

Health and Social Care Board Plan

Summary and Recommendations

This report presents a revised Health and Social Care Board Plan (Appendix 1), which is based around five proposed areas of key priority: implementing integration, social care support for adults and older people, public health, mental health and workforce. The report also provides a revised template for reporting on the priority areas outlined above.

In addition, the Board is invited to receive written and/or verbal updates on developments which do not merit a standalone report at this Board session but should be drawn to the Board's attention. Those updates provided cover the following matters:

- Brexit
- COSLA's Spending Review campaign
- Programme for Government
- Review of telecare call handling services
- Health and Social Care workforce issues

This paper invites Members to:

- i. Consider and agree to the revised Health and Social Care Board Plan and template for reporting set out in Appendix 1, and;
- ii. Note progress and discuss any emerging issues from the updates provided.

References

Previous reports on:

- Discussion Paper: COSLA Health and Social Care Board Plan, August 2019
- Health and Social Care Board Plan, May 2019
- Health and Social Care Board Plan, March 2019

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Health and Social Care Board Plan

Purpose

1. This paper provides the Health and Social Care Board with an updated Board Plan, which has been developed on 5 identified key priorities: implementing integration, social care support for adults and older people, public health, mental health and workforce. To ensure that reporting on the proposed priorities is presented in a clear and concise manner, a revised template for reporting has also been developed and is presented as part of this paper (Annex 1).
2. This paper also provides information for the purposes of written updates from staff. These updates are intended to highlight key developments over the current period which do not merit a standalone report.

Current COSLA Position

3. At the initial meeting of the Health and Social Care Board in October 2017 a set of strategic priorities were agreed to, designed to support the principles from COSLA's constitution;
 - Focussing on Communities
 - Strengthening Local Democracy
 - Delivering Outcomes
 - Working Together Locally, and
 - Defending Local Choices
4. At this meeting, the Board also discussed and agreed the following eleven priorities to form the basis of a Board Plan, which have remained consistent to this point:
 - Integration of Health and Social Care
 - NHS Board Reform and Regional Planning
 - Reform of Adult Social Care
 - Self-Directed Support
 - Social Care Workforce
 - Scottish Living Wage
 - Charging Policies for Social Care
 - Public Health
 - Carers Policy
 - Mental Health
 - Digital and Technology
5. Since the Board agreed these eleven priorities it is recognised that several have moved on, changed in their focus or even been withdrawn from the national policy agenda. As such, the Board agreed in May 2019 that a revised set of priorities should be drawn up to provide the basis for COSLA's work through to 2022.

What is changing?

Revised Board Plan

6. Having reviewed existing workloads, current priorities and likely areas of activity over the coming 24-32 months, it was proposed that the Board Plan be presented as a smaller number of more over-arching topics that could be more accurately as 'priority' areas.
7. The five areas that were identified as key priorities and form the basis of the revised Board Plan are as follows:
 - **Implementing integration**
 - **Social care support for adults and older people**
 - **Public health**
 - **Mental health**
 - **Workforce**
8. The above priorities are indicative workload for the Health and SC Team with some previous areas of work being removed (e.g. the National Care Home Contract and Regional Planning). Similarly, some important themes which do not appear as 'priorities' or distinct pieces of work (e.g. tackling inequalities, digital transformation in health and social care and finance) are presented as cross-cutting themes given their systemic and cross-cutting nature.
9. At the August meeting of the Board, members and advisers were invited to contribute their own experience and priorities to help inform the further development ahead of a final Plan being agreed at this meeting. The outcomes of that meeting indicated that the themes outlined were broadly accurate, with the comments and insights provided during this discussion influencing the version of the Board Plan presented in this paper, alongside the template for reporting.

Updates

Updates on items which do not merit a full agenda item at the Board meeting are as follows:

- A. Brexit
- B. COSLA's Spending Review campaign
- C. Programme for Government
- D. Review of telecare call handling services
- E. Health and Social Care workforce issues
- F. Links with the Office of the Chief Social Work Advisor

A. Brexit

10. Scottish Government have funded two Policy Manager roles within COSLA. These officers are co-ordinating the mapping of activity and information gathering across all Scottish Local Authorities and sharing this information with COSLA Leaders and Scottish Government Ministers. To date two surveys of local authorities have been conducted by COSLA to ascertain resilience and contingency activity among our members, the most recent information was collated in July 2019.
11. In relation to health and social care the immediate risks identified include;
 - Workforce shortages: potential for EU Nationals to exit the UK

