



North Central London
Clinical Commissioning Group

Directorate Staff Briefing 6 April 2022

In this briefing. . .

- Focus on our NHS staff survey results
- Integrated Care System transition update
- New ways of working update
- Revoking vaccination as a condition of deployment - reminder
- Learning Hub – what's coming up
- Virtual pensions clinics
- Some reminders and upcoming events

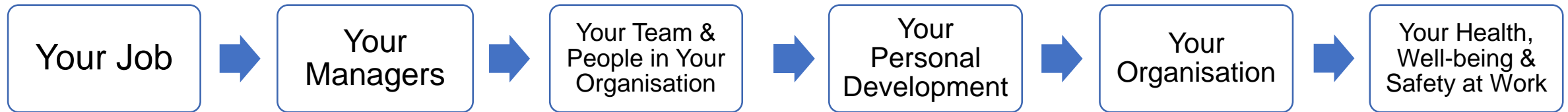


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NHS staff survey results 2021 – introduction and headlines

About the 2021 Staff Survey

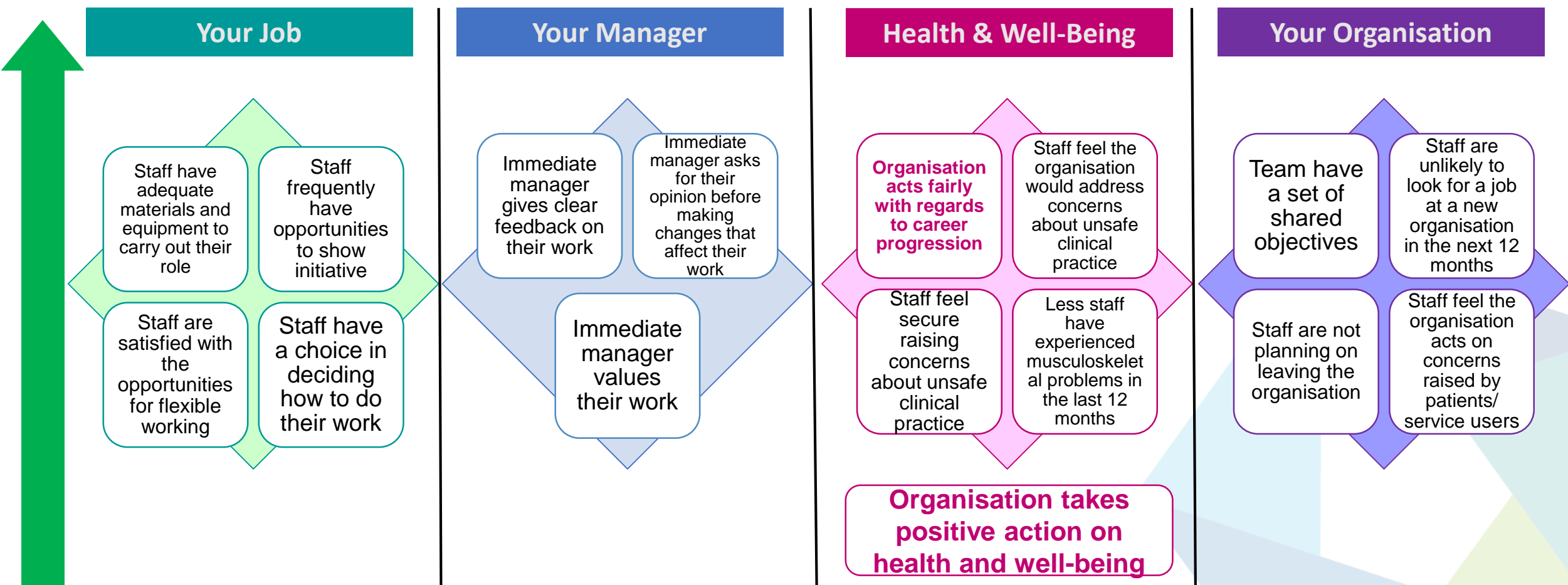
- 73% Response Rate
- 91 national questions grouped into the following themes:



- 56 questions remained the same as last year; 35 new questions; 3 local questions
- Staff Survey results have been grouped into the NHS People Promise themes
- The CCG has improved in the majority of the questions/areas in comparison to last year
- CCG staff experiences are improving, however, the CCG results remain below the national average in many of the areas.
- Overall, there has been a downward trend in positive responses across the NHS
- Our results have also been analysed against our diversity and inclusion standards: WRES (Workforce Race and Equality Standard) and WDES (Workforce Disability Equality Standard)
- The staff survey results for all NHS organisations have now been published on nhsstaffsurveys.com

Key areas the CCG has improved in, in comparison to 2020

The CCG has improved in 35 out of the 56 questions of the national staff survey questions that remained the same as the 2020 staff survey questions.



