



Fife Health & Social Care Partnership



Local Partnership Forum Looking Back To Step Forward Annual Report 2023-24



Supporting the people of Fife together



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Part I: Our Role, Remit and Priorities

Welcome from the Forum

Dear Colleagues,

Welcome to this year's Annual Report for the Local Partnership Forum (LPF) in Fife Health and Social Care Partnership between April 2023-March 2024. Titled "Looking back to step forward" this report is an opportunity for us to reflect the role of the Local Partnership Forum in delivering on our Joint Partnership Agreement, working well together to support and champion the workforce in Fife Health & Social Care Partnership and inform our priorities for next year.

We have a common purpose focused on staff working in Fife Health & Social Care Partnership which is:

- Advising on the delivery of staff governance and employee relations issues.
- Informing thinking around priorities on health and social care issues.
- Advising on workforce including planning and development and staff wellbeing.
- Promoting equality and diversity.
- Informing and testing the implementation of approaches in relation to strategic plans, and commissioning intentions, and contributing to the wider strategic organisational objectives of the IJB.

There is no doubt that this has continued to be a challenging year, with ongoing unprecedented demand on services and whole system impact, however we truly believe we are privileged to be able to work together to support all our amazing people who work within Fife Health and Social Care Partnership and all our partner agencies. We have designed this year's Annual Report to first and foremost shine a light on our teams as well as demonstrate the impact the Forum has had in the past year in delivering the outcomes we committed to in the 2022/23 Annual Report and focusing on the issues that are important to you.

Thank you for all you do.

Fife Health and Social Care Local Partnership Forum

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.

What did the Local Partnership Forum discuss in 23/24?

The key issues discussed at every Forum:

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



The Responsive Agenda Items Included:

- 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 priorities did the Local Partnership Forum have for 23/24?

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

- 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 of a proposed working group to raise the profile of these areas across the Partnership.
- 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 in relation to their health, safety 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.

How does the Local Partnership Forum Work together on these priorities?

The forum has shared responsibilities to help support staff to be well informed; appropriately trained and developed; involved in decisions; treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

This is delivered through the Local Partnership Forum core objectives: Advising on the delivery of staff governance and employee relations issues; informing thinking around priorities on health and social care issues; informing and testing the delivery and the implementation of strategic plans, and commissioning intentions; advising on workforce planning and development; promoting equality and diversity and; contributing to the wider strategic organisational objectives of the Integration Joint Board (IJB).

Having reviewed the business of the LPF over 2023-24 the Forum is assured that the agenda covered all the above areas, which will be evidenced throughout this report. On this basis the LPF co-chairs re-signed the agreement.

Our Membership

Regular members and attendees to the Local Partnership Forum 2023-24 are:

Name	Role
Nicky Connor (Co-Chair)	Director of Health & Social Care - Chief Officer IJB
Simon Fevre (Co-Chair) Apr-Oct 23	Staff Side Representative, NHS Fife
Wilma Brown (Co-Chair) Oct-Mar 24	Staff Side Representative, NHS Fife
Eleanor Haggett (Co-Chair)	Staff Side Representative, Fife Council
Debbie Fyfe	Joint Trades Union Secretary, Fife Council
Lynn Barker	Associate Director of Nursing, HSCP
Lisa Cooper	Head of Primary and Preventative Care Services
Kevin Egan	UNITE
Lynne Garvey	Head of Community Care Services, HSCP
Kenny Grieve	Health & Safety Lead Officer, Fife Council
Helen Hellewell	Associate Medical Director, HSCP
Elaine Jordan	HR Business Partner, Fife Council
Angela Kopyto	Community Dental Officer, NHS Fife, British Dental Association
Rona Laskowski	Head of Complex & Critical Care Services, HSCP
Roy Lawrence	Principal Lead of OD & Culture, HSCP
Chuchin Lim	Consultant, NHS Fife (BMA)
Kenny McCallum	UNISON Fife Council
Wendy McConville	UNISON Fife Health Branch
Fiona McKay	Head of Strategic Planning, Performance HSCP
Jennifer Rezendes	Principal Social Work Officer, HSCP
Anne-Marie Marshall	Health & Safety Officer, NHS Fife
Billy Nixon	Health & Safety Manager, NHS Fife
Alison Nicoll	RCN, NHS Fife
Lynne Parsons	Royal College of Podiatry, NHS Fife
Susan Robertson	UNITE
Audrey Valente	Chief Finance Officer, HSCP
Sharon Adamson	RCN, NHS Fife
Hazel Williamson	Communications Adviser, HSCP
Susan Young	HR Team Leader, NHS Fife
Melanie Jorgenson	HR Team Leader, NHS Fife

Part 2: Our Story Of The Year

A Fond Farewell and a Warm Welcome

The past year has seen some changes within the Local Partnership Forum including the retirement of Simon Fevre who has been co-chair of the Forum since its inception in Fife. The Forum extends its thanks to Simon for all he has done.