- Procurement and supply: potential shortages of medical and social care supplies
 - British returners: potential for numbers of British citizens returning to Scotland with high health and/or social care needs
12. Scottish Government have also provided funding to Scottish Care for an officer who has surveyed their members in relation to Brexit preparedness, they have also produced a “self-assurance checklist”. Their most recent EU Exit [Briefing](#) was published in August 2019.
 13. The latest SPICe briefing produced by the Scottish Parliament Information Centre “[Preparing for a no deal Brexit](#)” was published on 2nd of September 2019. It highlights potential implications of a no deal Brexit and work taking place across Scotland to prepare for such.
 14. Weekly meetings of the Scottish Government Resilience Room (SGoRR) commenced in December 2018 and the COSLA President is a member. SGoRR was stood down following the decision to extend Article 50 in April 2019. However, preparations are now being finalised to reactivate SGoRR during October to respond to any civil contingencies impacts that may arise as a result of a no deal Brexit on 31st October.
 15. It is also intended to reconvene the National Contingency Planning Group (or a sub-group of this) to discuss the preparations underway in the social care sector and share information in relation to national work being undertaken. The NCPG is not intended to cut across resilience planning at a local, national or regional level but to look to identify any specific gaps or issues facing social care.
 16. Board members are encouraged to raise any specific implications of Brexit in their areas and to engage with efforts for national information sharing and coordination. Further information is available from COSLA officer groups.

B. COSLA Spending Review Campaign

17. A paper was presented at the August meeting of the Board which provided an outline of the overall strategic approach to COSLA spending review campaign and which sought views on proposed key priority areas for health and social care. Following this meeting, work has been undertaken to progress this campaign.
18. Notably, evidence is in the process of being submitted to all the Scottish Parliament committees that are currently undertaking a dedicated pre-budget scrutiny process, including the Health and Sport committee. COSLA officers have also been engaging with professional organisations and advisors, including Social Work Scotland, IJB Chief Officers and other representatives from the health and social care space, to develop the campaign, with two meetings having been held to this point. The Board will continue to be updated on the progress of the spending review campaign as it progresses.

C. Programme for Government

19. On September 3rd, the Scottish Government published the Programme for Government 2019-20, which set out the intended legislative programme for the upcoming year. Much of the content contained in the Programme for Government was as anticipated in advance, with no significant unexpected proposals emerging.
20. It is notable that policies seeking to secure improvements in health outcomes continue to be based around providing additional investment in the NHS rather than applying focus to the preventative services provided by Local Government. COSLA officers are in the

process of interpreting the costs associated with the proposals outlined in the Programme and will seek to ensure that commitments are fully funded.

D. Review of telecare call handling services

21. Call handling arrangements, including call monitoring and initial responses, represent a key component of any effective telecare system. At the August 2018 meeting of the Health and Social Care Board, it was agreed that the Scottish Government and COSLA would seek to review the current arrangements for providing telecare call handling services in Scotland. At this meeting it was agreed that a review would be commissioned through COSLA – with resources provided by Scottish Government. The independent IT consultancy [FarrPoint](#) was commissioned to progress this review.
22. The interim Farrpoint report, which was aimed at building a better understanding of existing telecare call handling arrangements, was presented at the May meeting of the Board and outlined the following overriding findings:
 - The telecare service offering varies between Partnerships. Alarm monitoring is a universal element, but apart from this, the service offered may include other service elements, with a blurred line of demarcation between telecare and other health/care services;
 - Partnerships use different definitions for telecare metrics (such as what constitutes an alarm call), classify calls reasons differently, and collect and report different data.
23. The second stage of the study has sought to identify potential improvements to current call handling arrangements and outline the improvements they could potentially deliver is currently nearing completion. Interviews have been completed over the summer months with a wide range of stakeholders either directly involved in the delivery of telecare, or who work for an organisation that interfaces with telecare services. Of note, interviews have been conducted with representatives from SOLACE, IJB Chief Officers, the Local Government Digital Office and COSLA officers. We are now seeking the views of users of telecare services before a finalised version of the report is taken to the Board.
24. To date, key considerations and options that have been regularly highlighted during this study can be grouped into five broad categories: Standardisation, Automation, Proactive Services, Shared Services and Telecare Devices. It is also the case that potential call handling options that will be identified in the final report will be independent and, as such, could be implemented in isolation, or in combination with a mix of other improvements. However, the report will highlight that consideration should be given to:
 - Short term “foundation” improvements;
 - The impact of the scope of telecare services;
 - Longer term improvements and links to telecare innovation.
25. The final interviews to be conducted as part of this study will be completed shortly, with a finalised version of the review anticipated to be brought to the next meeting of the Board.