Areas we need to do better in

- We know we need to do better for our staff and provide a better experience in the workplace.
- The results show that the CCG needs to provide a better staff experience in the following key areas as we have seen a decline since the 2020 results and/or these areas significantly below the national average:
 - ☐ Recognition for good work
 - ☐ Adequate adjustments for staff with long term conditions
 - ☐ Staff working a greater number of unpaid hours
 - ☐ Staff working when not feeling well enough to perform duties/feeling pressure from managers to work when not well/feeling burnt out because of work
 - ☐ Experience of bullying and harassment
 - ☐ Fair career progression and career development opportunities
 - ☐ Strengthen the effectiveness of the appraisals process
 - ☐ Access to the right learning and development opportunities and opportunities to improve knowledge and skills

NHS People Promise



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- The NHS People Promise was launched as part of the NHS People Plan and sets out ambitions for what people working in the NHS say about it by 2024.
- The staff survey results have been grouped into the NHS People Promise themes
- The overall CCG score for each theme is slightly below the national average. There are variances between Directorates.
- The themes that CCG staff have better experiences in are:
 - ☐ *We are Compassionate and Inclusive*
 - ☐ *We work flexibly*
 - ☐ *We are a team*



Breakdown of key People Promise themes by CCG Directorate

The following table presents a group of questions that highlights the people promise themes and how each Directorate has scored in each of the 9 People Promise areas against the overall CCG score. **Each theme is scored 1-10 (1 being a negative response and 10 being the most positive response).** For each theme, the Directorates that scored at or above the overall CCG score are highlighted in green and the Directorates that score below the NCL CCG score are highlighted in yellow.

	People Promise Theme								
	We are compassionate and inclusive	We are recognised and rewarded	We each have a voice that counts	We are safe and healthy	We are always learning	We work flexibly	We are a team	Staff Engagement	Morale
National Average Score	7.7	6.9	7.3	6.6	5.5	7.4	7.2	7.2	6.2
Overall NCL CCG Score	7.2	6.5	6.8	6.3	5.2	7.2	6.9	6.8	5.6
Borough Directorate	7.2	6.3	6.8	6.2	5.1	7.0	6.8	6.8	5.5
Corporate Services Directorate	7.4	7.0	6.9	6.4	5.4	7.8	7.2	6.8	5.9
Finance Directorate	6.9	6.5	6.6	6.9	5.4	7.7	6.9	6.3	5.8
Quality Directorate	7.2	6.1	6.6	6.1	5.1	7.1	7.0	6.8	5.7
Strategic Commissioning Directorate	6.6	6.0	6.1	5.5	4.7	6.5	6.2	6.2	4.6
Strategy Directorate	8.0	7.6	7.5	7.1	5.7	8.0	7.7	7.6	6.6

Staff Survey 2021– Equality, Diversity & Inclusion - Workforce Race Equality Standard (WRES)

The 2021 Staff Survey shows some areas of improvement in our equality, diversity and inclusion performance in comparison to the 2020 NCL CCG Staff Survey results. However, some of these areas are still below the national average.

The following staff survey questions are used to assess NHS organisations performance against some of the Workforce Race Equality Standards (WRES) indicators. The following shows the areas that the CCG has improved in and the areas the CCG has declined in comparison to the 2020 results.

The results highlighted in **red** show a decline in positive results in the 2021 survey compared to the 2020 results.
The results highlighted in **green** show a increase in positive results in the 2021 survey compared to the 2020 results

Workforce Race Equality Standards (WRES) Indicators	2020		2021	
	White	BAME	White	BAME
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months.	5.7%	8.7%	5.5%	10%
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	21.3%	24.2%	18%	25%
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.	41.2%	29.6%	49.5%	36.5%
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months.	11.8%	19.6%	12.8%	12.5%

Staff Survey 2021– Equality, Diversity & Inclusion – Workforce Disability Equality Standard (WDES) Indicators



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The following staff survey questions are used to assess NHS organisations performance against some of the Workforce Disability Equality Standards (WDES) indicators. The following shows the areas that the CCG has improved in and the areas the CCG has declined in comparison to the 2020 results.

