

# **The Value of Collaborative Support across HSCPs**

## *A Look at the HCSSA Informal HSCP Sub-Group*

### **Introduction**

In the realm of HSCPs, collaboration is essential for overcoming challenges and finding effective solutions. The Health and Care (Staffing) (Scotland) Act 2019 (HCSSA) has brought about significant changes, and the establishment of both the HCSSA Formal and Informal HSCP Sub-Groups have been instrumental in supporting Health and Social Care Partnerships (HSCPs) in complying with the Act. This update explores the benefits of the informal sub-group, focusing on key learnings, shared experiences, and the positive impact on local processes and communications.

### **Key Learnings and Reflections**

From a reporting perspective, the HCSSA Informal HSCP Subgroup has been invaluable. By providing a platform to discuss shared ideas, and success as well as issues and concerns, the group has facilitated the identification of solutions and answers. This collaborative approach has enabled HSCPs to move forward with greater confidence and clarity. The first cycle of operationally commissioned assurance reporting is due to be delivered in April, and will highlight learning points and opportunities to further adapt the process, ensuring continuous improvement.

### **Shared Learning and SOP Development**

One of the significant benefits of the group has been the shared learning regarding the implementation and updating of Standard Operating Procedures (SOPs) locally. The overarching GGC SOPs have provided teams with guidance and a structure to discuss and develop local processes. This has helped to improve the assurance level of some duties, ensuring a more robust and consistent approach across HSCPs.

### **Improvements in Local Communications and Ownership**

The group has driven improvements in local communications and ownership across different services within HSCPs. By representing all services at the Implementation Group, each HSCP has been able to improve communication and information sharing locally. Good examples of this are demonstrated by the creation of comprehensive Teams channels which have been created to hold all documents, updated actions, and templates, and to allow collaborative working. Individual services are updating assurance templates summarising compliance to each duties processes, evidence, and actions which support discussions and engagement at local oversight meetings. This has encouraged peer support and ongoing communication, ensuring that HCSSA remains a priority.

### **Benefits for Front-Line Staff**

For front-line staff in health and care, this update aims to share the importance of collaboration and the practical benefits of the HCSSA Informal HSCP Subgroup. By increasing awareness of the Act and its requirements with HSCP reps/local Oversight leads, they can support the sharing of information within their individual HSCPs which should help front-line staff can better understand their roles and responsibilities. The group has provided reassurance that everyone is in a similar position and has clarified reporting expectations, reducing the overwhelming volume of guidance and communication.

### **Conclusion**

The HCSSA Informal HSCP Group has proven to be a valuable resource for HSCPs, offering a space to share learning, test ideas, and develop system-wide approaches to assurance. By fostering collaboration and peer support, the group has positively impacted local processes, communications, and the overall implementation of the Health and Care (Staffing) (Scotland) Act 2019 (HCSSA). As we continue to work together, the group will remain a crucial element in ensuring HSCPs compliance with the Act, through our transitional plan period.