E. Health and Social Care workforce programme

26. Scottish Government and COSLA support the National Health and Social Care Workforce Programme Board, linked to a national Health and Social Care Workforce Planning Programme. A report on today’s agenda recommends approval of the first Integrated Health and Social Care Workforce Plan and associated Workforce Planning Guidance, two projects in the workforce programme.
27. Other key projects in the programme include: a Social Care Labour Market study - this is nearing finalisation and is expected to be available for the November Board meeting; an

Adult Social Care Marketing Campaign to encourage people to join the workforce through better understanding of the opportunities it offers – this campaign is scheduled to go live in January; a project to support employees' understanding of the available entry routes and career pathways within social care – SSSC launched a web-based pathways resource in August, at <http://learn.sssc.uk.com/careers/>; and the development of a data intelligence platform to support shared and consistent data to support workforce planning – NHS Education Scotland has now launched the TURAS data intelligence platform. A fuller overview of the programme will be brought forward to a future HSC Board meeting.

F. Links with the Office of the Chief Social Work Advisor

28. In November, Iona Colvin (Scottish Government Chief Social Work Adviser) will present to the Board on workforce issues, clinical and care governance and the Chief Social Work Officers' Report.

Reporting framework

29. The report below (appendix 1) captures the Board's identified priorities and reports existing COSLA work alongside these. Following a request from members, the report template marks items as either Red, Amber or Green (RAG) according to the level of opportunity and risk at time of reporting. Given the 13th September meeting is the first time the Board plan has used a 'RAG' approach these scores are subject to revision and members are welcome to provide further comment. Risks have been assessed on a judgement of each activity area's ability to promote our policy objectives and on any financial or delivery risks to councils.
30. Formatting may also change slightly to align with any future changes to COSLA's corporate reporting frameworks.

September 2019

COSLA Leaders' Health and Social Care priority:

“Supporting Local Government and Integrated Joint Boards to address demographic and financial challenges, enabling communities to live healthy, independent lives, and promoting an outcomes and prevention culture.”

Proposed priority areas for COSLA Health and Social Care Board 2019-22

Implementing integration	Social Care Support for Adults and Older People	Public Health	Mental Health	Workforce
Delivering the Review of Progress	Reform of Adult Social Care Programme	Supporting delivery of the Public Health Priorities (Whole System Approach)	Children and Young People's Mental Health and Wellbeing Programme Board	Living Wage and progressing the Fair Work agenda
IJB and Local Government finance	Self-directed Support	Establishment and Joint Sponsorship of Public Health Scotland	National Suicide Prevention Leadership Group	National Workforce Plan for Health and Social Care
Improvement support for HSCPs / spreading good practice	Charging and the social security system	Public Health policy including health improvement, health protection and population integrated care	Review of the Mental Health Act	Safe Staffing (Health and Care Staffing Act)
Community engagement in health and social care	Supporting people with a disability	Community-led health and primary care	Adult Support and Protection	Supporting the social work and social care profession
Supporting and involving carers	Supporting and involving carers	Health and Justice Collaboration		Digital skills
Care homes, care at home and new models of care	Care homes, care at home and new models of care			Brexit

Cross-cutting themes

As well as advancing the COSLA principles of *Strengthening local democracy, Working together locally, Delivering outcomes, Focusing on communities, and Defending local choices*, there are a number of cross-cutting themes the Board's work will incorporate. These should include **tackling inequalities and poverty** as the root cause of health inequalities, **harnessing the potential of digital technology** and **promoting collaboration with the third sector**. The Board may wish to discuss how these cross-cutting themes should be articulated in the Board plan.