The results highlighted in **red** show a decline in positive results in the 2021 survey compared with the 2020 results

The results highlighted in **green** show an increase in positive results in the 2021 survey compared with the 2020 results

Workforce Disability Equality Standards (WDES) Indicators	2020		2021	
	With LTC	Without LTC	With LTC	Without LTC
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	7.3%	6.6%	9.8%	5.9%
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	21.8%	13.3%	25.8%	11.1%
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	16.4%	15.6%	22.6%	14.2%
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	33.3%	44.4%	43.5%	44.0%
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.	29.3%	37.8%	31.7%	47.1%
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	30.3%	18.4%	21.7%	19.0%
Percentage of staff satisfied with the extent to which their organisation values their work	41.4%	53.2%	35.9%	58.4%
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	83.3%	-	61.1%	-

Next Steps

- Today we are sharing the staff survey results for the CCG. Directors have also been sent their Directorate's results.
- Engagement and discussions with staff on the results to feed into Directorate, Corporate action plans and 2022-2023 workforce priorities:
 - ☐ Team/Directorate Engagement Sessions
 - ☐ Engaging our People Forum
 - ☐ Joint Partnership (Trade Union) Forum
 - ☐ Staff Diversity Networks
 - ☐ Health and Wellbeing Group and Mental Health and Wellbeing Champions
 - ☐ Feedback on key linked themes from the Traverse staff engagement sessions
 - ☐ Suggestions inbox
- Development of Action Plans:
 - ☐ Directorate plan – led by Executive Director, Directorate Senior Management Team and Engaging our People Forum Directorate Representative(s)
 - ☐ Corporate Action Plan for CCG cross cutting themes – co-ordinated by the HR, OD and EDI Team

Planned Workforce Activities

- Whilst the Directorate plans and a Corporate plan will be required to address the key areas requiring improvement, there are several activities underway and planned to be introduced over coming months that will support some of the key areas to be addressed:
 - ❑ Introduction of a Workplace Adjustment Passport by the Disability and Carers Diversity Network
 - ❑ NCL Collaboration: Bullying and Harassment, and Recruitment, Selection and Retention
 - ❑ Appraisal discussions in line with the annual cycle
 - ❑ Review of how individual training budgets are allocated to ensure staff are able to access job specific learning and development
 - ❑ Continuation of the Corporate Training Programme and learning hub sessions
 - ❑ Access to Leadership and Management Development Programmes
 - ❑ Continuation of the Wellbeing Programme and Establishment of a Health and Wellbeing Group
 - ❑ Continue to hold awareness sessions on diversity and inclusion with the support of the diversity networks

An abstract graphic on the left side of the slide, composed of several overlapping triangles in various shades of blue, teal, and lime green, creating a dynamic, geometric pattern.

2021 Staff Survey – Summary Results

Your Job – Part 1 of 3

Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend
Q1. I often/ always look forward to going to work	48%	48%	↔
Q2. I am often/ always enthusiastic about my job	62%	64%	↑ +2%
Q3. Time often/ always passes quickly when I am working	76%	76%	↔
Q4. I always know what work responsibilities are	69%	72%	↑ +3%
Q5. I feel trusted to do my job	82%	82%	↔
Q6. I get opportunities to show initiative frequently in my role	66%	72%	↑ +6%
Q7. I am able to make suggestions to improve the work of my team/ department	75%	75%	↔
Q8. I am involved in deciding changes that affect my work	53%	55%	↑ +2%
Q9. I am able to make improvements happen in my area of work	63%	67%	↑ +4%

National 2021 Average CCG Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
52%	48%	↓ -4%
64%	64%	↔
76%	76%	↔
76%	72%	↓ -4%
88%	82%	↓ -4%
77%	72%	↓ -5%
81%	75%	↓ -6%
62%	55%	↓ -7%
70%	67%	↓ -3%