There have also been some changes in the senior leadership of the partnership with the introduction of the Principal Social Work Officer's role and welcoming Jennifer Rezendes as a regular Senior Leadership Team representative at the Forum.



Local Partnership Forum Development Sessions

In 2023 we held two excellent development sessions reflecting on the great work undertaken through the LPF in support of our workforce, medium-term financial strategy and our areas of transformation. It was brilliant to meet face to face in August 2023, which is the first time we have done so in a very long time, and we have agreed priorities for the coming year.



Advising on Staff Governance and Employee Relation Issues

Throughout the year there has been many issues discussed at the Local Partnership Forum, including potential industrial action. The Local Partnership Forum now receives regular reports on the number and timescale for employee relation case. This does not include any personal information and is completely anonymised but enables the LPF to have oversight and challenge timescales for completion.

Ensuring staff are well informed & Involved in Decisions

The Forum has continued to utilise the Directors Brief to ensure staff are kept updated on the work of the forum and the priority issues being discussed.

The Forum has brought challenge to strengthen the communication plans around transformation and the financial position.

The Forum has brought celebrated examples of excellence of how our services have been keeping staff well informed including shout outs, drop-in's, bitesize sessions, newsletters, walkabouts. Many examples are included later in this report.

Extended Leadership Team

The Extended Leadership Team continued to meet regularly over 2023/24 becoming a well-established forum ensuring that all services have a strong voice at a Senior Level within the Health and Social Care Partnership. This has continued to support connections across all services and build both relationships and common purpose.

Integration Leadership Team - A Focus on Kindness in 2023

This year the Integration Leadership Team took place in both May 2023 and November 2023. This brought together almost 200 leaders from across Fife Health and Social Care Partnership within the Council, NHS, Third and Independent Sectors. The Integration Leadership Team aims to support the pace and scale of integration in Fife by providing opportunities for our leaders to connect, be inspired, build relationships and work together on our common purpose. This year focused on values and in particular leading with kindness.

At the May session we discussed our common purpose and our commitment towards Mission 25. We also discussed how we can join-up care better within our localities. Many services within the Health and Social Care Partnership and to connect and build relationships. The guest speaker was Tommy Whitelaw who shared his experience of "Intelligent Kindness" when caring for his mum.



At the November session we heard from our guest speaker Dr David Hamilton, the author of *The Five Side Effects of Kindnesses*. The session illustrated how they are making a difference, to learn more and build relationships. It also helped to share learning on innovations that have been happening to help spread good practice.



Being involved in decisions

The Partnership would not have been able to achieve as much as it has in the past year without the active involvement of all our people. The need to mobilise, redeploy and recruit significant numbers of staff would not have been possible without the support of those staff and their Trade Unions and Professional Organisations.

There is commitment to ensure close trade union and staff side engagement in the transformation work being progressed meaning our staff voice is core to how this work is developed and delivered. There are examples of strong partnership working where the voice of staff has shaped developments and decisions within services such as the palliative care service redesign, immunisation service redesign, and the implementation of 'Near Me' in social work.

The Local Partnership Forum are engaged in all strategy developments that have implications for the workforce. This means the voice of the LPF is actively sought ahead of the presentation of strategies and there is opportunity for the LPF co-chairs to share views at the Integration Joint Board meetings.

Staff are appropriately trained and developed

Ensuring staff are appropriately trained and developed is an agreed priority area for the Local Partnership Forum. Examples include:

Mandatory Training

The Forum has placed priority on supporting staff to complete their mandatory training. Considerable work has been done to define this training both in relation to the employer organisations expectations, but also for essential skills at a service level. The progress on mandatory training uptake is monitored through the Health and Safety Forum which has trade union representation, and at every Local Partnership Forum.

Tommy on Tour

Circa 1,000 staff attended Tommy on Tour - Intelligent Kindness, which were delivered in all 7 localities across Fife in person & virtually.

Here's what some of our workforce told us:

“Tommy, what an inspiration you are! Thank you for reminding me why I do what I do.”

“Fabulous thank you. Just what I needed to hear today”

“Thanks Tommy, best hour I've spent for a while!! Motivated to carry on!”



GP Protected Learning

GP Practices across Fife participate in a number of Protected Learning Time (PLT) sessions throughout the year. This allows for the whole practice team to have time to access training and practice development.

Systems Leadership

We delivered the first Systems Leadership Programme supporting leadership development across our system.



A safe working environment

Health & Safety is discussed at every Local Partnership Forum. There is an update provided from the Health & Safety Forum which has representation from trade unions and management. Data is presented on the incidents relating to staff. Focus has been placed on encouraging staff to report incidents of violence and aggression. The Forum also supported additional briefings on the change in fire response to ensure staff were well informed.

Promoting Staff Wellbeing

Vaccination

All frontline health and social care staff working across Fife were urged to take up the offer of vaccination.

Menopause

Our care at home teams have been trailblazing menopause support by developing champions, sharing information and holding drops in. This is making an amazing contribution to woman's health.