Priority: Implementing Integration				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Delivering the Review of Progress under Integration	<p>To bring about an increase in the pace and scale of integration through the delivery of the proposals contained in the Review of Progress with Integration of Health and Social Care – which are grouped into the following areas:</p> <ol style="list-style-type: none"> 1) Collaborative leadership and building relationships; 2) Integrated finances and financial planning; 3) Effective strategic planning for improvement; 4) Governance and accountability arrangements; 5) Ability and willingness to share information; 6) Meaningful and sustained engagement <p>Continued recognition of the Local Government role and locus in respect of integration.</p>		<p>Implementation of the Review of Progress with Integration continues to be driven at pace by the Integration Review Leadership Group.</p> <p>Developments include: In March, a self-evaluation template was sent to all Health and Social Care Partnerships covering all 25 proposals. completed templates have been received from all areas. The returns are currently being fully analysed.</p>	An update on the progress of several proposals contained in the review will be presented at the next meeting of the Ministerial Steering Group (MSG)
Integration and Local Government finance	<p>To ensure that Local Authorities, Health Boards and IJBs have a joint understanding of their respective financial positions as they relate to integration.</p> <p>To maximise funding for health and social care and the broader Local Government core budget.</p>		<p>Work continues at an officer level to overcome mechanistic and relational challenges to achieving the aim of the Review of Progress.</p> <p>COSLA are beginning to shape 2020-21 Spending Review Campaign.</p>	<p>Report on Review of Progress to MSG in October.</p> <p>Spending Review 2020-21.</p>
Improvement support for HSCPs / spreading good practice	<p>To ensure national improvement bodies work more collaboratively to deliver the improvement support partnerships require to make integration work and to improve strategic planning and commissioning arrangements.</p> <p>To support IJBs in their endeavours to improve</p>		<p>The Scottish Government have appointed a new Director who will work with a small number of partnerships.</p> <p>A meeting was held between SG, COSLA and the improvement</p>	<p>Report on Review of Progress to MSG in October.</p> <p>Further meetings with improvement agencies.</p>

	their own operations and, ultimately, population outcomes.		agencies to discuss their collective efforts to support the Review. The Draft Framework for Community Health and Care services is a key element of this work.	
Community engagement in health and social care	To build on best practice in community engagement to ensure that the planning and delivery of services is centred on people. To develop statutory guidance on local community engagement and participation based on existing good practice, to apply across health and social care bodies (in line with the proposal contained in the Review of Progress).		Engagement with Health and Social Care Partnerships and stakeholders to incorporate best practice is ongoing.	By February 2020, completed draft of statutory guidance to be presented to MSG
Digital Health and Care Strategy	To enable the health and care system to use digital solutions to better effect in order to achieve improved outcomes for communities and more efficient public services. To implement the Digital HSC Strategy.		COSLA is a co-signatory of the Digital Health and Care Strategy. Progress on the strategy has been somewhat delayed but a new post in COSLA and a refocused programme governance arrangement will enable an increase in pace.	Regular meetings of the Digital HSC Strategic Portfolio Board.

Priority: Social care support for adults and older people				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Enhancing investment in care and support (Social Care Support)	To maximise the funding available for and promote investment in social care and care in the community To look at the investment required to ensure the social care system is sustainable into the future.		The Reform of Adult Social Care is led by a 'Leadership Alliance' and a programme delivery team. These groups continue to meet regularly to shape the work.	By end 2019 workstream will have identified priority areas

programme)	To look at future funding and charging models.			
Developing and Implementing new models of care (Social Care Support programme)	<p>To draw on experience of Integration Authorities and make it easier to design and implement new models of care which support the workforce and provide flexible support for people.</p> <p>To look at challenges in the care home sector in relation to sustainability, workforce, quality and ensuring the sector can adapt to increasing levels of complexity.</p>		The Reform of Adult Social Care is led by a 'Leadership Alliance' and a programme delivery team. These groups continue to meet regularly to shape the work.	By end 2019 workstream will have identified priority areas
Commissioning and Procurement (Social Care Support programme)	<p>To support Integration Authorities to plan, deliver and commission social care support in a way that ensures people are involved and offered real choice and control to meet their outcomes.</p> <p>Identify and share examples of good practice in commissioning and procurement.</p>		The Reform of Adult Social Care is led by a 'Leadership Alliance' and a programme delivery team. These groups continue to meet regularly to shape the work.	By end 2019 workstream will have identified priority areas
Self-directed support (Social Care Support programme)	<p>To support Integration Authorities to deliver the actions outlined in the Self-Directed Support Implementation Plan.</p> <p>To improve consistency in relation to peoples experience as they access social care support</p>		This work sits under the 'consistent experience' of care section of the Reform Programme.	By end 2019 workstream will have identified priority areas
Charging for social care and social security	<p>To continue to develop COSLA's national guidance for charging for non-residential care to improve consistency for Local Authorities to develop their local policies.</p> <p>To ensure the Scottish Government's Charging for Residential Accommodation Guidance (CRAG) is developed</p> <p>To ensure the Board are kept up to date on the</p>		<p>COSLA has been asked by a number of parties to 'review' the charging guidance.</p> <p>Changes to the social security system and the impact on charging for social care and the broader social care system continue to be monitored.</p>	February 2020 – publish updated COSLA charging guidance

