

Additional Information about Renfrewshire for Candidates

Chief Officer, Renfrewshire Health and Social Care Partnership





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Renfrewshire Health and Social Care Partnership

Our vision is for Renfrewshire to be a caring place where people are treated as individuals and are supported to live well.

‘Shaping our Future’ is Renfrewshire IJB’s current Strategic Plan 2022 -25. The Plan focuses activity around 5 key themes:

Healthier Futures—People experience reduced inequalities and improved health and wellbeing through early action and prevention of more complex need.

Connected Futures—People are supported to recover, or manage disabilities and long-term conditions, and to live as safely and independently in their own home or community as possible.

Enabled Futures—Our services are clinically safe and people have access to the appropriate specialist support to aid them in their recovery and rehabilitation, where possible.

Empowered Futures—People access the right care at the right time and place and are empowered to shape their support at every stage of life.

Sustainable Futures—We maximise the impact of our people and resources by working collaboratively across sectors to deliver integrated services.

Our strategic priorities reflect the values, priorities and ambitions of our partner organisations—NHS Greater Glasgow and Clyde and Renfrewshire Council—and also our Community Planning Partnership.

Rather than the current Strategic Plan ending in June 2025, the IJB recently agreed it would refresh the Plan for a further 2 years. We have worked collaboratively with the IJB’s Strategic Planning Group to refresh the Plan, and throughout March and April 2025 we are carrying out a formal consultation process on this draft Plan ([available here](#)), seeking wider feedback to inform the final version. The IJB will be asked to agree the final refreshed Plan when they meet in June 2025.

[Refreshed Strategic Plan—Consultation Draft pdf](#)

Health and Social Care in Renfrewshire

Renfrewshires population

183,874

(Census 2022, +5.1% compared with 2011)

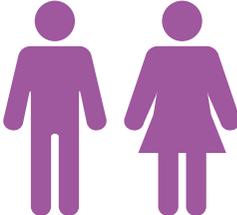
29,612

children aged 0-15
(16.1% of total population)



118,370

adults 16-64
(64.4% of total population)

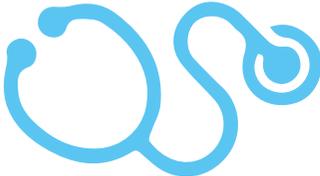


35,889

older adults aged 65 and over
(19.5% of total population)



Renfrewshires Health facilities



27 GP practices



37 General Dental Practices



Royal Alexandria Hospital



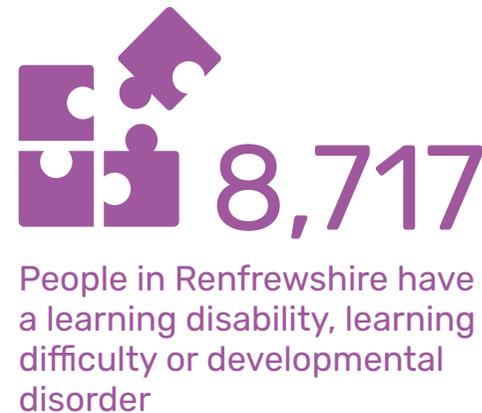
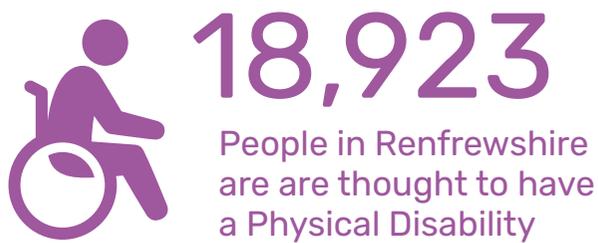
42 Community Pharmacies



22 Community Optometrists

Health and Social Care in Renfrewshire

Renfrewshires demographics



Life expectancy



Carers



Key highlights

Service areas across Renfrewshire HSCP have been working hard to provide safe and efficient services, monitor performance and improve health and wellbeing outcomes for the people of Renfrewshire.

Some of our key achievements this year include:

An improvement in service waiting times:

- **Primary Care Mental Health Team:** waits for patients referred to first appointment within 4 weeks have improved from 41.6% at March 23 to 98.4% at September 24 (target:100%).
- **Alcohol and Drugs:** % of patients referred to treatment within 3 weeks has seen performance increase from 84.7% at March 23 to 97.1% at Q2 (Jul-Sep 25) (target: 90%).
- **Psychological Therapies:** 81.8% of patients started treatment within 18 weeks of referral at September 2024 compared with 70.0% at March 2023 (target 90%).

