Inverclyde council

NHS Greater Glasgow and Clyde

Report To:	**Community Health & Care Partnership Sub-Committee**	**Date: 01.03.12**
Report By:	**Robert Murphy Corporate Director Inverclyde Community Health & Care Partnership**	**Report No: CHCP / 20 / 2012 / SMcA**
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Subject:	**The CHCP Development Group**	

1.0 PURPOSE

1.1 The purpose of this report is to advise members about the work currently underway relating to the establishment and purpose of the CHCP Development Group.

2.0 SUMMARY

2.1 Inverclyde CHCP recognises the importance of establishing an effective, integrated learning and organisational development strategy, that will coordinate related activity and bring together appropriate stakeholders. To facilitate this development the Senior Management Team commissioned the establishment of the Development Group.

2.2 The CHCP Development Group was formed and held its first meeting in August 2011. At an initial meeting a decision was made to hold a development day to clarify the Group's purpose and to determine how best to move forward. The development day took place on 11th November 2011.

2.3 The work identified from this event will be progressed via Inverclyde's Development Group. The Group will provide regular updates and an annual report to the Senior Management Team. As part of the Staff Governance Standard the annual report will also be provided to the Staff Partnership Forum

3.0 RECOMMENDATION

3.1 The Sub-Committee is asked to note the CHCP's approach to integrated learning and organisational development.

4.0 BACKGROUND

4.1 At the development session the Group were asked to identify areas that were significant for the Development Group through critically reflecting on and analysing the experience of the CHCP since its formation.

As part of the debate, discussion and reflection on the following key areas were highlighted:

- Working Together
- Communication
- Realising Potential of Change
- Leadership
- Managing Change
- Our Culture

4.2 The following areas were agreed as priorities for the Development Group. This was based on the experience of the group to date and the assessment of the key challenges facing the CHCP in the near future. Leads were agreed/suggested for leading the action/projects:

Priority Area	Leads for Priority Areas
Public Participation (identify/interface with public)	Team Leader, Residential Children & Families
Leadership Development Plan	Team Leader, Training / Senior OD Advisor
Culture (staff engagement)	Team Leader, Residential Children & Families / Senior OD Advisor
Nurturing Staff	Head of Children Services & Criminal Justice / Senior OD Advisor / Team Leader Training
Workforce Planning	HR Organisational Development Team Leader / Head of HR, NHS GGC
Credibility and Delivering (supervision)	Team Leaders, Training
Organisational Development & Learning Plan	Team Leaders Training / Senior OD Advisor / Training & Learning Advisor
Facing the Future together	Training & Learning Advisor / Senior OD Advisor
Defining Mandatory Training	Training & Learning Advisor / Team Leader Training
Membership	Head of Children's Services & Criminal Justice

5.0 PROPOSALS

5.1 The method for taking forward the priority areas will be on a project management model. Each topic will be explored by the lead or leads from the development group who will follow the principles and methods outlined below. This will be used as a method of accountability to the Development Group

5.2 Project groups will have project leaders who may co-opt subject experts and membership which can most effectively complete the work. The groups will work autonomously but will be accountable to the Development Group which will commission the work and to whom progress reports will be given. The Development Group and each project group will seek to model the vision and values of the CHCP

5.3 Each project will set out the purpose of the group. Projects will be solution focused and have an outcomes approach. The project proposal will set out the aim or purpose of the project, the membership of the project team, and the intended outcomes. These may include:

- Quality of life outcomes
- Change outcomes and
- Process outcomes

5.4 The project outline should include a statement of what resources will be needed and what support is required from the Development Group. The purpose of this method is to enable the Development Group to establish an organic and systemic approach which is innovative, creative, nurturing and action orientated

6.0 IMPLICATIONS

6.1 Legal: not applicable

6.2 Finance: met from within existing budgets

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments

6.3 Personnel: not applicable

6.4 Equalities: This report promotes the equalities agenda and equal access for all

7.0 CONSULTATION

7.1 Consultation took place with Senior Management Team, Extended Management Group, Staff Partnership Forum