



North Central London
Clinical Commissioning Group

Directorate Staff Briefing

12 January 2022

Happy new year!

- As these are our first directorate staff briefings of 2022, we wanted to start by wishing all our colleagues a very happy and healthy new year.
- We hope everyone managed to have a bit of a break over the last few weeks and spend some time with friends and family.
- We also wanted to say a huge thank you to everyone who did work over the festive period, providing support to our extremely busy health care system, and to the ongoing vaccination campaign.

In this briefing. . .

- Happy new year!
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- Integrated Care System transition update
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- New Learning and Development Policy
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NHS planning guidance 2022/23



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- NHS operational planning and contracting guidance for the year ahead (2022/23) was released on 24 December and is available in full [on NHS England's website](#).
- The guidance sets out priority areas for the year ahead, with workforce listed as the first priority. Other priorities include mental health, responding to covid-19 (including vaccination programme), access to primary care, elective recovery, and urgent and emergency care and community care responsiveness, whilst maintaining a focus on prevention and tackling health inequalities.
- The guidance confirms the new target date of 1 July 2022 for the establishment of ICBs
- Financial arrangements for 2022/23 will continue to support a system-based approach to planning and delivery. Financial allocations are awaited and will be confirmed shortly.
- The guidance was published whilst the NHS is operating within a level 4 national incident, and this is acknowledged within the guidance. The objectives are therefore based on a scenario where Covid-19 returns to a “low level” and we are able to make significant progress in restoring services and reducing the backlogs.
- In response to the guidance, we need to submit a draft plan by mid-March and a final plan by the end of April setting out how we will meet the priorities.



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NCL Integrated Care System Transition update

1 July 2022: new target date

- On Friday 24 December, Mark Cubbon (Chief Delivery Officer at NHS England and NHS Improvement) announced a move from 1 April to a target date of 1 July 2022.
- This recognises the ongoing impact of the Covid-19 response and other operational pressures on the wider health and care system.
- This delay will allow sufficient time for the remaining parliamentary stages of the Health and Care Bill, with the final transition date remaining subject to legislative approval.
- As a result of this decision, NCL CCG will continue as a statutory body until 30 June 2022 and NHS England and Improvement will retain direct commissioning responsibilities that have not already been delegated during this period.

1 July 2022: new target date

- This delay will not impact our plans to work closely with partners to deliver improved health and care outcomes for residents, building on the momentum of system and borough partnership development over the past few months. This has been clearly evidenced by the ongoing pandemic response and the outstanding collaboration to deliver the vaccination programme in NCL.
- While there are likely to be some delays to the implementation of some technical aspects of the move to a statutory organisation, we are continuing to prepare for the new arrangements.
- The [NHS planning guidance announced on 24 December](#) reconfirms the immediate next steps for Integrated Care Systems – including the creation of and recruitment to the ICB; development of the ICB readiness to operate and system development plans; and confirmation of oversight and quality governance arrangements for ICSs, and within systems.

Staff consultation

- This change in timeline will not impact the EMT consultation that is currently underway and due to finish next week. Following the conclusion of the HR process, the outcome of this consultation and the NCL Integrated Care Board Executive Management Team structure will be shared with all staff, which is expected to be end of January/early February.
- Following the conclusion of the consultation process, any internal and external recruitment required will take place during Q4.
- The delay to establishing the ICB to 1 July 2022 will mean that the commencement of the consultation process with staff on the transfer arrangements from the CCG to the ICB will be moved to a later date, likely in Q1 of 2022/23. We will confirm the consultation dates once we have received the revised national implementation plan from NHSE/I.
- Directors will decide if there is a need to extend staff on fixed-term contracts ending on 31 March and these will be dealt with on a case-by-case basis.

Implications for Governing Body, clinical leads and committees

- Governing Body members will be asked to continue in their current role until 30 June 2022. To maintain quorum we need to retain at least one GB member present from each borough.
- Clinical leads have been offered the opportunity to extend their current contracts to 30 September 2022.
- Current NCL CCG committees will be extended into Q1 2022/23 with provisional dates set for each (see below). Shadow ICB Board may take place in Q1.

