



North Central London  
Clinical Commissioning Group

# Directorate Staff Briefing

23 March 2022

# In this briefing. . .

- National Day of Reflection – minute's silence today
- Integrated Care System transition update
- Our new Green Staff Network
- Pre-election period guidance
- Support for staff impacted by conflict and refugee crises
- Some reminders and upcoming events

# National Day of Reflection



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- Today is the second National Day of Reflection. Started in 2021 by Marie Curie, the end of life charity, the date marks two years since the UK's first national lockdown.
- The day gives us a chance to pause and reflect, and to support each other through grief. At 12 noon, there will be a nationwide minute's silence and we invite all staff who may wish to, to pause their day and take time to remember the family, friends, neighbours and colleagues we have lost over the last two years and to support the millions of people bereaved.
- Marie Curie has a wealth of resources as part of the [National Day of Reflection](#). Please also remember that the CCG has resources available to support you; have a look at our [wellbeing intranet pages](#), talk to your line manager or a member of EMT and let them know if there is any further support that could be of assistance.
- [Keeping Well NCL](#) is also available to support staff and teams who may benefit from support around this time. Contact them at [keepingwellncl@tavi-port.nhs.uk](mailto:keepingwellncl@tavi-port.nhs.uk) and a practitioner will arrange a time to talk about how they can support you.



National Day of  
Reflection  
23 March



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# NCL Integrated Care System Transition update

# Transfer to ICB – staff consultation

- It is envisaged that the formal 30-day consultation on the planned transfer from North Central London CCG to North Central London ICB on 1 July 2022 will commence during w/c 25 April and conclude w/c 23 May 2022.
- The consultation process will take place in accordance with the [CCG's Change Management Policy](#), the NHSE/I HR Framework and the national employment commitment that mandates a 'lift and shift' approach for all CCG staff (below board level) from the CCG to the ICB.
- In accordance with NHSE/I's employment commitment, and to support a seamless transfer of staff and services into ICBs on 1 July 2022, NHSE/I have confirmed that all organisations transferring to ICBs will be managed by the NHS National Transfer Scheme.

# Transfer to ICB – staff consultation

- The national NHS National Transfer Scheme sets out that the following process by which the transfer of staff must be undertaken; in accordance with that required by the TUPE regulations and COSOP, as detailed below:
  - Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). *TUPE is the employment legislation that protects the employment rights of employees when their employer changes as a result of a transfer.*
  - Cabinet Office Statement of Practice on Staff Transfers in the Public Sector (COSOP). *COSOP is a policy document that guides public sector employers to consult with trade unions and protect terms and conditions of employment of staff transferring between public sector organisations.*

# Transfer to ICB – staff consultation

- The benefits of the NHS mandated transfer scheme for employees transferring to the ICB are:
  - protection of continuous service
  - protection of terms and conditions of employment
  - for those staff on a secondment at the point of transfer to the ICB, the transfer scheme will ensure that secondment agreements transfer from the CCG to the ICB.
- Further information on the transfer arrangements and consultation process will be shared with staff over the coming weeks. We will continue ongoing engagement with the regional and local trade union representatives on the staff transfer to the ICB via the regular informal and formal Joint Partnership Group meetings.
- If staff have any questions on the transfer from the CCG to the ICB and the consultation arrangements, please do contact the HR Transition Team via the dedicated email address: [nclccg.nclhrtransition@nhs.net](mailto:nclccg.nclhrtransition@nhs.net)

# LSS in-housing update

- Last week, the London Shared Service (LSS) advised their staff that they have taken the difficult decision to pause the planned transfer of staff scheduled for Friday 1 April 2022.
- This decision was not taken lightly, and this pause will allow time for further conversations and consultation with staff, supported by their staff side and union representatives.
- For many LSS colleagues this was disappointing and unwelcome news and colleagues leading the process are working with LSS colleagues to identify and resolve critical issues that are impacted by this change to the timelines.
- It's important we fully recognise the right of all individuals to be heard and have their concerns responded to appropriately.
- This delay will create a further period of uncertainty for those staff affected and we would encourage all CCG staff who are working alongside LSS colleagues at this time to continue to support them in their day-to-day work and be mindful of the impact this decision brings.



