



North Central London
Clinical Commissioning Group

Directorate Staff Briefing

4 May 2022

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NCL Integrated Care System Transition update

Health and Care Act receives Royal Assent

- This week, the Health and Care Act 2022 completed the parliamentary process and received Royal Assent. This is an important step on the journey towards establishing Integrated Care Systems.
- We have made significant progress in North Central London in preparing for our new arrangements. From 1 July, we will move onto a statutory footing with the establishment of our Integrated Care Board and Integrated Care Partnership, enabling more collaborative ways of working across the health and care system. Together, we are committed to ensuring everyone our five boroughs can start, live and age well, and to tackling inequalities in outcomes, experience and access.
- You can read more about our integration journey in North Central London on our website: <https://northcentrallondonccg.nhs.uk/about-us/north-central-london-integrated-care-system-development/>

Staff consultation launch



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- Thank you to everyone who attended the all staff event last Wednesday. At this session, the 30-day consultation for the safe transfer of staff from NHS North Central London Clinical Commissioning Group (NCL CCG) to NHS North Central London Integrated Care Board (NCL ICB) was officially launched.
- The consultation, ending on Friday 27 May at 5pm, is taking place in accordance with NCL CCG's Change Management Policy, NHS E/I's 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.
- Every effort will be made to ensure that staff affected by change have the most up-to-date information at every stage of the process, and that we answer queries where we have the answers and confirming when more detailed information will be available where we do not.
- All information and key documents related to the consultation can be found on the staff intranet: <https://intranet.northcentrallondonccg.nhs.uk/working-at-the-ccg/ncl-icb-transition/ncl-staff-transfer-consultation/>
- If you have any feedback, comments or views on the proposed transfer to the NCL ICB, please feel free to speak directly to Directors on the NCL Executive Management Team. You can also feedback to the HR team, informally or formally, and in writing to the dedicated NCL HR transition email address: nclccg.nclhrtransition@nhs.net

NHS London Shared Service consultation launched



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- Tuesday 26 April saw the launch of the new consultation for staff at NHS London Shared Service (formerly NEL CSU), who are being consulted on their proposed assignment to four London ICBs and other receiving organisations in London.
- This will be a 30-day consultation which will conclude on 26 May 2022.
- It is proposed that staff are assigned to one of the following: North Central London ICB, North East London ICB, South East London ICB, South West London ICB, NHS England and Improvement (London Region) and The Royal Free London NHS Foundation Trust.
- This consultation is the final step in the disestablishment of NEL Commissioning Support Unit, with its services moving to a number of NHS organisations as above.
- NHS London Shared Service and the CCGs have agreed that LSS staff in scope to transfer to them will be invited to join CCG engagement events in connection with the transition to ICBs.
- This will allow LSS staff involvement in the dialogue so that ICB plans are created with their knowledge, skills and experience factored into the development of future ways of working.

Staff engagement workshops



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A reminder that the next set of workshops that will be taking place over the next few weeks, facilitated by Traverse. You are welcome to attend and participate in any of the sessions that you are interested in. 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. If you don't have the calendar invites, please send an email to nclccg.communications@nhs.net

Topic	Date	Time
Our communities: Population health and tackling health inequalities	Wednesday 4 May	10am – 12pm
Integration: Working with and hearing from partners and building on collaborative working through Covid	Monday 9 May	2pm – 4pm
Vision: How will the ICS and ICB accelerate delivery of health outcomes and the priorities for Year 1	Wednesday 18 May	10am – 12pm
Integration: Working with and hearing from partners and building on collaborative working through Covid	Monday 23 May	2pm – 4pm
Vision: How will the ICS and ICB accelerate delivery of health outcomes and the priorities for Year 1	Wednesday 8 June	10am – 12pm
Change: the role of commissioning and contracting in the future	Monday 13 June	2pm – 4pm
Quality Improvement: embedding improvement and harnessing best practice	Wednesday 22 June	10am – 12pm
How decisions will be made: ICB governance and oversight	Monday 27 June	2pm – 4pm



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Finance update

How did we do ...

Financial year 2021/22

How did we do?

For the 2021/22 financial year, the CCG reported a surplus of £3.3m, meaning that the CCG spent £3.3m less than the original budget allocated. The results are subject to an external audit.

The surplus was mainly due to the release of CCG contingency reserves.

And a Big Thank You to all the budget holders that have contributed to the 2021/22 year-end

What is happening now?

The CCG finance team are in the process of finalising the financial accounts for the year. We are also preparing for the external auditors, who will be reviewing and testing the accounts to ensure they are presented fairly and in accordance with relevant accounting standards

The CCG finance team are also busy finalising the financial plan for the new financial year 2022/23, detailed on the next slide.