Accessible Information

The care at home team have hugely embraced supporting staff wellbeing and now issue regular newsletters with information on who staff can contact, and what is available to support teams. An excellent example of making wellbeing matter and accessible for all.

Staff Hubs

Funding from Fife Health Charity has enabled additional staff wellbeing hubs to be opened across our community hospitals and are open to all health and social care staff - Thank you!

Staff Wellbeing Team

Our workforce wellbeing is extremely important, and we want to ensure we are supporting colleagues through promotion and delivery of wellbeing initiatives and training across the Partnership, supporting and championing working environments and cultures where every individual can feel safe, a sense of belonging and is empowered to achieve their full potential.



This includes leading on:

- Co-designing and delivering a system wide wellbeing programme aimed at fostering leadership skills and capacity.
- Aligning strategic team and leadership development interventions.
- Supporting the development of working practices and procedures within the locality planning groups.
- Transforming ways in which our workforce is trained, equipped, and organised to achieve short, medium, and long-term sustainability.

The wellbeing team has been extremely busy, they have spoken to over 1,350 employees across the Partnership using the coach approach to support wellbeing, upskill managers, share knowledge and wellbeing resources and signpost and make referrals to available services.

This has made a huge difference with reducing the length of absence and in some cases prevented stress-related absences, and giving managers the confidence and tools to facilitate back-to-work procedures more effectively.

They have been out and about at sessions in Lochgelly, Levenmouth, Kirkcaldy and Glenrothes, sharing information on the supports that are available to those within the Partnership to raise awareness of what is available for individuals to support positive wellbeing in the workplace.

The team has been working closely with the care at home teams and I'm delighted to hear that following evaluation of the sessions, colleagues feel more confident to support their teams and their own wellbeing.

The team has also been delivering mentally healthy workplace training for managers and supervisors with over 100 participants attending the one-day training over the past six months. They have been instrumental in setting up the menopause café and roadshows across Fife, available to all partnership staff.

Informing thinking around priorities on health and social care issues

Alcohol & Drugs

Many staff took part in the Alcohol and Drug Partnership event in Glenrothes influencing the scope, priorities and delivery actions for the refreshed Alcohol and Drugs Partnership Strategy



Care at Home Collaborative

The Care Home Collaborative filled the room to capacity as we met in-person, many for the first time, sharing learning we have taken from implementing support and enhancing assurance, celebrating how relationships to continue to grow and strengthen and supporting our home first approach.



Redesigning Community Support

A priority for Fife's Health & Social Care Partnership is to ensure that people with complex and critical care needs who require health and social care services are getting the right care at the right time and in the right place. Staff have been actively involved in informing this work.

What Matters to You?

Lots of staff and teams got involved to share what matters to them at home and at work. Teams told us about how helpful it was to use the phrase "what matters to you", and how conversation were enriched by recognising important issues such as our work/life balance and that we come to work as whole people.



Transformation

Our Staff have been actively involved in strategy and transformation. Inclusion has been through a range of ways including on-line, staff meetings, engagement sessions, working groups and conversations.



Advising on Workforce

As we know, there are recruitment challenges across all health and social care roles and it's important that we look at all options to encourage people to come and work with us. We also have an ageing population and an ageing workforce, so we need to encourage young people into caring careers. The Local Partnership Forum has had regular updates on programmes.

The Prince's Trust

Working with The Prince's Trust, who believe that every young person should have the chance to succeed, no matter their background, and to build confidence and skills to live, learn and earn. They offer courses, resources, and other support to people aged 11 to 30 to develop essential life skills, get ready for work and access job opportunities.





Career Ready

Several leaders within the Health and Social Care Partnership had the opportunity over the summer to work with a Career Ready mentee. This supports pupils in 5th and 6th Year to gain experience in employment. The career ready mentees in Fife HSCP advised they hope to have a career in health and social care and got a sense of all the different roles and work we are involved in. Feedback from mentors was how great it was to be working with young people, and it did highlight to me how important this type of programme is, as for many young folks it can be a big jump to go from school to the world of work.

Modern Apprenticeships

Care at Home Social Work Assistant and Modern Apprentice, Daisy Nicol joined the ICASS team on an eight-week work placement. Daisy was successful in gaining a two-year apprenticeship with Fife Council to work alongside colleagues within the Care at Home Team building up knowledge of the roles of each specific part of the service. To date, Daisy has worked with Home Care Co-ordinators, Home Care Associated Services shadowing Nightlink, Mobile Emergency Carers & Community Alarm Mobile Assistants.



Care Academy

We've also been working with Fife College to develop the Fife Care Academy which supports Fifers to access qualifications and funding in health and social care for vocational, undergraduate, and post graduate qualifications.

I updated you recently about the Fife Care Academy staff from the Partnership commence study for Higher National and Vocational qualifications. This encourages real opportunities to change the narrative for care in our community by creating more chances for students to engage in health and social care careers and this is what the Academy strives to promote, with more people joining the workforce. The Academy's operational and strategic groups include Partnership colleagues from Fife Council, NHS Fife, and the Third and Independent sector working together with the College faculty to support health and social care recruitment in Fife.