Your Job – Part 2 of 3










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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend
Q10. I am able to meet conflicting demands on my time at work	44%	44%	↔
Q11. I have adequate materials, supplies and equipment to do my work	60%	71%	↑ +11%
Q12. There is enough staff at my organisation to do my job properly	30%	32%	↑ +2%
Q13. I am satisfied with the recognition I get for good work	66%	61%	↓ -5%
Q14. I am satisfied with the extent my organisation values my work	50%	54%	↑ +4%
Q15. I am satisfied with the level of pay	51%	52%	↑ +1%
Q16. I am satisfied with the opportunities for flexible working patterns	74%	81%	↑ +7%
Q17. I have realistic time pressures	17%	19%	↑ +2%
Q18. I have a choice in deciding how to do my work	61%	67%	↑ +7%

National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
44%	44%	↔
76%	71%	↓ -5%
39%	32%	↓ -7%
67%	61%	↓ -6%
57%	54%	↓ -3%
59%	52%	↓ -7%
81%	81%	↔
23%	19%	↓ -4%
74%	67%	↓ -7%

Your Job – Part 3 of 3

Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q19. Relationships at work are unstrained	54%	55%	 +1%	59%	55%	 -4%
Q20. I feel my role makes a difference to patients/ service users	75%	77%	 +2%	74%	77%	 +3%
Q21. My organisation is committed to helping balance work and home life (New question for 2021 staff survey)	-	62%	N/A	68%	62%	 -6%
Q22. I achieve a good balance between work and home life (New question for 2021 staff survey)	-	58%	N/A	63%	58%	 -5%
Q23. I can approach immediate manager to talk openly about flexible working (New question for 2021 staff survey)	-	80%	N/A	84%	80%	 -4%

Your Managers

Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q1. My immediate manager encourages me at work	76%	75%	-1%	82%	75%	-7%
Q2. My immediate manager gives clear feedback on my work	67%	69%	+2%	74%	69%	-5%
Q3. My immediate manager asks for my opinion before making decisions that affect my work	67%	71%	+4%	74%	71%	-3%
Q4. My immediate manager takes a positive interest in my health and well-being	75%	75%		81%	75%	-6%
Q5. My immediate manager values my work	76%	78%	+2%	82%	78%	-4%
Q6. My immediate manager works with me to understand problems (New question for 2021 staff survey)	-	76%	N/A	80%	76%	-4%
Q7. My immediate manager listens to challenges I face (New question for 2021 staff survey)	-	76%	N/A	81%	76%	-5%
Q8. My immediate manager cares about my concerns (New question for 2021 staff survey)	-	74%	N/A	80%	74%	-6%
Q9. My immediate manager helps me with problems I face (New question for 2021 staff survey)	-	71%	N/A	76%	71%	-5%

Your Team & People in Your Organisation –

Part 1 of 2



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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q1. Team members have a set of shared objectives	59%	66%	+7%	73%	66%	-7%
Q2. Team members often meet to discuss the team's effectiveness	67%	69%	+2%	69%	69%	
Q3. I receive the respect I deserve from my colleagues at work	73%	74%	+1%	77%	74%	-3%
Q4. Team members understand each other's roles (New question for 2021 staff survey)	-	61%	N/A	66%	61%	-4%
Q5. I enjoy working with colleagues in team (New question for 2021 staff survey)	-	80%	N/A	85%	80%	-5%
Q6. My team has enough freedom in how to do its work (New question for 2021 staff survey)	-	64%	N/A	68%	64%	-4%
Q7. My team deals with disagreements constructively (New question for 2021 staff survey)	-	58%	N/A	65%	58%	-7%
Q8. I feel valued by my team (New question for 2021 staff survey)	-	71%	N/A	77%	71%	-6%
Q9. I feel a strong personal attachment to my team (New question for 2021 staff survey)	-	61%	N/A	66%	61%	-5%

Your Team & People in Your Organisation –

Part 2 of 2



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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q10. Teams within the organisation work well together to achieve objectives (New question for 2021 staff survey)	-	47%	N/A	53%	47%	 -6%
Q11. Colleagues are understanding and kind to one another (New question for 2021 staff survey)	-	80%	N/A	80%	80%	
Q12. Colleagues are polite and treat each other with respect (New question for 2021 staff survey)	-	79%	N/A	82%	79%	 -3%
Q13. Colleagues show appreciation to one another (New question for 2021 staff survey)	-	73%	N/A	76%	73%	 -3%