Governing Body	Strategy and Commissioning	Finance	Audit	Primary Care
23 June 2022	12 May 2022	28 April 2022; 26 May 2022; 23 June 2022	26 May 2022	21 April 2022 16 June 2022
Quality	Patient and Public Engagement and Equality	Procurement	Medicines Management	Remuneration & IFR panels
14 April 2022 9 June 2022	14 April 2022 9 June 2022	28 April 2022 23 June 2022	As required	As required

ICB Constitution

- Work continuing as planned – with feedback meeting on initial draft with NHSE London next week.
- Key next step – development of nomination / appointment process for ICB Partner Members.
- Overview document of proposed Constitution to be produced for key stakeholders.
- Awaiting confirmation of revised timeline for formal approval process.

Staff engagement sessions

- Next month, an independent consultancy called Traverse will be running a series of engagement workshops with NCL CCG staff about our transition to an Integrated Care System.
- The workshops will be a series of two, one in February and one in March.
- The workshops will primarily cover the same core content, but there will be some specific content related to particular work areas. As such, you should attend the workshop series that most relates to your area.
- The agenda for the workshops is currently being planned, but to make sure all staff get the most out of attending these, we want to hear from you. We have developed a very short survey asking for a bit of information about ICS transition and responses will directly influence the workshop content.
- **Please take 2-3 minutes to complete this short survey [here](#). The deadline is Friday 21st Jan.**
- Invites for workshop 1 for each group will be sent out w/c 17 January. Think about which workshop you would like to attend in advance and only accept the invite for that one when they are sent.

Staff engagement sessions

The workshops will bring together groups of staff who work in the following areas:

Workshop group	Workshop 1 date / time
Setting of strategy and / or delivery of transformation activity*	Monday 7 Feb 2pm – 4pm Wednesday 16 Feb 10am – 12pm
Commissioning health care services*	Wednesday 9 Feb 10am – 12pm Monday 14 Feb 2pm – 4pm
Provision of technical, analytical or performance improvement work	Monday 21 Feb 2pm – 4pm
Provision of clinical services, quality or safeguarding support	Wednesday 23 Feb 10am – 12pm
Provision of corporate services	Monday 28 Feb 2pm – 4pm
Provision of support to Primary Care services.	Wednesday 2 Mar 10am – 12pm

* Due to the number of people working in this area, this workshop will be run twice. You only need to attend one of the dates/times listed if this is your area.

Workshop 2 for each group will be held in March / early April and dates and times for these will be confirmed at the first workshop.



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Other updates

Vaccination as a Condition of Deployment (VCOD)

- New regulations are due to come into effect on 1 April 2022 requiring all individuals working in a direct patient facing role to be fully vaccinated against COVID-19 unless they are medically exempt.
- This requirement will be introduced as a new provision within the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 following the passing of the regulations on 6 January 2022.
- The regulations will apply to all sectors providing CQC regulated activities, including Trusts, GP practices, Dentists, Community services and patient care delivered in homes.
- The requirement to be vaccinated will apply to employees, agency workers, volunteers, locums, students, trainees and contractors/contracted organisations.

Vaccination as a Condition of Deployment continued...

- In preparation for the regulations coming into effect on 1 April and to ensure the CCG is compliant with the legislation, the HR team are working with Executive Directors and Directors to:
 - Undertake an audit to identify CCG teams and staff that are in-scope of the regulations due to face-face patient contact forming part of their role and responsibilities;
 - Prepare a COVID-19 Vaccination Policy and Procedure that will meet the legislative requirements;
 - Support managers to have conversations with staff that work in these setting to determine their vaccination status;
 - Record vaccination status' and evidence for all staff and posts that fall in-scope of the regulations;
 - Manage and advise on situations where workers have decided not to have the vaccine, including those that may be medically exempt.
- If staff have any questions or would like any further information please do contact the HR team via you [Directorate HR Business Partner](#).

Learning and Development Policy



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- The CCG's Learning and Development Policy will be launched on Monday 17 January on the intranet.
- This is a new policy for NCL CCG, but one that builds on previous borough CCG policies
- The policy will:
 - Outline the CCG's commitment to learning and development, ensuring that learning opportunities are provided on an equitable basis for all staff
 - Clarify the CCG's approach and processes for accessing a range of learning and development opportunities. This includes Leadership Academy Programmes, courses which are part of the CCG's corporate training programme and external courses.
- If you have any questions, please speak to the OD team on Nclccg.od@nhs.net

Do you want to be a Mental Health and Wellbeing Champion?

