



North Central London
Clinical Commissioning Group

Directorate staff briefing

10 March 2021

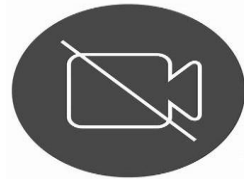
Agenda

- Staff survey results – publication date and next steps
- Conversation event – NCL journey to ICS
- Staff redeployment update
- Pre-election period
- Health and Wellbeing activity
- Domestic Abuse and Sexual Violence Week (7-13 Mar)
- Payroll and pensions

Housekeeping



Do stay on mute to reduce any background noise when others are speaking



Do keep your camera off to allow presenters to be visible.



Feel free to use the chat for any questions/ thoughts you have during the session

Q & A

Questions and comments posted in the Chat will be collated and shared

Annual NHS Staff Survey



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- Thank you to everyone that took part in the staff survey that took place during October – December 2020 – with a good response rate of 69%
- There is a national embargo on NHS organisations sharing the staff survey results before 11 March 2021
- Overall, given the impact of the pandemic, there has been a decline in positive responses across the NHS in many areas of the staff survey in comparison to previous year.
- EMT recognises that it's been a challenging year for staff with the impact of the pandemic on both home and work, plus starting and stopping two consultation processes.
- We will share a results summary at the next Directorate Briefing to discuss how we can improve the work experiences of staff in key areas with input from staff, the Engaging our People Forum, Staff Networks and staff-side colleagues

Staff conversation on the journey to an ICS

- We recognise that staff are very keen to know more about North Central London planning towards our Integrated Care System
- Further guidance from NHSE/I is expected next month, but we are keen to bring staff together for a conversation in March. The date will be confirmed soon.
- EMT won't be able to answer all your questions in March, but we are keen to hear your views, ideas and concerns. Everyone is warmly encouraged to feed in topics or questions you would like covered via your Exec Director.

Staff redeployment

- With the Covid-19 peak waning and the vaccine programme rolling out well, pressure on the health and care system is gradually reducing.
- As such, we are pleased to be able to confirm we are no longer asking for volunteers for redeployment.
- We would like to thank everyone – as we recognise that CCG staff redeployment has placed pressure on teams and individuals.

Your mental health and wellbeing session – today

- Everyone should have received a diary invite for **today, 12.30 – 13.30**
- 140 staff attended the first Mental Health and Wellbeing event in February, with some really positive feedback received.
- This follow up event is an opportunity to think about consider the impact if these challenging times on our mental health, learn about approaches that can help us all support ourselves and others, and share ideas and discussion.
- The event is being hosted by Lydia Hartland-Rowe and Jina Barret from the Mental Health and Wellbeing Hub for North Central London.
- If you haven't received an invite but would like to join, email nclccg.communications@nhs.net

Additional Health and Wellbeing support

New NHSE/I website section

To help NHS staff manage health and wellbeing while looking after others.

- [NHSEI Social and Wellbeing Support](#) (wellbeing support options, How-to guides etc.)
- [Leadership and lifelong learning](#) – support for leaders and managers.

There is a section on upcoming free NHSE/I online health and wellbeing events.

This week you can register to attend:

- [BOOSTfit chair exercises –today](#)
- [Work/life balance - 11 March](#)
- [Laughtercise - Wonderful Wellbeing – 12 March](#)
- [Boostfit Stress buster – 16 March](#)
- [African drum, movement and song workshop – 16 March](#)

We'll include upcoming dates in the staff newsletter.

Awareness of domestic abuse and sexual violence

- #No more week - running this week (7-13 March), the CCG is supporting this opportunity to raise.
- We will be using our public-facing channels to:
 - Promote local 'Safe Spaces', located within Boots, Superdrug, Morrisons and Well pharmacies and many independent pharmacies across the UK, where people experiencing domestic abuse can call a helpline, support service or loved one.
 - Promote local domestic violence support services within North Central London
- Staff can get more information on how to get involved [here](#)
 - Put on your running shoes for a virtual 5/10km run during the week to raise funds.
 - Raise awareness of Safe Spaces on social media by downloading the Safe Spaces social media graphics.
 - For events guide click [here](#)

Pre-election period

The pre-election ('purdah') period is likely to commence from some point on 22 March, running to 6 May 2021.

We are still awaiting latest NHSE/I guidance but NHS organisations are strongly encouraged to abide by the general principles for this period:

- No new decisions or announcements of policy or strategy
- No decisions on large and/or contentious procurement contracts
- No participation by NHS representatives in debates or events that may be politically controversial, whether at national or local level.
- Board meetings should be confined to discussing matters that need a board decision or require board oversight. Matters of future strategy should be deferred.

Further information can be found here:

- <https://commonslibrary.parliament.uk/research-briefings/sn05262/>
- <https://www.gov.uk/government/publications/election-guidance-for-civil-servants/general-election-guidance-2019-guidance-for-civil-servants>
- <https://www.local.gov.uk/short-guide-publicity-during-pre-election-period>

All P60's will be available for the 2020/2021 tax year by **31st May 2021**. These will be available to view on the Workforce system (select 'ePayslips' from left hand list of functionalities)

Update on Government changes to public service pension schemes

- **Background**

- In 2015 the Government made changes to reform most public service pension schemes.
- These reforms did not apply to members within 10 years of their normal pension age on 31 March 2012, who remained in their legacy schemes with transitional protection. Following a recent court of appeal case (McCloud), it was found to be discriminatory against younger members.
- The period the discrimination will apply is between 1 April 2015 and 31 March 2022 and is called the remedy period
- Information at: <https://www.nhsbsa.nhs.uk/february-2021-update-government-changes-public-service-pension-schemes>

What this means for staff:

- If you were a member of the NHS Pension scheme on 31 March 2012 and continued in service between 1 April 2015 and the 31 March 2022, or were a member of the scheme on 31 March 2012 but then left and returned within 5 years, you will be asked to decide which pension scheme benefits you would like to receive for that period.
- It is important you choose the scheme benefits that are best for you as not all members would be better off receiving their benefits in the old scheme.
- The government have decided that this will be done when you retire. Once your retirement application form is received by NHS Pensions within 3 months of your retirement, they will write to you directly to give you your options. This information will not be available on your TRS statement and will not be available prior to your retirement application being submitted.

Details of pension drop-in sessions will be made available shortly. In the meantime, if staff have any queries they can contact the CSU Payroll and Pensions team via the following email address in the first instance: nelcsu.northccgpayroll@nhs.net



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