Your Health, Wellbeing & Safety at Work – Part 1 of 4



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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q1. I don't work any additional paid hours per week for this organisation, over and above contracted hours	93%	94%	↑ +1%	94%	94%	↔
Q2. I don't work any additional unpaid hours per week for this organisation, over and above contracted hours	21%	17%	↓ -4%	25%	17%	↓ -8%
Q3. My organisation takes positive action on health and well-being (Slightly adjusted question for 2021 staff survey)	26% <i>(My organisation definitely takes positive action on health and well-being)</i>	69%	↑ +43%	73%	69%	↓ -4%
Q4. In last 12 months, I have not experienced musculoskeletal problems as a result of work activities	63%	66%	↑ +3%	73%	66%	↓ -7%
Q5. In last 12 months, I have not felt unwell due to work related stress	56%	56%	↔	62%	56%	↓ -6%
Q6. In last 3 months, I have not come to work when not feeling well enough to perform duties	50%	47%	↓ -3%	55%	47%	↓ -8%
Q7. I have not felt pressure from my manager to come to work when not feeling well enough	78%	80%	↑ +2%	88%	80%	↓ -8%
Q8. I never/rarely find work emotionally exhausting (New question for 2021 staff survey)	-	27%	N/A	27%	27%	↔
Q9. Never/rarely feel burnt out because of work (New question for 2021 staff survey)	-	27%	N/A	36%	27%	↓ -9%

Your Health, Wellbeing & Safety at Work –

Part 2 of 4



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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q10. I never/rarely get frustrated by work (New question for 2021 staff survey)	-	21%	N/A	19%	21%	+2%
Q11. I never/rarely feel exhausted by the thought of another day/shift at work (New question for 2021 staff survey)	-	40%	N/A	45%	40%	-5%
Q12. I never/rarely feel worn out at the end of work (New question for 2021 staff survey)	-	24%	N/A	25%	24%	-1%
Q13. I never/rarely feel every working hour is tiring (New question for 2021 staff survey)	-	57%	N/A	61%	57%	-4%
Q14. I never/rarely lack energy for family and friends (New question for 2021 staff survey)	-	41%	N/A	44%	41%	-3%
Q15. Not experienced physical violence from patients/service users, their relatives or other members of the public	100%	100%		99%	100%	+1%
Q16. I have not experienced physical violence from managers	100%	100%		100%	100%	
Q17. I have not experienced physical violence from other colleagues	100%	100%		100%	100%	

Your Health, Wellbeing & Safety at Work – Part 3 of 4








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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q18. I have not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public	93%	93%	↔	91%	93%	↑ +2%
Q19. I have not experienced harassment, bullying or abuse from managers	84%	86%	↑ +2%	91%	86%	↓ -5%
Q20. I have not experienced harassment, bullying or abuse from other colleagues	84%	84%	↔	90%	84%	↓ -6%
Q21. Last experience of harassment/bullying/abuse reported	42%	45%	↑ +3%	45%	45%	↔
Q22. Organisation acts fairly: career progression	36%	44%	↑ +8%	59%	44%	↓ -15%
Q23. I have not experienced discrimination from patients/service users, their relatives or other members of the public	97%	98%	↑ +1%	99%	98%	↓ -1%
Q24. I have not experienced discrimination from manager/team leader or other colleagues	85%	87%	↑ +2%	94%	87%	↓ -7%
Q25. I would feel secure raising concerns about unsafe clinical practice	65%	72%	↑ +7%	74%	72%	↓ -2%

Your Health, Wellbeing & Safety at Work – Part 4 of 4



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


Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q26. I would feel confident that organisation would address concerns about unsafe clinical practice	58%	63%	 +5%	74%	63%	 -11%
Q27. I feel my organisation respects individual differences (New question for 2021 staff survey)	-	69%	N/A	77%	69%	 -8%
Q28. Disability: organisation made adequate adjustment(s) to enable me to carry out work	83%	61%	 -22%	81%	61%	 -20%