– our vent



In November Fife College hosted a second health and social care recruitment event, bringing together health and social care providers and students as well as anyone keen to find their career in the sector.

The aim of this event is to help connect employers with dedicated students in the health and social care field and the wider public who are keen to explore work or study opportunities and to find the right job in the Partnership.



Promoting Equality, Diversity and Inclusion

We want everyone who works for the partnership to be valued for who they are and what they do.

Last year we established the equality, diversity, and inclusion steering group to focus on equality, diversity, and inclusion. The steering group includes representatives from primary and preventative care services, complex & critical care services, integrated community care services, and integrated professional & business enabling services alongside trade unions and staff-side, independent sector, voluntary sector, and human resource colleagues.

The group has been busy developing a co-produced common purpose and looking at equality, diversity, and inclusion initiatives to support our wider workforce and to action and champion these. We want to ensure our people are included in decisions - no decision about me without me. In recognition of the Team Fife approach that we are committed to in all our work, it was important that we had representation of all portfolios.

The group has agreed an interim workplan up to June 2024 which sets out the pathway to support our equality, diversity, and inclusion journey initially consisting of developing three work streams for communications, engagement, and consultation.

To support the plan, we welcomed colleagues including support staff to Fife Voluntary Action for equality diversity and inclusion facilitators training.



The session, which was delivered in partnership with Fife Centre for Equalities was fully accessible, supported by mental health first aiders and our colleagues from the deaf communication service who supplied British sign language interpreters and electric notetakers to ensure all participants were able to participate fully.

We now have 30 facilitators who are currently supporting the roll out of the EDI engagement series between Feb-Jun 24, which are part of the larger EDI workplan with opportunities to shape the partnership's action plan's key initiatives.

Pride

In June, we recognised and celebrated our LGBTQ+ staff and service users. A message the forum championed was recognising how courage, resilience, and dedication are instrumental in helping us work towards a more inclusive and compassionate health and social care system. We are privileged to have such a diverse team, and we encourage people to continue contributing to the richness of our health and social care community, making our workplace more understanding and compassionate. Inclusivity and equality are core to our principles here in Fife Health and Social Care Partnership and pride month helps underline these principles.



Informing approaches to strategies and organisational objectives

One of the areas of feedback within the iMatter report was the visibility of board members and staff. Championed by the LPF, the integration joint board were keen to support this objective.

This included having stories of lived experience at every integration joint board meeting and inviting staff along to IJB development sessions. This has also been taking place within NHS Fife board sessions and local councillors have been visible at many events too.

Feedback from both staff and the leaders within Fife Council, NHS Fife and Integration Joint Board has been very positive and supported connections and shared understanding. Huge thanks to all staff that have prioritised time to be part of these sessions and we look forward to this developing further into next year.



Lived Experience Stories

Every IJB now features a lived experience story. Featuring stories from both staff and the people they care for. It is inspiring to hear first-hand the positive difference staff make to people's lives and the passion our staff have for their roles. As these are shared in video, we have also been able to share these stories on our website sharing the great work our staff do.

Hearing the voice of our staff

Integrated community teams drop ins are regularly held within the integrated community team's portfolio. At these sessions we have a standing agenda with a rota for teams which includes a check in question, service spotlight, trauma/trivia/joy, team shoutouts and CSM update. The sessions were evaluated in June 23 and the overwhelming feedback was that they were welcomed, positive and a great way to link with me directly and to build a working relationship with the wider teams within our portfolio.



Menopause Drop In's

Menopause ambassadors Anna Streleckiene, Cherrie Jones, Lesley Luff from care at home's training team along with Karen Marwick, Service Manager at the menopause drop-in session at Bankhead.

Shout Outs

Alongside recognising when our staff achieve awards, the care at home team recognise every day achievements including feedback and personal achievements. This celebrates the hard work people do every day and the service manager shares these shout outs with the workforce every month.



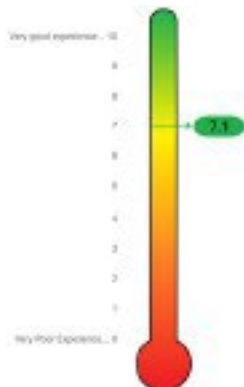
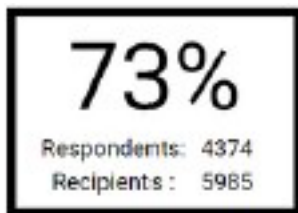
Building Relationships

Learning from iMatter feedback, and to support the management team to be more visible with front line care at home staff, the management team sent out a briefing introducing themselves and sharing what their role is as well as a little bit about what they like to do when they are not at work, to support connections and building relationships.

iMatter

A huge thanks to all our teams who completed the iMatter survey in 2023! An amazing 73% of staff completed the survey. And even better still - 87% of teams completed Action Plans!

That is outstanding engagement with our services - talking about what matters to them in their teams and developing actions to support their experience at work.