Award-winning Telecare Service

- Telecare, or Technology Enabled Care Service (TECS), provides a 24-hour a day emergency response service by supplying community alarms to vulnerable people in the community.

The rate for people receiving Telecare aged 75+ (rate per 1,000 population) has increased from 4.2 in 2022/23 to 4.5 in September 24, while the number of people accessing Community Alarms (75+) has increased from 2,121 in 2022/23 to 2,926 in September 24, enabling residents to live independently in their own homes. The HSCP Team is also the first ever provider to win the Telecare Platinum Award in 2023/24 – the highest-ranking award available – for their hard work and dedication in providing high standards of service for the people we care for in Renfrewshire.

Delayed Discharge

- Renfrewshire HSCP maintained its position as the highest performing HSCP in Scotland for standard delays for the period April 2023 – March 2024, and is on track to remain in the number one spot in 2024/25. The most recent data from April 2024 to January 2025 shows the rate per 100,000 population for standard bed days lost was 1,143.8. The national average rate for the same period was 9,810.4 and the Greater Glasgow and Clyde average was 6,150.4. The Delayed Discharge Team also won the 2023/24 Chief Officer's Staff Award for their outstanding work ensuring every person who needs community support receives it without delay.

Alcohol Specific Deaths Prevention

- Renfrewshire's Alcohol and Drugs Partnership (ADP) recognises that alcohol specific death figures are concerning and have taken a forward-thinking approach by recruiting an Alcohol Specific Deaths Prevention Lead Officer. This post, which began in 2023/24, is funded for 12 months and will provide a unique opportunity to examine alcohol-specific deaths data and explore ways to reduce harm by carrying out thematic reviews to inform future service delivery.

Carer Friendly Renfrewshire

- The HSCP and Carers Centre continue to develop ways of identifying new carers in Renfrewshire. This includes working with local third sector organisations Sewing2gether All Nations and Pachedu, to raise awareness, and identify and support ethnic minority carers. Five carer awareness workshops have been held with partner organisations increasing the number of Carer Champions from 59 to 83 at September 2024. Carer Champions continue to raise awareness of carers in organisations and across communities, promoting ways in which carers can access support.

Key highlights

In recent months HSCP services have been subject to several **Inspections by the Care Inspectorate:**

- **The Care at Home Service** was graded as Good and Very Good in the Care Inspectorate's report published on 2 October 2024. The inspection report highlighted how people supported by the service had positive experiences and were treated with dignity and respect. It further noted individuals were supported in a safe and personalised manner, and people and their families felt assured their opinions mattered. The report recognised significant strengths in the care provided, particularly in how it supports positive outcomes. Throughout the report, a consistent message was that frontline staff, managers, and senior leaders are all committed to working together to deliver the best possible care and outcomes for those who use our Care at Home services. The full report is available here - [Care Inspectorate Inspection Report of Care at Home Services.](#)
- **The Renfrewshire Children's Partnership** was awarded a Very Good grade in the report published on 22 October 2024, recognising their effective support for children and young people at risk of harm and their families. This achievement reflects a strong partnership approach, with Renfrewshire Council's Children's Services, Renfrewshire Health and Social Care Partnership (HSCP), Police Scotland, the Scottish Children's Reporter Association, Children's

Hearing System, and third-sector organisations all playing essential roles. You can read the full report [here](#).

- **Adult Support and Protection** A major focus in recent months has been the Joint Inspection of the HSCP's Adult Support and Protection processes and procedures in Renfrewshire with the Inspectors stating that "in Renfrewshire, the inspection has found clear strengths in ensuring adults at risk of harm are safe, protected and supported."
- The final report has now been published and Renfrewshire is one of only two Partnerships in Scotland to receive 'very effective' progress statements against the two quality indicators with Inspectors concluding: 'the partnership's key processes for adult support and protection were very effective and demonstrated major strengths supporting positive experiences and outcomes for adults at risk of harm'; and 'the partnership's strategic leadership for adult support and protection was very effective and demonstrated major strengths supporting positive experiences and outcomes for adults at risk of harm'. The full report can be found [here](#).

The Thrive Under 5 Pilot

- Was launched in Johnstone, Renfrewshire on Wednesday 22 May 2024, delivered by Active Communities in partnership with the HSCP's Health Improvement Team, One Ren

and Renfrewshire Citizens Advice Bureau (CAB). The programme brings together key stakeholders that support families with pre-5 children, including Health Visiting, Family Nurse Partnership, Social Work, Education and third sector organisations. Its aim is to provide partners with an understanding of Thrive Under 5, its key elements and how it will support struggling families to provide their children with a healthy start, including good nutrition, physical activity and healthy eating habits. It also aims to ensure more families at risk of diet-related health inequalities are accessing support and actively benefiting from services.