	cross-cutting area of Social Security developments in relation to setting up the new agency Social Security Scotland.			
Supporting and involving carers (Social Care Support programme)	<p>To support Local Government to exercise the duties placed on them under the Carers Act.</p> <p>To ensure Carers can exercise their rights and receive flexible person-centred support.</p> <p>To monitor demand through the carers census to ensure Local Government have the resources and autonomy to support carers.</p>		Significant progress has been made by Local Government. There have been issues with collecting data through the carer's census.	Ongoing
Care Homes for Older people - National Care Home Contract (NCHC)	Scotland Excel are leading on the operational management of the NCHC and the finalisation of the Cost Model. COSLA continue to support the progress on agreeing the model and lead on wider strategic direction of care homes for older people with Scottish Government.		Discussions with the sector are ongoing.	By October 2019 – decision will be made on whether Cost Model can be agreed with the sector.
The Keys to Life – Scotland's Learning Disability Strategy	A Keys to Life Leadership Group has been established to help to facilitate implementation the of agreed priorities for 2019 – 2021. This Group is jointly Chaired by COSLA and Scottish Government.		The Leadership Groups next meeting will discuss the “Coming Home Report” and meet the soon to be appointed Independent Chair of the Review of Additional Support for Learning.	October 2019 – next meeting of the Leadership Group

Priority: Public health				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Establishing Public Health Scotland	The sponsorship and governance of Public Health Scotland is mutually agreed and implemented between national and local government.		Regular sponsorship meetings are underway between COSLA and Scottish Government.	Ongoing.
			MoU and Framework document	Complete by

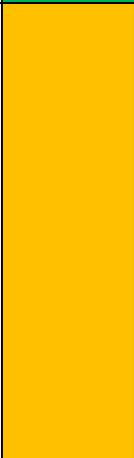
			<p>outlining the governance for PHS are being drafted.</p> <p>Board make up and appointment processes still be agreed between sponsors.</p> <p>Legislation to create PHS is now drafted and ready to be laid before Parliament.</p>	<p>December.</p> <p>Board recruitment will commence in September 2019.</p> <p>Beginning of October.</p>
Scotland's Public Health Priorities	Delivery of the Public Health Priorities is in progress through adopting and testing a whole system approach to improve health and reduce health inequalities.		Early Adopter sites for each of the Public Health priorities are being explored. All will have local government involvement.	Ongoing.
Public Health Policy	COSLA have informed and contributed to the development and delivery of public health policy with a clear mandate on the contribution of, and implications for, Local Government through each policy area.		<p>Diet & Health Weight Delivery Plan-update paper tabled at September Board meeting.</p> <p>Drug Deaths taskforce COSLA accepted invitation to sit on Taskforce. Advisory group being convened to inform COSLA position and contribution to the Taskforce.</p>	<p>Ongoing.</p> <p>First Taskforce meeting 17/9/19</p>

Priority: Mental Health				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Children and Young People's Mental Health and Wellbeing Programme Board	<p>To improve mental health outcomes for our children and young people.</p> <p>To provide political oversight of the National Children and Young People's Mental Health</p>		The CYPMH Taskforce, chaired by Denise Coia, has completed its work and presented SG and COSLA with recommendations which are now being taken forward	<p>Future meetings of the Programme Board.</p> <p>Regular meetings with Ministers.</p>