Part 3: Celebrating Our People

Pupil Support Nursing

Our pupil support nursing team picked up the health and wellbeing award at the recent children's health Scotland awards. The team was recognised for their work with children and families in schools for children with complex additional support. This is a great achievement, and it is right and very positive that the team is recognised.



Physiotherapy and Patient Related Outcomes

Janet Thomas, Team Lead Physiotherapist, had the privilege of speaking at the world physiotherapy congress in Dubai.

The Whitefield Assessment and Rehabilitation Centre collect physiotherapy outcomes and patient related outcome measures and use these to inform their work and service changes. Janet was accepted as a platform presentation and was able to showcase the work going on in Fife to a global physiotherapy audience.

Self-Management Success

Janet Harkess, Principal Occupational Therapist and Self-Management Lead represented the partnership when she presented her poster on targeting supported self-management at the annual EULAR rheumatology conference.

There was international interest in the work to support patients to use of self-management screening and triage tools, multi-disciplinary teams' self-management meetings for complex patients, and our Fife rheumatology self-management app.



Allied Health Professionals

Our allied health professional team were recognised in the national compendium with several good practice examples coming from our very own Fife teams!



Children and Young People's Community Nursing Service

Congratulations to all of the team who won the RCN Scotland children's nursing and midwifery award.

The team was recognised for the incredible support and care they provide to families, whose children are diagnosed with complex and severe health conditions.

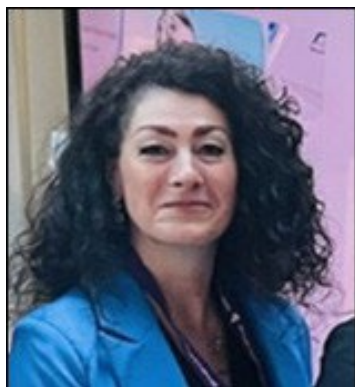
NHS 75th Anniversary

Partnership colleagues were invited to be part of the Fife attendees at the NHS 75th anniversary drinks reception at the Scottish Parliament.



NHS Fife Staff Awards

There were a number of staff from Fife Health and Social Care Partnership shortlisted for the NHS Fife staff awards and we had some proud winners there also. Congratulations to you all, and a special shout out to, Sian Conner – Rising Star; Health Promotion Team – Health and Wellbeing winners; Rachel Swan for service improvement; and to the Rheumatology service for receiving the innovation award, and to Jamie Anderson who volunteers in our community hospitals who was recognised for the chairs award.



British Geriatric Society

Congratulations to Lyndsey Dunn, Service Manager, community flow and integrated discharge team, who has been nominated for a British Geriatrics Society’s Rising Star award. These prestigious awards are made to people who show exceptional promise in their research or clinical quality work and have the potential to be leaders within healthcare for older people.

Shared Lives

Shared Lives Fife Carers, and people who benefit from the service, got the chance to come together at a special celebration event in July. This vital service matches adults of any age that need additional support, with a carer to help them lead more fulfilling lives. People who need additional support could have learning or physical disabilities, mental health needs or be an older person who requires some additional support. They could need support for a few hours a week, a short-break or even longer-term living. It is great to celebrate the work you do, well done to everyone in the service!





Scottish Health Awards

Congratulations to Dr Bowden who won the Top Doctor Award at the Scottish Health Awards held in Edinburgh in November 2023.

The award aims to recognise the high-quality NHS care and vital treatment that an individual doctor has provided to people in Scotland. In this case it recognised Jo – a consultant within our palliative care services here in Fife.

British Dietetic Association

Congratulations to Vicki Bennet and Simon Fevre both recognised by the British Dietetic Association.



Pumpkin Awards

Sometimes the awards are just for fun as demonstrated by our primary care team within primary & preventative care services who held a pumpkin competition. The talent on show was amazing with some brilliantly imaginative and creative pumpkins. Winner was Martine.

Congratulations

Congratulations to Dr Allie Ramsay who works as a specialty doctor within the Fife specialist palliative care service.

Allie recently graduated from Keele University with a Master's in Medical Ethics and Palliative Care.





Queens Nurses 2023

We are celebrating 2 new Queens Nursing Graduates this year: Leanne Patrick & Kerys Russell

Queens Nurses 2024

We have also been successful in having three of our nurses selected to take part in the prestigious Queen's Nurse Programme in the coming year. Janet Stirrat, District Charge Nurse, Valleyfield Health Centre - Carol Hunter, Team Leader and Practice Assessor, Cowdenbeath health visiting team and Irene Scott, Practice Nurse, Inverkeithing Medical Centre have been chosen.



Harry's Healthy Teeth

A Fife dental nurse has written a new book to help encourage good dental habits amongst nursery children in the Kingdom. Tracy Pirie, a Senior Extended Duties Dental Nurse, wrote 'Harry's Healthy Teeth' to encourage positive messages around dental hygiene. The book follows a young boy as he makes a visit to his dentist for a check-up.