About NHS Greater Glasgow and Clyde Health Board

Greater Glasgow Health Board (“the Board”) was established on 1 April 1974, under the National Health Service (Scotland) Act 1972, with responsibility for providing health care services for the residents of Greater Glasgow. On 1 April 2006 the area covered by the Board was enlarged to include the Clyde area of the former Argyll and Clyde Health Board. NHSGGC serves a population of approximately 1.3m. The Board also provides a wide range of regional West of Scotland Services and National services.

NHSGGC has a statutory duty to plan, commission, and deliver, healthcare for the residents of the local authority areas of Glasgow City, Inverclyde, Renfrewshire, East Dunbartonshire, East Renfrewshire and West Dunbartonshire. In delivering this NHSGGC works with the Scottish Government, our 6 Integrated Joint Board (IJB) partners, community planning partnerships, other NHS bodies, and other organisations in the public sector such as local authorities, the police, and the fire and rescue service. This partnership approach supports the implementation and delivery of the strategies and plans of NHSGGC, our 6 IJB partners, and the Scottish Government.

The overall purpose of the Board is to protect and improve population health and wellbeing whilst providing safe, accessible, affordable, integrated, person centred and high quality health services. To realise the overall purpose, the Board has developed a suite of values (based on those of NHS Scotland), aims and corporate objectives described as the Corporate Statements. In addition, Annual Operating Priorities are created in line with the Corporate Objectives and the Annual Delivery Plan which is submitted to the Scottish Government.

NHSGGC works to the 4 NHS Scotland key values:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

With these values at the forefront, the Board aims to improve health and individual care, whilst also reducing the cost of delivering healthcare. It is important that in doing so, the Board also creates a great place to work for all staff.

The Board has 4 corporate aims which each align to a set of corporate objectives:

- **Better health** improving the health and wellbeing of the population
- **Better care** improving individual experience of care

- **Better value** reducing the cost of deliverable healthcare
- **Better workplace** creating a great place to work

Each of these corporate aims is underpinned by the following corporate objectives:

Better Health

- To reduce the burden of disease on the population through health improvement programmes that deliver a measurable shift to prevention rather than treatment.
- To reduce health inequalities through advocacy and community planning.
- To reduce the premature mortality rate of the population and the variance in this between communities.
- To ensure the best start for children with a focus on developing good health and wellbeing in their early years.
- To promote and support good mental health and wellbeing at all ages.

Better Care

- To provide a safe environment and appropriate working practices that minimise the risk of injury or harm to our patients and our people.
- To ensure services are timely and accessible to all parts of the community we serve.
- To deliver person centred care through a partnership approach built on respect, compassion and shared decision making.
- To continuously improve the quality of care, engaging with our patients and our people to ensure healthcare services meet their needs.

- To shift the reliance on hospital care towards proactive and co-ordinated care and support in the community.

Better Value

- To ensure effective financial planning across the healthcare system that supports financial sustainability and balanced budgets.
- To reduce cost variation, improve productivity and eliminate waste through a robust system of efficiency savings management.
- To exploit the potential for research, digital technology and innovation to reform service delivery and reduce costs.
- To utilise and improve our capital assets to support the reform of healthcare.

Better Workplace

- To ensure our people are treated fairly and consistently, with dignity and respect, and work in an environment where diversity is valued.
- To ensure our people are well informed.
- To ensure our people are appropriately trained and developed.
- To ensure our people are involved in decisions that affect them.
- To promote the health and wellbeing of our people.
- To provide a continuously improving and safe working environment.

The Board provides services through approximately 6,000 beds across:

- Beatson West of Scotland Cancer Centre
- 9 acute inpatient sites
- 10 mental health inpatient sites
- Over 50 health centres and clinics
- 5 mental health long stay rehabilitation sites

The Board monitors its performance against a range of quality and performance measures and submits performance information to the Scottish Government and other bodies throughout the year. You can find up-to-date information on health matters via the [Public Health Scotland](#) website.

Key facts at-a-glance

NHSGGC is the largest provider of health services in Scotland and one of the largest in the UK.

NHSGGC delivers services in

23 hospitals

(9 major acute hospitals) and in over 72 health centres and clinics

NHSGGC covers a core population of approximately

1.3 million

and provides specialist services to patients on both a regional and national basis

NHSGGC has an annual budget of around

£4.4 billion

to deliver local, regional and national services. A significant portion of our income is from other NHS areas for providing services to non-residents.

