

Welcome

Introduction

Welcome to our first Health and Social Care Integration newsletter which aims to keep you up to date with news and information about integration in Glasgow City.

We plan to issue the newsletter on a monthly basis as part of our commitment to regular, clear communications with colleagues, key partners and stakeholders. We've been listening to your feedback on the kinds of things you want to hear about, and we hope you like the more convenient format and fresh new look. If you have any suggestions for how we can improve further, **please tell us.**

Chief Officer's message

What integration
means to me

Integration news



Chief Officer's message



Read more of David's 'In the spotlight' blog in the national **Health and Social Care Integration** newsletter.

So that's it, we're officially into the year of integration. The Glasgow City Integration Scheme was submitted to the Scottish Government on the 31st March and, based on latest indications, we optimistically hope to be legally constituted as the Glasgow City Health and Social Care Partnership (HSCP) sometime in late June.

I am clear that the number one priority for the Glasgow City HSCP over the years to come is to improve the health and wellbeing of the city's population, and to reduce health and social care inequalities.

But I am equally clear that integration is not about a structural shifting of the deckchairs. Certainly, we will embark on things like co-location, shared services, leaner joint management structures and so on, and you can read more about these below, but how we are with each other in future will be much more important for the success of integration.

And it's entirely up to each and every one of us to take responsibility for that. We can make positive change happen by the way we behave with each other – colleagues, partners and the people we care for – and that's an opportunity I know we're all keen to embrace.

You'll see details of our next key integration milestones later in this issue, particularly the first meeting of the Integration Joint Board, which we hope will be in late June, but as you'll see from our news updates, we're not holding back in the meantime.

Finally, if you have any comments or questions about integration, or anything you'd like to hear more about, I'd be delighted to hear from you. **Please get in touch.**



Our Vision

Thanks to everyone who fed back their input and comments on our **draft vision statement** as part of our consultation.

Your feedback is now being analysed and we will integrate key points into our Partnership's vision statement.



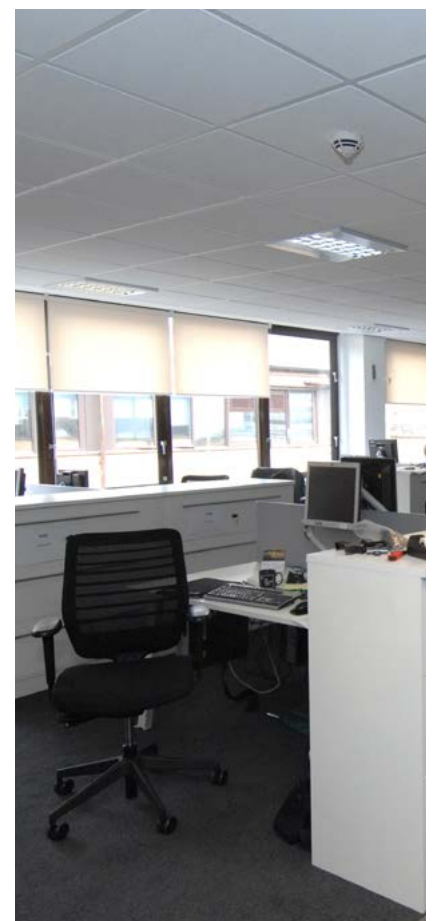
The latest phase of senior appointments has now been confirmed, and the Partnership’s senior management team is now in place. **See page 6 for management team chart.** As a reminder, parts of the management system are interim until October 2015 when final management arrangements will be established and announced.

Places

Even though many of us have different working patterns these days, one of the most effective ways for a new team to start to work and communicate well together in a fully integrated way is still to co-locate people in the same space. So, we’re currently looking at new shared office space for some of the Partnership teams including an alternative head office for the Partnership.

Understandably, people are keen to find out about this, and there is already some speculation about it, but you’ll understand that, as a public body entering into commercial property agreements, we need to have completed all the necessary approvals before we can confirm news about new premises. So, just to confirm, the position is that we’re currently looking at a number of city centre buildings which meet our criteria for suitable space, accessibility and value for money, and we hope to be in a position to confirm our new location soon, whenever all the necessary legal and property steps are complete.

We’ll keep you informed about which teams or individuals will be moving where through this newsletter, and as ever, any moves will be discussed and confirmed with the teams who are moving before details are publicised more widely.



Next Steps and milestones

We've now had some initial feedback from the Scottish Government on our Integration Scheme (which is the agreement that sets out the local joint arrangements for the planning and delivery of health and social care services). We will continue to work with the Scottish Government on developing the Scheme, and we're confident that we're on track to be delivering fully integrated services ahead of the Scottish Government's deadline of 1st April 2016 as planned.

While all these discussions are going on about the Scheme and governance arrangements, in the meantime we will all continue to work together to deliver our health and social care services as usual. As a reminder, it is important to remember that although functions will transfer to the Integration Joint Board in due course following approval of the Integration Scheme, staff do not transfer with the functions. Everyone will remain an employee of either the Council or Board, with existing terms and conditions of employment.

Some of the next key milestones in our integration journey are...

Scottish Government signs off our Integration scheme.

First meeting of Glasgow City Health and Social Care Integration Joint Board.

We are constituted as Glasgow City Health and Social Care Partnership (GCHSCP).

GCHSCP Strategic Plan goes out for consultation.

Corporate identity

One of the first things we need to do as a new partnership is to communicate with the people we care for, and our wider partners, to tell them who we are, what we do, and how they can use our services.

One very visual way of doing this is through our corporate identity or logo. Having a strong GCHSCP 'brand' identity helps us to:

- Communicate our shared and consistent vision, values and objectives.
- Increase awareness, recognition and visibility of who we are and what we do, to signpost staff and other stakeholders to sources of information/updates about integration and the Partnership.
- Reinforce the 'jointness' of the Partnership as opposed to two separate organisations.

Our new Partnership logo, which was designed in-house by our Corporate Communications colleagues, will be launched when the Partnership formally comes into operation. You'll start to see it appearing across a range of material where it can help people identify us.

Guidelines are being developed to show how it should be used consistently, in line with the existing guidelines for Glasgow City Council and NHS GGC. Watch out for more information soon.



Each month, we'll be asking colleagues, partners and the people of Glasgow City who use our services what Integration means to them. The first view is from Alex MacKenzie, Chief Officer, Operations.

“ Integration gives us the opportunity to deliver services differently so that we help improve health and wellbeing outcomes for people across Glasgow city. I think it's also a really exciting time as a manager to be part of this new venture, contributing to the design of the new organisation, and I believe it gives all of us an excellent opportunity to keep learning and developing in our roles. ”

Keep up to date with integration news

There are lots of way to get involved and keep up to date with the latest information about health and social care integration in Glasgow City...

- Look online
- Look out for events and diary dates

Following on from the successful all-staff events that took place in November last year, we are planning some more integration awareness events for staff, partners and stakeholders. Keep checking our **calendar** to find out details. In the meantime, a series of integration events is also underway for our newly appointed management team and specific groups of staff.

- Speak to your line manager or regular contact

For staff, integration will be discussed at regular team briefings, and our partners and stakeholders can speak to their regular SWS or NHSGGC contact.

Q&A

Ask David

If you have any questions or comments for our Chief Officer, you can **ask David**.

Glasgow Health and Social Care Partnership

Executive and Senior Management Team