Occupational Therapy Week

This year's theme is 'Occupation Matters' and it's all about the occupation and why it matters.

The focus of the work is to promote the occupational therapist's role in working together with others, collaborating with many groups and communities for the benefit of individuals and society as a whole.

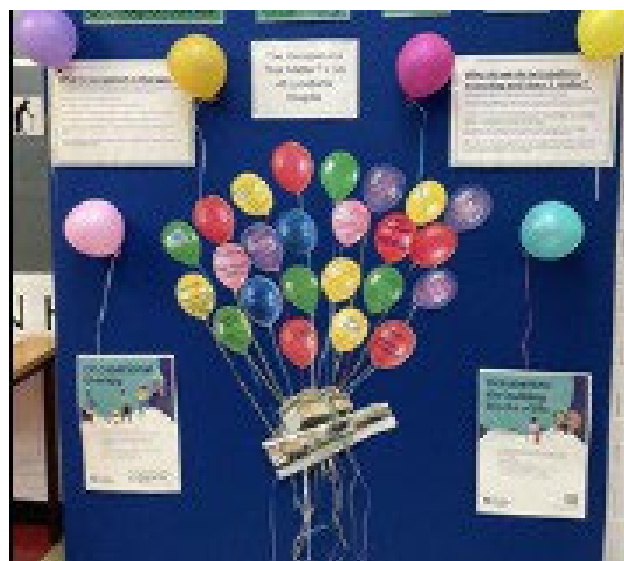


Occupational Therapy Care Opinion

The community occupational therapy team successfully piloted the re-launch of care opinion within social care services, which led to care opinion being rolled out across all services. There's been some amazing feedback about staff and how supportive and understanding they are. Everyone's needs are different, and the feedback really highlights the person-centred care that the teams provide.

Scottish Learning Disability Week 2023

Focused on all aspects of leadership with the theme 'Lead to Change', the teams supporting people with a learning disability were out in force raising awareness and busting myths about people with a learning disability and to show the world the incredible things that have and can be achieved.





Meals on Wheels Week 2023

'Meals on Wheels Week' celebrated our fabulous teams in Fife – what they deliver is truly more than a meal. There was showcasing across social media, celebrating those that make the meals, volunteers, drivers, carers, and those that work behind the scenes and who do an amazing job for Fifiers every day.

International Nurses Day

We celebrated International Nurses Day with lots of examples and stories about what makes Fife Health and Social Care Partnership nurses so proud of their profession and working here in Fife.





World Social Work Day

We celebrated World Social Work Day 2024. The theme this year is **Buen Vivir: Shared future for transformative change** and focuses on social workers adopting innovative community-led approaches, recognising that true wellbeing is achievable when communities live harmoniously with nature, striving collectively for balanced development.

Sherrin Woods has been a Social Worker with Fife Health and Social Care Partnership for almost 10 years.

Allied Health Professionals Day

“There’s nothing better than supporting a young person to find and develop their authentic voice.”



Gillian
Speech and Language Therapist
Children and Young People

“The best part of my job is being able to assess and prescribe devices which improve a patient’s quality of life.”



Emma
Orthotist
NHS Fife

“No two days are the same and there is a huge sense of satisfaction seeing patients improve and achieve their own personal outcomes.”



Nadia
Physiotherapist
ICASS Intermediate Care Team

“I love being a podiatrist because I can help to improve my patient’s mobility and their quality of life.”



Linda
Podiatrist
Cowdenbeath

Allied Health Professions Day 2023



Allied Health Professions Day 2023



Allied Health Professions Day 2023



Allied Health Professions Day 2023



Mission 25

Through our Mission 25 campaign we showcased young people who joined the partnership. The campaign on social media aimed to highlight the different ways to find a career in the partnership. This campaign tied in with young people leaving school at the Christmas break.



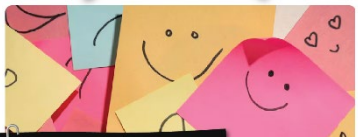
Our workforce is the beating heart of what we do, and we need people to train, learn and help us to deliver amazing care in an inspiring environment.

We are focusing on different parts of our system each month to show the range of services people can work within.

Success Stories

We invited staff to share their success stories of 2023 and we've highlighted some of them here. These are also on notice boards across the partnership. To view these in full please click [HERE](#)

Success Stories!



FIFE PSYCHOLOGY SERVICE

Creating better lives

The Fife Psychology Service provides a range of services, delivered in hospital and community settings to address psychological needs and promote psychological health and wellbeing for the people of Fife.

Key successes in 2023 include:

- Creating trauma informed clinical pathways
- Expanding a range of psychology roles
- Shaping psychologically informed care and practice
- Sharing provision through locality planning
- Reducing longest waits for psychological therapies
- Expanding service offer through digital and online developments
- Adding to the knowledge base through research and evaluation

REDUCED WAITING TIMES

Success Stories!