- We have some spaces available for anyone wishing to become a Mental Health and Wellbeing Champion to support the CCG in supporting staff with their mental health and wellbeing.
- As part of the role, you will be required to attend a Mental Health First Aider training course. The course dates are below, and all must be attended to complete the course (alternative dates will not be available):
 - Wednesday 9th February (13:00 – 16:00)
 - Friday 11th February (13:00 – 16:00)
 - Tuesday 15th February (13:00 – 16:00)
 - Friday 18th February (13:00 – 16:00)
- Further detail about the role is available in the [‘expression of interest form’](#) on the intranet. Please complete the form if you are interested, following a discussion with your line manager. Places will be allocated on a first come, first served basis
- Forms need to be sent to Nclccg.od@nhs.net by 5pm on Friday 21st January.

Congratulations to our staff awards winners!

- As part of our Christmas event on 17 December, we announced the winners of our inaugural Staff Awards.
- Staff were invited to nominate colleagues they feel go above and beyond the call of duty.
- The awards celebrate the hard work, dedication and supportive care given by our staff and teams.
- We received an incredible 89 nominations, for staff across all directorates and levels.
- The full list of nominees was published in the Staff News edition on [23 December](#)
- Huge congratulations to our winners who are listed on the next slide...

Staff awards winners



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CCG Values Awards:

Collaborative
Accountable
Transparent
Efficient (*joint winners*)
Embrace Diversity
(*joint winners*)

Tess Murdoch, Quality Assurance Nurse (Care Homes)
Miranda Tapfumanei, Designate Nurse Safeguarding Children & Young People
Paul Allen, Head of Commissioning for Adults
Heather Appleby, Senior Programme Manager and the **Finance Team**

BAME Staff Network
Disability Staff Network
LGBTQ+ Staff Network
Emdad Haque

Support
Deliver

Sue Battams, Corporate Programmes Manager (Borough Directorate)
Deirdre Malone, Assistant Director of Quality & Safety

Additional Categories:

People's Choice
Outstanding Leadership
Best Team
Unsung hero
Going The Extra Mile
(*joint winners*)

Andrew Tillbrook, Deputy Board Secretary
Jenny Goodridge, Director of Quality & Safety
COVID-19 Incident Coordination Team (ICC)
Colette Smith, Senior Communications & Engagement Manager
Barbara Sopitan, Systems Resilience Programme Manager and the **Quality & Safeguarding Team**

Community and Resident Involvement



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- The CCG is increasingly working in partnership with Healthwatch, the Voluntary, Community and Social Enterprise (VCSE) sector and our communities, and it is important we have a clear picture of all our community research and involvement activity.
- The Communications and Engagement Team is asking for your support in this by contacting them prior to:
 - **Approaching a Healthwatch or VCSE organisation re: undertaking community research or involvement work.**
 - **Recruiting patient or community representatives to committees or groups, or setting up new patient reference groups etc.**
- You can contact us via our team inbox on: Nclccg.communications@nhs.net
- Separately, if you have a project underway that the Communications and Engagement Team is not currently linked into, in relation to either of the above, please could we ask you to complete the [Community or Resident Involvement Project Form](#) (available on the intranet) and return it to nclccg.communications@nhs.net

Office working - reminder

- Staff health and wellbeing remains our top priority
- It's important that we continue to follow government guidance to work from home wherever possible – being mindful of the significant spread of the Omicron variant
- We continue to encourage any colleagues who need to work from an office space to discuss this with their line manager and follow our now well-embedded protocols
- We will continue to monitor the position closely and associated updates to government guidance
- At the right time, we will need to consider our longer-term office working requirements, including in the context of our commitment to a blend of office and home working and our agile working policy – along with national guidance on High Cost Area Supplements which is expected over the coming months.
- We will continue to keep staff updated at directorate briefings.

Some reminders and upcoming events

- **All staff in conversation event** – Tuesday 25th Jan, 11am-12.30pm – MS Teams calendar invite should be in all staff calendars. Please let the comms team know if you don't have the invite (Nclccg.communications@nhs.net) and we look forward to seeing you all there (agenda will follow shortly).
- **Fraud awareness survey** - please help our local counter fraud specialist (LCFS) by completing two surveys which support the LCFS in monitoring the effectiveness of their fraud awareness efforts:
 - [NHS North Central London - Gifts and Hospitality Quiz](#)
 - [NHS North Central London CCG - Counter Fraud survey](#)
- **Learning Hub courses** – please keep an eye on [the intranet Learning Hub](#) for upcoming learning opportunities for staff. Upcoming courses include professional behaviours and training on the new Establishment Control Process for managers.