	<p>Programme Board.</p> <p>To ensure that investment and improvement is focused on prevention and enhancing local services rather than crisis management.</p>		<p>by a Programme Board.</p> <p>A forward work plan is being developed.</p>	
<p>National Suicide Prevention Leadership Group</p>	<p>To support the NSPLG in its ambition to prevent death by suicide in Scotland, drawing on contributions from partners across the whole system.</p>		<p>COSLA is represented on this group and there is agreement that the group will report to COSLA on issues that sit within the competence of local government and integration authorities.</p> <p>In June 2019, a delivery plan update was published by the group. COSLA, jointly with the Samaritans, are sponsoring work on action one which is looking at the development and delivery of local action plans.</p>	<p>Annual report to be published.</p>
<p>Review of the Mental Health (Care and Treatment) (Scotland) Act 2003</p>	<p>Support for people with mental health conditions is to be strengthened through an independent review of the Mental Health Act. The review aims to improve the rights and protections of those living with mental illness and remove barriers to those caring for their health and welfare.</p>		<p>John Scott QC the Independent Chair has been consulting on the scope and format the review should take.</p>	
<p>Independent Review of Autism and Learning Disability in the Mental Health (Care and Treatment) (Scotland) Act 2003</p>	<p>The Independent review has been tasked with reviewing the current inclusion of Learning Disability and Autism in the Act</p>		<p>COSLA officers previously fed the Board's view to the Independent Review Team in their evidence gathering phase.</p> <p>Officers are due to meet them again in late September to discuss some of the options they have developed.</p>	<p>September 2019 COSLA Officers meet the Review Team to discuss options they have developed</p> <p>December 2019 Review Team submit options to Scottish Government</p>

			They will recommend options to Scottish Government in December.	
Health and Justice Collaboration	<p>To ensure health and justice systems work together and with the wider system to improve outcomes for people who move between each system.</p> <p>To ensure local government is a key partner in this work</p>		<p>COSLA is a member of the Health and Justice Collaboration but has perceived risks that this work is overly focused on the NHS and Police Scotland rather than on how a broader set of Community Planning Partners can work together.</p>	<p>Future HJCB meetings to be held and a joint agreement to be signed by Leaders or the COSLA Board.</p>

Priority: Workforce				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
<p>Implementation of the Living Wage in Adult Social Care and Fair Work Practices (Social Care Support programme)</p>	<p>The wider application of Fair Work including Living Wage, across the social care sector, in light of the recommendations of the Fair Work Convention.</p> <p>To work productively with Scottish Government, providers and trade unions in achieving this.</p>		<p>See report on today's agenda.</p> <p>COSLA has been working closely with partners to implement the Living Wage in social care.</p> <p>We are now looking, with those same partners to aspire to applying Fair Work practices across the sector.</p>	<p>Publication of Living Wage guidance.</p> <p>Overarching COSLA political position on Fair Work to be affirmed.</p>
<p>Integrated Health and Social Care Workforce Plan for Scotland</p>	<p>The development of more integrated workforce planning across health and social care, underpinned by a clearer understanding of demand and supply factors, in turn securing a skilled and sustainable workforce.</p>		<p>The process of the developing the first integrated national plan has been delayed but the draft final version is circulated for consideration at today's meeting, along with guidance for IJBs and others.</p>	<p>Subject to approval, the Plan will be published at the end of September</p> <p>Discussions Sept/Oct between SG/COSLA and SPDS to agree revised timescales for local workforce plans</p>

<p>Implementing part 2 (social care) of the National Workforce Plan (Dec 2017)</p>	<p>The implementation of a set of linked recommendations and projects from The National Workforce Plan Part 2, to enhance integrated workforce data; understand relevant labour markets; provide workforce planning guidance and tools; promote the sector as a positive career choice; and to develop supportive training and education proposals for the sector.</p> <p>Overall outcome is to ensure a skilled and sustainable workforce to provide safe, sustainable and high quality social care services.</p>		<p>Projects are generally progressing well, with a fuller update provided in the main part of the Board report above.</p> <p>Major project of the Integrated Workforce Plan is shown as a separate item in this table.</p>	<p>A core project on understanding the labour markets for social care is nearing completion (by November).</p>
<p>Health and Social Care Staffing Act (2019)</p>	<p>Achieving safe staffing levels across the NHS and social care, improving patient experience.</p> <p>Implementation of the legislation will ensure that the right staff with the right skills are in the right place at the right time.</p>		<p>Legislation was passed in May and received Royal Assent in June.</p> <p>Risks persist in terms of the guidance and regulations that will follow the Act (to be published next year). There is still a potential financial impact on Local Government.</p>	<p>Scottish Government officers are delivering briefings to key staff and managerial groupings over Autumn 2019, re the implications of the legislation.</p> <p>Timescale for implementation tbc (2020).</p>