COMMUNITY CHILDREN'S SERVICES

Breastfeeding Support

In January 2023, the breastfeeding support provided here in Fife was reassessed and we were **reaccredited as UNICEF UK Baby Friendly**, a global initiative between UNICEF and World Health Organisation (WHO) to promote breastfeeding.

We were recognised for the breastfeeding support provided by our health visiting teams, family nurses and breastfeeding support services – they do an incredible job to help to build a strong foundation to support families to feed their babies.

Accredited as Baby Friendly by **unicef** UNITED KINGDOM

5 STAR

Success Stories!



DISTRICT NURSING


Developing roles

We now have two advanced nurse practitioners in the District Nursing team.

These primary care roles assess people, who are currently on a district nursing caseload, with frequent admissions to hospital, to understand the causes for this and for those people who are not improving, and their condition remains the same. They visit people in their own home and undertake a full, thorough holistic assessment to prevent further admissions in to hospital.

70% Great results so far with a **70% reduction in future admissions.**

Success Stories!



PUBLIC DENTAL SERVICE

The Public Dental Service support Fifers with their dental care. The team worked throughout the pandemic when most dentists' surgeries had to close.

The PDS set up urgent dental care centres and provided emergency care to the whole of Fife, treating thousands of people.

5 STAR

Success Stories!



ORGANISATIONAL DEVELOPMENT AND CULTURE TEAM

The Organisational Development & Culture Team is committed to supporting the whole health and social care workforce to be the best they can be at work.

We've developed and delivered a range of supports to help achieve our Mission 25 ambition, to be among the best performing partnerships in Scotland.

These include:

- Supporting leadership – supporting our Senior Leadership Team, Extended Leadership Team and Integration Leadership Teams as well as our services, teams and individuals, to enable our workforce to be high performing in their delivery of high-quality services.
- Delivering our first whole Partnership Systems Leadership Programme.
- Launch of our Extended Leadership Team Induction Programme for new leaders.
- Delivering six Coach Approach sessions to staff across the Partnership.
- Increasing our iMatter response rate to 73% and more action plans submitted.
- Launching our new Integration Leadership Team (ILT) and leadership programme and co-design of working groups for future initiatives.

73% iMatter **improves responses**

Success Stories!



HEALTH PROMOTION

The Health Promotion Service leads on approaches and services to help improve health and wellbeing and to reduce health inequalities from early years and children to adults and older adults.

The Team has been supporting staff, employers and those living in our communities through a number of initiatives including:

- **Road Your Income** – staff income maximisation project. Working with CARP to promote and offer staff a financial health check.
- **Health Literacy** – seminar delivered on health literacy in Fife and network established.
- **Information Communications Group** – supporting information and communications relating to mental health and wellbeing in Fife.
- **Jobseekers Wellbeing Toolkit** – developed a thought provoking, motivational, supportive, and reflective toolkit available to all employability agencies across Fife.
- **Engaging workplaces in promoting health at work** – delivered free week-long programme to Fife's workforce.
- **Renewment Support** – the Team picked up the staff health and wellbeing award in this year's Best Fife Award for their collaborative working with the Scottish Fire & Rescue Service.
- **Partnership working and workforce development** – Food Champion Training Programme delivered with The Coeliac.
- **Suicide Prevention Action Plan** Participation and Engagement Report – worked with Participation and Engagement Team who consulted with Fife on the draft action plan resulting in further themes incorporated into the action plan for Fife.
- **Partnership working with Scottish Book Trust** and health visiting colleagues – distributing Bookbug Baby and Bookbug Toddler bags.

BOOST your income

Bookbug

Senior Visibility - Our iMatter Priority

Community older people mental health teams support people at clinics, in their own homes and through both individual and group work. Over 103 people in the service have trained in quality improvement to really drive the service forward.



The Perinatal Mental Health Team work closely with services including maternity, psychology, mental health, health visiting and Family Nurse Partnership, and the team provide person-centred support to people from preconception right through to the infant's first year.

The urgent care assessment team (UCAT) support adults with urgent mental health care needs. The team works closely with others and assess need and risk and support access to care across agencies and enable safety planning therapeutic care.



The public dental service team offer a dedicated, specialist and varied service throughout Fife. In addition, the team is part of a number of national programmes including Childsmile, National Epidemiology, Dental Outreach, and Caring for Smiles, offering dental care and treatment to Fife from childhood to our elderly population, through accessible clinics and care homes.

Jo, Stephen, Theresa and Karen from Fife Palliative Care Service representing their team at the Scottish Health Awards.



Link Life Fife is a community support service for anyone in Fife who may benefit from additional support to manage stress, anxiety, or feelings of being overwhelmed that are affecting their mental health or general wellbeing. Link Life Fife has received over 1700 referrals with over 70% of referred people have engaged with the service.

A joint visit from both Ken Gourlay, Fife Council Chief Executive and Carol Potter, NHS Fife Chief Executive to the discharge hub where health, social work, social care and acute services join together every day to meet people's needs.



Fife community mental health teams celebrating the NHS 75th anniversary and welcoming a visit from the board to hear about how this service is developing in Fife.



