

Fife Health
& Social Care
Partnership



Local Partnership Forum Summary Annual Report 2022-23

What is the Local Partnership Forum?

The Local Partnership Forum consists of core membership from Trade Unions, Staff Side, Senior Leadership Team and Human Resources and other advisors who meet together on a regular basis to discuss and support the issues that matter to staff working within Fife Health and Social Care Partnership.

Who chairs the forum?



Nicky Connor
Co-chair



Simon Fevre
Co-chair



Eleanor Haggett
Co-chair

What did the Local Partnership Forum discuss in 2022/23?

The key issues discussed at every Forum include:

- Staff Wellbeing
- Attendance
- Service Pressures
- Health and Safety
- Finance
- Joint Chairs Update
- Items for Staff Briefing

The Responsive Agenda items include:

- Strategy Development e.g. Workforce Strategy
- Major Service Change e.g. Palliative Care
- Project Updates e.g. Near Me, Liquid Logic
- Seasonal Priorities e.g. Staff Immunisation
- iMatter
- Whistleblowing
- National Care Service

What impact has the Local Partnership Forum had in 2022/23?

The key areas of impact of the Local Partnership Forum are:

- Advising on staff governance and employee relation issues
- Informing thinking around priorities on health and social care issues
- Advising on workforce
- Promoting equality and diversity
- Informing approaches to strategies and the organisational objectives of the IJB

How has the Forum advised on staff governance and employee relation issues?

The Forum has supported staff being well informed by influencing and advising on information to be included in staff briefings and identifying important messages to be shared with all staff. The Forum champions staff voice and ensures staff are represented and included in key decisions. A priority for the Local Partnership Forum has been ensuring staff are appropriately trained and developed by promoting access to a wide range of staff development opportunities. At every meeting we discuss health and safety and promote a safe working environment for staff. At every meeting, the Forum reviews staff absence and positively promotes attendance and wellbeing.

How has the forum informed thinking on the priorities for health and social care?

The Local Partnership Forum discusses key national issues like the National Care Service, which is currently under review to enable a summer of engagement work to inform the next steps.

Finance is discussed at every meeting and the Forum members are fully engaged in the transformation work being progressed in Fife and influence the direction of this work.

The co-chairs are members of the Extended Leadership Team and also the Integration Joint Board, ensuring our contributions can represent your voice at managerial and organisational levels in Fife.

The Forum has informed the approach to the national whistleblowing standards and the Partnership's priorities for equality and diversity with short life working groups in place which will report back to the LPF in 2023-24.

How has the forum advised on workforce?

Members of the forum were actively involved in the development of the workforce strategy for 2022-2025 focusing on how we Plan for, Attract, Employ, Train and Nurture our workforce. This is important as this strategy will influence our priorities for the workforce in the coming three years.



The iMatter survey is regularly discussed. A total of 63% of health and social care staff gave us feedback on their experience as a staff member in 2022. Thank you! We reviewed this feedback and promoted action planning at team and organisation level to listen, and learn from, your feedback and make Fife Health and Social Care Partnership a great place to work.

We have championed the Mission 25 campaign to promote staff recruitment across social media ensuring that you, our workforce, are at the forefront of the campaign sharing your stories and celebrating the fantastic work you do.



The development of our first HSCP Care Academy in collaboration with Fife College. This provides around 1000 learning credits with Fife College to support new and existing staff to achieve qualifications in health and social care as well as providing placements, mentoring and other supports.

How has the forum informed approaches to strategies and the organisational objectives of the IJB?

The forum has discussed and contributed to a range of strategic developments and priority topics within the Health and Social Care Partnership ahead of being approved at the Integration Joint Board. This has included:

- The Health and Social Care Strategic Plan 2023-2026
- The Workforce Strategy and Action Plan 2022-2025
- Medium Term Financial Strategy 2023-2026
- Home First Strategy (Still in development)
- The inspection of adult services
- Annual Performance Report 2022-23

What is the main priority for the Local Partnership Forum?

It's you! Staff working within Fife Health and Social Care Partnership! These are just a few photos that we gathered this year representing our staff across all portfolios in Fife HSCP.



What are the Local Partnership Forum Priorities for next year?

For 2023-24 the LPF will continue to ensure that our voice promotes the importance of our workforce by:

- Championing our staff voice through; iMatter Action Plan promotion and celebrating our staff throughout the year
- Supporting partnership work to promote equality, diversity and inclusivity including membership in a working group to progress this
- Ensuring strong engagement with the significant transformation work underway to make sure the Partnership is sustainable for the future
- Continued oversight of staff governance forums, and associated issues, e.g. employer relations issues, attendance, and locum spending
- Promoting the importance of and supporting our staff health and wellbeing
- Ensuring effective engagement with the development of the Year 2 Workforce Action Plan
- Supporting the extension of leadership through the co-design and ongoing delivery of the new Integration Leadership Team across the Partnership
- Continuing to shape the improvement of the LPF to sustain our positive impact on the Partnership by creating development spaces for the Forum and ensuring the voices of our LPF members co-design our future

What is the Local Partnership Forums Key message to staff?

Our key message is, thank you! A huge thanks to all of the staff working in Fife Health and Social Care Partnership for who you are, all you achieve and the difference you make for the people of Fife each and every day.

Thank You