Your Personal Development & Your Organisation

Part 1 of 2



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Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend	National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
Q1. I have received an appraisal in the past 12 months (New question for 2021 staff survey)	-	85%	N/A	84%	85%	 +1%
Q2. My appraisal helped me improve how I do my job (New question for 2021 staff survey)	-	19%	N/A	18%	19%	 +1%
Q3. My appraisal helped me agree clear objectives for my work (New question for 2021 staff survey)	-	32%	N/A	35%	32%	 -3%
Q4. My appraisal left me feeling my organisation values my work (New question for 2021 staff survey)	-	34%	N/A	36%	34%	 -2%
Q5. My organisation offers me challenging work (New question for 2021 staff survey)	-	71%	N/A	77%	71%	 -6%
Q6. There are opportunities for me to develop my career in this organisation (New question for 2021 staff survey)	-	41%	N/A	49%	41%	 -8%
Q7. I have opportunities to improve my knowledge and skills (New question for 2021 staff survey)	-	56%	N/A	70%	56%	 -14%
Q8. I feel supported to develop my potential (New question for 2021 staff survey)	-	48%	N/A	58%	48%	 -10%
Q9. I am able to access the right learning and development opportunities when I need to (New question for 2021 staff survey)	-	39%	N/A	56%	39%	 -17%

Your Personal Development & Your Organisation Part 2 of 2

Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend
Q10. Care of patients/service users is my organisation's top priority	71%	70%	-1%
Q11. My organisation acts on concerns raised by patients/service users	66%	70%	+4%
Q12. I would recommend my organisation as place to work	58%	52%	-6%
Q13. If friend/relative needed treatment would be happy with standard of care provided by organisation	56%	53%	-3%
Q14. I feel safe to speak up about anything that concerns me in this organisation	57%	59%	+2%
Q15. I feel organisation would address any concerns I raised (New question for 2021 staff survey)	-	51%	N/A
Q16. I don't often think about leaving this organisation	34%	34%	
Q17. I am unlikely to look for a job at a new organisation in the next 12 months	28%	34%	+6%
Q18. I am not planning on leaving this organisation	41%	48%	+7%

National 2021 CCG Average Staff Survey Results (Positive Response)	NCL CCG 2021 Staff Survey Results (Positive Results)	Trend
79%	70%	-9%
79%	70%	-9%
66%	52%	-14%
61%	53%	-8%
71%	59%	-12%
63%	51%	-12%
46%	34%	-12%
46%	34%	-12%
60%	48%	-12%

Local Questions

Question	NCL CCG 2020 Staff Survey Score (Positive Response)	NCL CCG 2021 Staff Survey Score (Positive Response)	Trend
Q1. I have unrealistic time pressures	17%	19%	 +2%
Q2. The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it.	42%	45%	 +3%
Q3. As soon as I can find another job, I will leave this organisation (New question for 2021 staff survey local questions)	-	48%	-



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NCL Integrated Care System Transition update

Recruitment update



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- Frances O’Callaghan wrote to all NCL CCG colleagues to confirm some additional appointments to the NCL ICB Executive Management structure.
- Dr Jo Sauvage has been appointed as Chief Medical Officer (CMO). Many of you will know Jo from her role as Chair of NCL CCG, which she has held since we merged in April 2020 and was previously Chair of Islington CCG. Jo is also a GP working in Islington at the City Road Medical Practice, where she has been for more than 20 years.
- As Jo has been appointed to this role, she has stepped down from her role as NCL CCG Chair.
- Current elected Governing Body clinical members have been consulted and Dr Charlotte Benjamin was elected as the new Chair of NCL CCG. Charlotte will retain this position until the statutory arrangements for ICBs take effect, which as you know is currently aiming for a target date of 1 July 2022. Charlotte is the current NCL CCG Clinical Vice Chair and was previously Chair of Barnet CCG. She is also a GP at St. George’s Medical Centre in Barnet.
- Charlotte was previously Clinical Vice Chair and a further process was undertaken amongst current elected clinical Governing Body members. Dr John McGrath has been appointed to the role of Clinical Vice Chair for NCL CCG until we transition to NCL ICB.

