Integration.	SR06-2.2	**Complete**