# LSS in-housing update

- As receiving organisations, there is work already underway to identify the knock-on impacts on immediate technical or business impacts this pause may have, including ensuring contracts for both people and resources are extended where appropriate.
- Prior to a transfer of staff to receiving organisations, another staff consultation will take place. Timelines for this have not yet been confirmed but we will share these with all staff when we have more information.
- Whilst we work through the next steps, our primary concern is the wellbeing of our LSS colleagues and the support we can provide to them during this time.
- If you have any concerns about the impact of this change, please do speak to your director or line manager in the first instance.

# Executive Management structure – appointments

- Paul Sinden, our current Chief Operating Officer, will take up a role as Managing Director for the NCL GP Provider Alliance (GPPA) from next month. Paul will play a role in ensuring that the voice and contribution of primary care in NCL continues as we migrate from the CCG into the ICB.
- Paul's transfer to the GPPA will ensure the development of primary care will continue to build on the work undertaken throughout the pandemic, and allow us to further enhance the co-production approach we've adopted locally. We look forward to continuing to work closely with Paul as the GPPA develops.
- Following an external recruitment process, Richard Dale, the current Interim Executive Director of Transition, has been appointed to the role of Executive Director of Performance and Transformation.
- Richard has worked across a variety of work programmes including leading aspects of our pandemic response and the ICS transition. Richard will continue to be integral to our transition to becoming an ICB.
- Further information about appointments will be shared following the conclusion of the relevant HR processes.

# Staff engagement transition workshops

- Throughout the initial 8 workshops, there was a plethora of opportunities for discussions in the break out sessions, as well as some concerns raised and questions asked.
- Many of these can be addressed outside of the workshops, and we will ensure staff briefings continue to answer those areas that are front of mind for staff and raised often in the sessions.
- Feedback from the post-workshop survey has now been reviewed by Traverse and we have met with the team to confirm an approach to the next round of workshops.
- The second set of workshop sessions will be open to all staff and set around themes. Colleagues can attend any of the sessions that are of interest (some sessions will be run twice). These will include presentations from CCG colleagues as well as partners, and will again be facilitated by Traverse. Due to the different format, we will also look to record the sessions for those colleagues who can't attend on the day.
- We are contacting presenters and will look to confirm themes and dates for all sessions shortly.
- To ensure there is time for colleagues to attend, we have delayed the start of these and plan to host the first session after Easter. Please do keep an eye out for invites and if there are workshops of interest, please do adapt your diary to accommodate where you can.

# Website and Intranet update

- The current content management system (CMS) that we use for some of our websites will cease to exist at the end of March.
- As such, we have been working closely with the webteam to transfer content from one platform to another for both the NCL CCG intranet and the North London Partners website.
- The official switchover will happen next week and requires movement between servers, so if you do encounter any issues with either of these websites on Thursday 31 March or Friday 1 April please just bear with us as this is most likely as a result of the move.
- As part of this process we have reviewed content on both sites – thank you to everyone who has been involved in this process.
- The North London Partners website will soon become the North Central London ICS website, which will involve rebranding and a new URL. The timing for this is aligned nationally so we are required to take this step in transferring content in advance.
- If you have any questions about this, please don't hesitate to contact the Comms & Engagement team: [nclccg.communications@nhs.net](mailto:nclccg.communications@nhs.net)



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Other updates

# Our new Green Staff Network



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- The NCL ICS is finalising its Green Plan this month to help achieve the NHS's commitment to become a 'net-zero' service – the climate emergency is a health emergency and delivering net-zero is part of our responsibility of providing good quality care and addressing health inequalities.
- We recently established our Green Staff Network - a small group of staff passionate about tackling the climate emergency.
- There is already a lot of work taking place to help realise our ambition of becoming a more sustainable organisation. But we recognise there is lots more to do.
- If you have any ideas of what we can do or should be doing, the Green Staff Network would love to hear from you. Please complete a very short survey before 31 March.  
<https://feedback.camdenccg.nhs.uk/north-central-london/58c6541b>
- If you have ideas and are inspired to get involved, please contact Zoë Garbett who has led the development of our ICS Green Plan and the Staff Network: [zoe.garbett@nhs.net](mailto:zoe.garbett@nhs.net)
- The network will also be presenting at our all staff event next week.