Staff engagement workshops

- Based on the feedback received during the first staff engagement workshops, the second set of engagement sessions will be built around topic areas that colleagues want to know more about.
- These sessions will again be facilitated by Traverse. In addition, CCG colleagues will run some sessions over the coming months to address other areas where people were seeking further information and support.
- The topics to be covered are:
 - **Vision:** How will the ICS and ICB accelerate delivery of health outcomes and what are the priorities for Year 1
 - **Integration:** Working with and hearing from partners and building on collaborative working through Covid.
 - **Our communities:** Population health and tackling health inequalities.
 - **Change:** the role of commissioning and contracting in the future.
 - **How decisions will be made:** ICB governance and oversight.
- Calendar invites will be circulated for all sessions later this week. You're welcome to attend as many of these sessions as you like.
- The **Vision** and **Integration** sessions will be run twice – if you're interested in these topic areas, you won't need to attend both sessions.

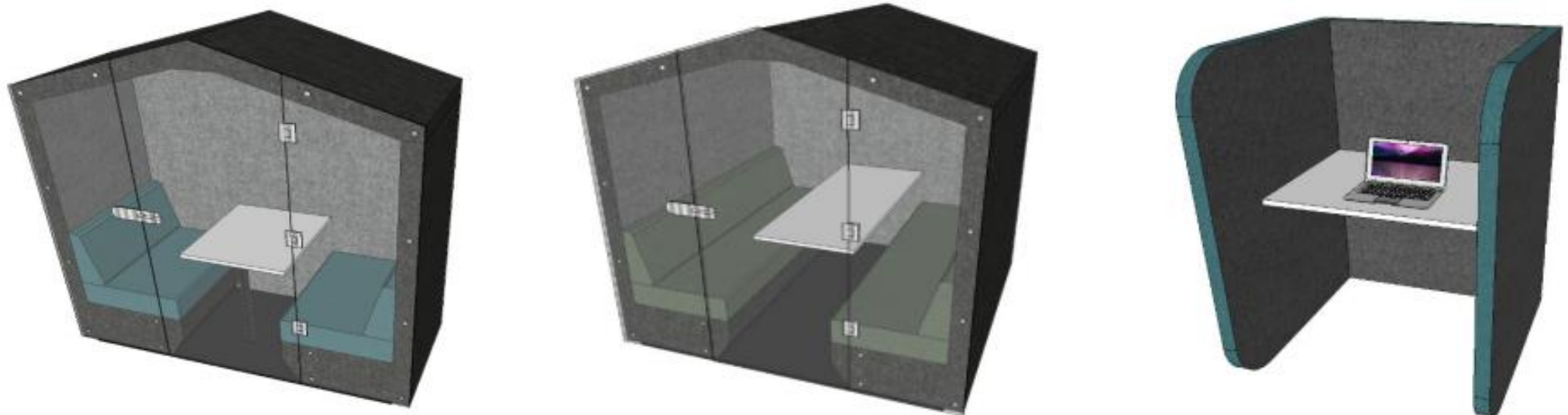


North Central London
Clinical Commissioning Group

Other updates

New ways of working update

- We are continuing to develop our offices, as we expect to see more staff working from our offices throughout April to June.
- Our offices will no longer just have traditional banks of desks, but will now have dedicated space for team projects and collaborative interaction – this will be achieved through the introduction of ‘zones’; areas dedicated to either ‘concentration’ or ‘collaboration’.
- Some new office furniture, including PODs (images below) will also be delivered over the coming weeks.



New ways of working update

- Directorates have helped identify the kinds of activities that will benefit from happening face-to-face between April - June, whether that be 'in person' meetings, or via hybrid MS Teams meetings, with some staff dialling in from home and some from the office.
- The returns indicate that Islington and Camden are likely to be our busiest offices, with the most meetings taking place in the offices on Tuesdays and Wednesdays. Business Services will now be reaching out to EAs, PAs and Business Support colleagues across the CCG to offer assistance in terms of teams returning to, and working effectively from, our CCG office sites.
- Directorates/Teams are encouraged to make their meeting room bookings via DeskSmart, and proceed with their 'in-person' meetings and activities within the our offices.
- At the end of April, Business Services will be holding some 'office orientation' sessions, where staff can be shown around the office, and get help with day to day things, like swipe cards, parking permits, as well as getting information about the facilities available in the office (everything from tea and coffee to fire evacuation meeting points!)
- This will be especially helpful for staff who are new to the CCG or those who would like to build their confidence around increased office working. The dates for the orientation sessions, across all offices, will be shared with staff next week.
- It is also the intention that all June Committee meetings will take place in person.