NHSGGC works with six Health and Social care Partnerships within its local area covering Glasgow City, Renfrewshire, East Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire.

232

GP Surgeries (General Practitioners)

279

Dental Service locations

187

Optician practices

283

Pharmacies

(Figures for year Apr 23-Mar 24)

About Renfrewshire Council

We provide a wide range of essential services right across Renfrewshire's towns and villages, caring for the most vulnerable, running our 78 schools and nurseries, maintaining our local roads network, managing and maintaining 12,200 homes, keeping our streets clean and supporting people in to work.

We have 43 councillors across 12 wards.

Renfrewshire Council is committed to getting things right.

We're ambitious for our excellent schools, our hard-working and innovative businesses, our communities and the environment. And we're proud of our team who work 24/7 to care for those who most need our support—at every stage of life – helping to make this a safe, welcoming and fair place for everyone.

With an annual spend of over half a billion pounds and over 8,537 employees, we play a vital role locally and provide a diverse range of services; shaping the places which people live and work in, driving the local economy, providing education and learning, supporting and caring for vulnerable people and facilitating local democracy.

We have a strong track record of innovation and embracing new approaches to service delivery, and since 2011/12, we have managed over £115 million of savings and cost pressures.

Our Right for Renfrewshire change programme is an important element of the Council's approach to transformation and supporting longer term financial sustainability, and we are now moving into the next phase of our transformation programme that will help drive our social and economic recovery from Covid19.

Renfrewshire has lots to offer and many strengths and assets to build on. We care about getting it right so that everyone has the chance to live a full, healthy and active life. One of the most critical challenges for the Council and its partners is addressing the gap between different communities in Renfrewshire; widened by health inequalities, poverty and drug and alcohol use.

We believe Partnership is key to tackling these issues.

We continue to take forward focused programmes of work and innovative practice which aim to engage differently with local people and communities; supporting older people, enabling people with disabilities to live the fullest possible lives, tackling mental health issues and social isolation, and reducing differences in life chances.

Our Values

These values have been formally adopted by Renfrewshire Council and guide how we deliver services and make decisions every day.

- We are **fair**. We treat each other and everyone we deal with respectfully and work hard to build trust in Renfrewshire Council.
- We are **helpful**. We care about getting things right and are always approachable.
- We are great **collaborators**. We work as one team and with people who care about this place.
- We value **learning** to help us innovate, improve and deliver better services.



Living and working in Renfrewshire

Renfrewshire is a great place to live—and a great place to map out your future.

Just a few miles from Scotland's largest city, we are home to:

- Paisley, Scotland's largest town with its magnificent Abbey and the much-loved and internationally-renowned Paisley Pattern.
- Scotland's Advanced Manufacturing Innovation District—an international centre for R&D and home of the new National Manufacturing Institute Scotland and the UK's first Medicines Manufacturing Innovation Centre.
- Glasgow International Airport connecting Scotland with key destinations around the world.
- Beautiful countryside including Clyde Muirshiel, Scotland's largest regional park .

With historic towns and attractive villages; modern sports and leisure facilities; and some of Scotland's premier retail and leisure destinations, ours is an area much sought after by those seeking both urban and rural lifestyles.

Our excellent air, rail and road connections make us a popular home base for high achievers and their families who also value our open countryside, a network of cycleways and the opportunity to become part of some of Scotland's most environmentally-aware communities.

Our schools are recognised nationally for their excellent performance and innovative approaches to learning, with Gryffe High School in Renfrewshire recognised as State School of the Year 2020 by The Sunday Times.

Renfrewshire is an area that has always nurtured and celebrated people who make a difference. World-leading artists, entrepreneurs and influential commentators born here have gone on to make their mark on the world. Alongside these famous individuals are our local heroes –the people who, day-in-day-out, make a difference in communities across Renfrewshire.

Renfrewshire Economy

Key stats

Population
186,540

4,665

Population forecast

+2.5%

(2016/2026)

Working age population

64%

(as proportion of total pop.)

Employment rate

73.8%

Private businesses

84,000

Jobs based in Renfrewshire

£4.2 Billion
GVA

Key sectors

Manufacturing
9,000
employed

Particular focus on advanced manufacturing and life sciences – manufacturing makes up 18% of Renfrewshire's GVA with local employers including Rolls Royce, Diageo, Thermo Fisher and Doosan.

Retail
14,000
employed

Care
12,000
employed

Transport/
Logistics
7000
employed

- Creative Industries
 - Tourism
 - Construction
- are significant and growing sectors.



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