

Highland Public Services Partnership Performance Board

Chief Officers Group - Workshop

Note of the Chief Officers Group Workshop held in Committee Room 1, Highland Council Headquarters, Glenurquhart Road, Inverness, on Tuesday, 18 February 2014, at 10.30 a.m.

Present:

The Highland Council:

Mr S Barron
Mr B Alexander

Mr W Gilfillan
Ms C McDiarmid

The Highland Third Sector Interface:

Ms M Wylie

Scottish Fire and Rescue Service:

Mr S Hay

NHS Highland:

Ms E Mead
Dr M Somerville
Mrs J Baird

Scottish Natural Heritage:

Mr G Hogg

University of the Highlands and Islands:

Mr M Wright

Police Scotland:

Mr A Macpherson

Highlands and Islands Enterprise

Mr M Johnson

In Attendance:

Mrs R Moir, Principal Committee Administrator, the Highland Council

1. Apologies for Absence

Ms M Morris, The Highland Council, Ms M Paton, NHS Highland, Mr J Innes, Police Scotland, Mr J Pryce, the Scottish Government, and Ms F Larg, University of the Highlands and Islands.

2. Agreeing Clear Priorities for the Community Planning Partnership

i. Background

At its meeting on 30 January 2014, the Group had agreed to hold a workshop before the next HPSP Board meeting on 6 March 2014, to focus on identifying partnership priorities, in order to help consider issues around the membership of the Group and Board and the Group's wider engagement with each partner's leadership / management teams.

ii. Circulated Papers

- Summary Note of the discussion on health inequalities at the Group meeting on 30 January 2014, which had allocated the actions from the theme groups, as set out in the SOA, to the categories in the Health Scotland Health Inequalities Framework (Prevent, Mitigate and Undo) and also to "Unsure of their impact on inequalities".

- Report by the Head of Policy and Reform, the Highland Council, on “Agreeing Clear Priorities for the Community Planning Partnership”, inviting the Group to:
 - ~ consider the SWOT analysis at Appendix 1 to the report
 - ~ confirm/amend the Appendix 1 list of key issues facing the region
 - ~ identify no more than five clear strategic priorities for the CPP
 - ~ consider how to “Christie proof” the strategic priorities identified
 - ~ consider how these priorities would enable fairer development of the region and be preventative
 - ~ consider how each partner could support the priorities and what would need to change in how the partnership operated to make change happen, including the scope for dedicated partnership resources.

iii. Points raised in discussion

Discussion on the SWOT analysis generated some suggestions for amendments including:

- add references to intergenerational working and early years as opportunities
- expand on the reference to further and higher education as an opportunity and also acknowledge that having young people leave the area for this purpose is a weakness
- acknowledge the threat that the economic benefits of investment might not all be retained in the area.

Other comments raised in discussion included:

- Workforce planning was relevant for both the public and private sectors and should address grass roots skills development as well as attracting in workers already having experience, skills and expertise.
- Consideration should be given to the advantages for attracting skilled labour/professionals of having suitable employment opportunities for multiple family members.
- Volunteering should be recognised as constituting more than a work experience opportunity.
- Policies promoting prevention would include individuals and communities, and not only the elderly, being encouraged to take greater responsibility for their own wellbeing.
- A supportive environment would still be important to develop asset building and resilience and to mitigate the risk of widening the inequalities gap.
- It would be essential to engage meaningfully with communities on the necessary re-design of services.
- It was difficult to identify and address rural deprivation in terms of the Scottish Index of Multiple Deprivation framework.
- Recognising and tackling rural deprivation did not imply reducing efforts to address urban deprivation.
- HIE would share with partners the outcomes of a cross-Highland study seeking to identify the most fragile communities.
- Optimisation of resource use was not limited to issues of financial expenditure.

- Whilst the identified priorities, when approved, would help give focus to the established theme groups and other partnership groups, any other workstreams underway would continue, even if not directly impacted.

iv. **Priorities Identified for Recommendation to the HPSP Board**

The five priorities identified following discussion were:

- Lead, inform and cross-reference workforce planning to meet Highland needs
- Talk with and listen to communities to put them at the centre of planning and service delivery
- Improve access and connectedness to mitigate rural deprivation and inequalities
- Maximise the use of our resources to achieve best outcomes together
- Promote [or "*Talk up*"] the Highlands to attract people, jobs and investment

The meeting ended at 12 noon.