

Covid-19 HR update: Redeployment to partner organisations
Monday 6 April 2020

NCL CCG Framework to consider requests for staff resource from partnering organisations and temporary redeployment arrangements for staff

Firstly, thank you to everyone for your ongoing, outstanding support throughout this period. The impact of the COVID-19 outbreak continues to escalate and the response from all staff continues to be exceptional in these difficult circumstances.

The NHS is facing the greatest global health threat in its history. A huge effort is underway with the NHS mobilising to change the way that hospitals and GP practices run, freeing up tens of thousands of beds, bringing in more staff and ventilators, getting protective equipment to where it is needed and ramping up testing. The NHS – locally and nationally – will also have to deliver care in new ways to deal with the epidemic.

Staff across NCL CCGs are already undertaking new duties and we are continuing to assess capacity and where best to deploy our resources.

Managing Requests for Resource to Support COVID-19 Priorities from Partnering Organisations

Working with our Partnering NHS Organisations to address Covid-19 priorities is a critical component of our work within the CCG. Guidance has now been put in place to provide the CCG with a framework to respond to requests from Partnering organisations for CCG staff to be redeployed to roles within their organisation.

The framework will:

- Enable the CCG to consider requests whilst also considering the staffing resource required to ensure that the CCG continues to deliver its obligations and priorities to maintain business continuity during this critical period.
- Enable Directors to identify if they have the staff with the requisite skillset to meet the resource requirements and identify if there will be any capacity gaps as a result of redeploying CCG staff to external organisations.
- Provide a co-ordinated and structured framework and approach to having discussions with staff when there is a request or requirement for staff to be temporarily redeployed in accordance with HR governance.
- Ensure that the appropriate employment checks and risk assessments are carried out for staff to be redeployed to roles in line with national advice and guidelines.

Should staff be approached directly by partnering organisations to provide additional staffing resource, please discuss the requirements with your Director in order that such requests are managed in accordance with the framework that has been put in place. You can download the Resource Request form from the [HR Guidance tab on the NCL CCG Staff Intranet](#).

Further details on the framework and the CCG's approach to decision-making process can be accessed via the [NCL CCG Staff Intranet](#).

Temporary Redeployment of NCL CCG Staff to Partnering NHS Organisations

The CCG will discuss redeployment requests with staff and put in place temporary redeployment arrangements following agreement by a member of staff to be redeployed.

A HR factsheet on the redeployment of CCG staff to partnering NHS organisations has been prepared to provide information to staff that have agreed to be redeployed to roles with partnering NHS organisations approval by the CCG to release staff to support partnering NHS organisations.

The factsheet provides further information on the following areas and will ensure that the redeployment of CCG staff to partnering NHS organisations is managed in accordance with good HR Governance and NHSE/I requirements:

- Key principles of redeployment during this critical period
- Health and Wellbeing of staff
- Pre-employment/HR checks
- Temporary Placement Agreement
- Management Arrangements during Redeployment Period
- Training and Induction Arrangements
- Remuneration during Redeployment Period
- Testing for staff that are redeployed
- Hotel Accommodation
- Travel Expenses
- Mandatory requirement to record working arrangements/absence on the Workforce System
- Support for staff

The HR factsheet on Redeployment is accessible via the [NCL CCG staff intranet](#).

NCL CCG Covid-19 priorities

There may be a requirement to reprioritise CCG activities that are aligned to COVID-19. In turn, staff duties and priorities will be revised on an ongoing basis which may result in a refocus of duties and responsibilities. All staff will need to work flexibly during this difficult time and Line Managers and Directors will continue to have conversations with staff with regard to their priorities. Please note that such reprioritisation of duties and responsibilities will not be categorised as redeployment.

Dedicated HR address for COVID-19 enquiries

Staff can submit HR queries and arrange to speak to a member of the HR team for further information by emailing the dedicated HR COVID-19 email address that has been set up for staff across the NCL CCG: nlccg.hrcovid19@nhs.net.

Wishing everyone a safe and healthy week ahead!

The NCL CCG HR Team