# Pre-election guidance

- Local council elections are scheduled to take place in England on Thursday 5 May 2022.
- The pre-election period (also known as purdah) is the period of time immediately before elections or referendums.
- During this time specific restrictions are placed on the use of public resources and the communication activities of public bodies, civil servants and local government officials.
- The pre-election period is designed to avoid the actions of public bodies distracting from or having influence on election campaigns.
- The pre-election period has implications for all NHS organisations, although it is worth remembering that the NHS should remain politically impartial at all times.
- The exact start of the pre-election period is determined by when the local authority in question formally declares it. Typically, this will be six weeks before the election – and will need to be on or before Monday 28 March 2022.
- Guidance for NHS organisations is available [on the intranet](#) and was shared in last Friday's staff news.



# Pre-election period – key considerations

- We must ensure the CCG is acting and being seen to act impartially towards all candidates and political parties, and not seen to be influencing the election and its outcomes, whether inadvertently or intentionally. During the pre-election period, there should be:
  - no new announcements of policy or strategy
  - no announcements on large and/or contentious procurement contracts
  - no participation by NHS representatives in debates and events that may be politically controversial, whether at national or local level.
- These restrictions apply in all cases other than where postponement would be detrimental to the effective running of the local NHS, or wasteful of public money.
- Communications activities necessary for operational delivery purposes should continue as normal. NHS organisations and staff should continue to adhere to Government restrictions and public health advice to control COVID-19.
- Please contact the comms team if you have any questions:  
[nclccg.communications@nhs.net](mailto:nclccg.communications@nhs.net)



# Support for staff impacted by conflict and refugee crises

- We know that many health and care staff may be experiencing distress as a result of the war in Ukraine. This may be felt particularly acutely by staff from this region, as well as by any staff member with lived experience of trauma, in particular those who have lived through war and/or had to flee their home countries.
- KeepingWell NCL has developed a dedicated page on their website for supporting staff impacted by conflict and refugee crises. This includes resources to assist staff with emerging trauma responses, including anxiety, sleep difficulties, and flashbacks, as well as guidance for managers seeking to support their staff.
- The website address is: <https://keepingwellncl.nhs.uk/conflict-refugee-crises/>
- KeepingWell NCL is also available to support staff who feel they would benefit from a supportive space to share the impact on themselves, or to consider how they can support affected colleagues. Please contact [keepingwellncl@tavi-port.nhs.uk](mailto:keepingwellncl@tavi-port.nhs.uk), and a practitioner will arrange a time to speak with you.

# Some reminders and upcoming events

- **Our next all staff in conversation event** – is taking place next Thursday (31 March), 2-3.30pm. Agenda will be circulated shortly and calendar invites should be in everyone's diaries – if not, let the comms team know ([nclccg.communications@nhs.net](mailto:nclccg.communications@nhs.net)).
- **Black History 365 event** – all welcome to join our next event which is taking place tomorrow (24 March), 2-2.55pm on Teams. The session will be on: Cricketers – a historical perspective. Contact [nclccg.inclusion@nhs.net](mailto:nclccg.inclusion@nhs.net) if you have any questions.
- **Weekly mindfulness sessions** – a reminder that all colleagues are welcome to join these short sessions on a Tuesday (12-12.15pm) and Friday (10-10.30am) – and a big thank you to Kitty and Brett who continue to lead these really popular sessions for staff.
- **Cycle to work scheme** – there are still a couple of logistical details still being worked through so we will share full details of the scheme and how to access it with all staff in early April.
- **Staff survey results** – the results from the latest national NHS staff survey will be released next week. We will share more information at our all staff event on 31 March.