Fife have a strong reputation for offering social work student placements and have been praised for the high quality of placements and support our teams provide. The Glenrothes Adults Team have been the most recent team recognised for their support they provide to students, the work we put in with our students and NQSWs will help us meet the expectations of the OCSWA around the mandatory NQSW year.

The long-term care financial assessment (LTCFA) team transferred from customer and online services within Fife Council to the Fife Health and Social Care Partnership, and are now part of the contracts, commissioning and quality assurance team.



Fiona, Morten and Tricia from Shared Lives Fife are all working hard with their colleagues and shared lives carers to ensure the best outcomes are achieved for each of our supported people as well as their carers throughout Fife.

Delighted to visit Napier House along with Ken Gourlay, Fife Council Chief Executive. We saw first hand the person-centred care delivered to 60 people who have a wide range of different needs, all being met by a compassionate and talented team.



Minister for public health and women's health Jenni Minto visited Fife to meet our staff involved in stroke care and service users. She chatted with the team hearing about the support provided to people affected by stroke, heart disease and respiratory problems care.



Nursing and allied health professional newly qualified practitioners' welcome event.

Throughout December we showcased on our social media the amazing teams working in the partnership as we celebrated advent. Fife care at home services (and special guests) heading up The Fife Health and Social Care Partnership Mission 25 advent calendar!



The launch of Fife as a pathfinder site for the 'Bairns Hoose' which brings together our staff working across agencies to provide a coordinated comprehensive support for children and young people in the justice system.

NHS Scotland 75th anniversary supported by a visit from NHS Fife board and integration joint board members to services based in Queen Margaret Hospital including mental health, community hospital wards and the Fife suite.



At the opening of Methil Care Village an informal visit took place in 2023 with attendance from NHS Fife, Fife Council, Fife integration joint board and the Health and Social Care Partnership. A brilliant opportunity for staff, residents and families and board to meet.



The launch of the national dementia strategy took place at Ostlers House welcoming Maree Todd, MSP Minister For Social Care and members of the Integration Joint Board who all took time to speak with staff, residents and Ozzy, the much-loved therapist.

Staff have attended multiple board development sessions.



Part 4:

The Voice of The People We Care For

“We were impressed with the way in which our problems with handrails were addressed. We were also delighted with the shower stool which helps with a bit of independence. Throughout, we most of all appreciated the fact that we were kept informed of progress on a frequent basis. Excellent!

“I had removal and re-implantation of an implant - Was very nervous but felt very relaxed as I walked into the room. Felt at ease and was told exactly what would happen step by step to ensure I wouldn't get an unexpected fright. Thank you so much :)”

“Our family went through a very difficult time in May this year when my dad passed away. He was the primary carer for my mum Jean, and we needed help very quickly to move my mum into care. Initially the Fife social services team moved my mum into the Jean Mackie Centre in Dunfermline where she received excellent care for a few months until a permanent place became available at the Mathew Fyfe home. From the very beginning I only have positive things to say about everyone who helped us initially and who continue to provide care for my mum. I am immensely grateful for the compassion and kindness from the whole team. Special thanks go to Anne and Anna.”

“I would like to express my sincere gratitude to all staff involved in my care. I received prompts and caring attention from all staff involved in my care. Special thanks to my O.T worker, Kimberly, my podiatrist, and physiotherapist, also to Fife Council building department, who went the extra mile! Keep up the good work, and many thanks for everything.”

“The health and care service that I had was wonderful. After I came out of hospital a team arrived at my house to assess what was required to make me comfortable. They made sure I had everything I needed, and also that I was happy with what they suggested. Thank you all very much. Your services were much appreciated.”

“We reserve the Star Responder title for those who demonstrate exceptional dedication, so Theresa should feel incredibly proud! Being a responder carries significant responsibility, but it is also an opportunity to connect with authors in a truly meaningful way. Theresa's response serves as a perfect example of humanity and empathy, saying what you will do with the feedback, what impact the story will have and showing how one story can have wider impacts, not just for the service, but more widely for service provision and other members of the public reading it. During this conference, we will host our very first Star Responder Awards ceremony to celebrate 9 new Star Responders across the UK. This year, we have chosen 3 responders to be awarded in Scotland.”

Part 5: Thank You Team Fife

Whilst the Health and Social Care Partnership Forum's terms of reference covers the delegated health and social care services, we want to celebrate the amazing workforce who deliver and support health and care across all of Fife - including within our Third and Independent Sectors, NHS Fife and Fife Council. We also want to recognise and thank our unpaid carers who work so closely with our teams every day.

Together we are "Team Fife" and at the Care Home Collaborative event in 2023 it was stated that we are all here to "complete and not compete" with each other. These are core values that make our integration and team working in Fife something to be very proud of.

It is evident from all the transformation and change work that the LPF is involved in, that our teams work closely together every day combining their unique talents and skills, working often in challenging circumstances, to deliver the best we can for the people of Fife.

Thank you to all our teams - be proud of who you are, the work you do and the difference you make!