Revoking vaccination as a condition of deployment - reminder

- In case colleagues missed this in a recent staff newsletter, the outcome of the government consultation to revoke the vaccination as a condition of deployment regulations was published in March and can be found on the [gov.uk website](https://www.gov.uk).
- In summary:
 - The Government passed legislation requiring vaccination as a condition of deployment which was due to come in from 1 April 2022.
 - On 31 January, the Secretary of State announced that this decision was going to be revoked - although this was subject to Parliamentary process and required further consultation and a vote to be passed before the legislation was formally revised or revoked.
 - This process concluded in March and the outcome of the government consultation was published on the [gov.uk website](https://www.gov.uk).
 - In light of the latest scientific evidence and having considered the views received as part of the consultation, the regulations revoked the requirements that only permit those who are vaccinated against COVID-19, unless otherwise exempt, to be deployed for the provision of a CQC-regulated activity in health and/or social care, and to enter CQC registered care home premises.

Learning hub – what's coming up

- Please keep an eye out in Friday's staff newsletter (and on the [Learning Hub intranet page](#)) to see the range of courses and sessions available for staff to book on to. Sessions are being added regularly to respond to requests from staff, so please do keep checking.
- Some of the upcoming courses/sessions which are available for booking include:
 - High Cost of Toxic Behaviours – Tuesday 26 April, 9.30am-12.30pm
 - Professional Minutes Made Easy (Minute Taking) – Friday 8 April, 9.30am -12.30pm
 - Developing Assertiveness and Personal Impact – Friday 22 and Friday 29 April, 1.30-4.30pm (colleagues need to attend both dates)
 - Appraisal training for managers - Wednesday 20 April, 2-3pm or Monday 9 May, 10.30-11.30am
 - Appraisal training for staff - Monday 25 April, 10-11am or Monday 16 May, 10-11am
 - Pay Progression Policy – additional briefing sessions have been arranged for colleagues who missed March's session: Thursday 14 April, 2.30-3.30pm or Wednesday 4 May, 2-3pm
- To find out more or to book, please email nclccg.od@nhs.net or visit [the Learning Hub](#). Please also let us know if you have any ideas for how our courses can be better promoted.

Virtual pensions clinics

- We are pleased to let you know that additional virtual pension clinics have been arranged on Thursday 28 April and Monday 16 May 2022.
- Staff can book individual appointments on these dates to discuss any questions or queries you may have in relation to your NHS pension.
- Sessions are virtual (via MS Teams) and will be with the CSU Pensions Manager Sara Weller.
- If you would like to book an appointment please contact sara.weller@nhs.net Please mention brief details of what you would like to discuss when requesting an appointment.
- Appointments are available on a first come, first serve basis and will last for a maximum of 30 minutes per appointment.
- If you would like to discuss your pension figures, please access your Total Reward Statement before your appointment following the instructions here: www.nhsbsa.nhs.uk/employee-section
- NB the pensions team cannot give advice on what you should do in relation to your pension, but can answer any questions you may have in relation to your pension and retirement.

Some reminders and upcoming events

- **Ask EMT** – a reminder that the next Ask EMT drop in session is taking place this Thursday (7 April), 3.30-4.15pm. All are welcome to drop in and ask EMT a question (or listen to others' questions). The MS Teams link to join is on the [Ask EMT intranet page](#) or via the comms team.
- **Ramadan Mubarak!** Ramadan (Muslim fasting month) started on the weekend. The NHS Muslim network has developed [a helpful guide](#) to support managers and colleagues across the NHS to be aware of key advice relating to Muslim colleagues who may be fasting during Ramadan.
- **All staff in conversation event** – a big thank you to everyone who joined last week's event. The slides and a recording of the session were shared in [Friday's news](#) for those who missed it. There wasn't enough time to all questions raised during the event, so these will be answered and shared in next week's staff newsletter. Our next all staff event is on 30 June.
- **Urgent NHS.net password change** - following a recent spate of mandate fraud attempts and nhs.net email account hijacks across various London CCGs, our counter fraud team is asking all colleagues to change their NHS.net email account password as matter of urgency as a precaution
- **Appraisals** – a reminder to all colleagues to make sure you have an appraisal meeting booked in April or May for an end of year review, to set objectives for the year ahead and to identify personal development needs. Further information is on the [appraisal page of the intranet](#).