

CÙRAM IS SLAINTE NAN EILEAN SIAR



Meeting:	Integration Joint Board
Date:	25 August 2022
Item:	6.2
Title:	Demographic and Workforce Report Q1
Responsible Officer:	Debbie Bozkurt, Chief Financial Officer
Report Author:	Same as above.

1 Purpose

This is presented to IJB for:

- Discussion

This report relates to a:

- Governance Structure of the IJB

2 Report summary

2.1 Situation

Reducing Population and change in Demographics is and will be having a considerable effect on the Health and Social Care Partnerships ability to recruit specifically into historical workforce to provide a safe and effective services.

2.2 Background

There has already been some fact-finding meetings with the Scottish Government and staff from Comhairle are on some of the population groups too but the more we share with the Government bodies over our perilous situation in the Western Isles the better. The problems are now with us, so we need solutions for now as well as strategic action for the future. We need to bring onto the island families of working age and keeping these people and their young children on the island to provide a sustainable workforce and community for the future. Previously CPP identified we needed 1,000 working age and child bearing age families, to inward migrate to sustain the islands workforce and population required. This is together with slowing down the outward migration of the young. It is good that there are some works being undertaken but it needs to be in large numbers to slow the depopulation down.

2.3 Assessment

The following report looks at the changing demographics over the last 15 years and into the next 10-20, birth rates, depopulation of rural areas. The report then details workforce issues resulting from the change in demographics, e.g., vacancies, sickness, age of workforce and risk for example.

2.3.1 Quality/ Patient Care

N/A

2.3.2 Workforce

N/A.

2.3.3 Financial

N/A

2.3.4 Risk Assessment/Management

N/A.

2.3.5 Equality and Diversity, including health inequalities

An impact assessment has not been completed because it is not required in this instance

2.3.6 Other impacts

N/A.

2.3.7 Communication, involvement, engagement and consultation

N/A

2.3.8 Route to the Meeting

This is the first time the report has been seen but will be shared with relevant parties afterwards.

2.4 Recommendation

- **Discussion** – To discuss the effect of depopulation on our workforce and what is being done to change the demographics

3 List of appendices

The following appendices are included with this report:

- Item 6.2.1 - Demographic and Workforce detailed report