Financial Year 2022/23 – a challenging year



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Where are we?

The CCG finance team are busy finalising the new financial plan for 2022/23, which was approved by Governing Body on Wednesday 27 April and submitted to NHS England on Thursday 28 April. The CCG plan is currently c£17m deficit. In addition, the CCG has identified c£26m of potential financial risks in 22/23 that is not included in 22/23 plan. The CCG will therefore need to establish an in-year recovery programme to bridge this gap should these financial risks materialise.

As we move out of the covid regime, the system and CCG is facing a significant financial challenge. As a system we are planning to deliver a c£221m deficit. This includes the CCG's planned deficit of c£17m. The planning assumption is that the system should be break-even and we have a lot of work to do as a system to improve our position rapidly.

Cost Improvement Plan (CIP)

EMT are in the process of agreeing the allocation of CIP targets across Directorates and these will be shared shortly.

We need you to support with ideas and suggestions for efficiencies. If you have any ideas or suggestions please contact Vince McCabe (vince.mccabe1@nhs.net), Director of Transformation in the first instance.

We all need to work together to ensure that the CCG/ICB is financially sustainable and your contribution in achieving this is valuable.



Next Steps ...

Financial year 2022/23

What's next?

Budget Upload

If the financial plan for 2022/23 is approved, the finance team will need to upload the new budget onto the system. This will require sign off by, and engagement with, budget holders to ensure individual service lines are accounted for accurately. Budget holder meetings will also include identification of CIP opportunities.

Preparing for the ICB creation

The finance team are currently preparing for the transition into an ICB. This will involve the closing down of the current finance ledgers and the opening of new ones, as well as the CCG having a financial year-end on 30 June 2022,

What does this all mean?

The CCG faces a number financial challenges and identification and delivery of CIP will be critical to ensuring financial sustainability.

And finally, the Finance team are currently prioritising 21/22 year-end (e.g. audit), finalising the 22/23 financial plan, 22/23 budget setting, then moving straight into another year-end, preparing for the ICB transition and LSS In-housing where Finance will be taking on new financial services. We would be grateful for your patience and understanding during this exceptionally busy period.



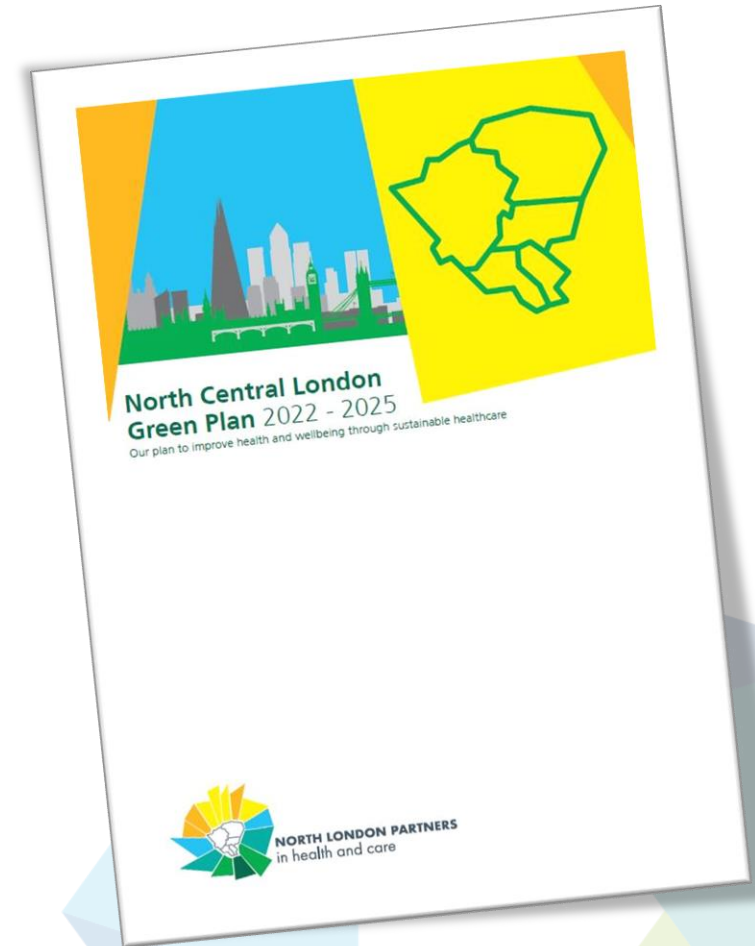


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Other updates

NCL ICS Green Plan approved

- In March 2022 the ICS Green Plan was approved by Chief Finance Officers and the System Management Board
- The plan details how we, as a system, are going to reach the NHS net-zero target by 2040
- This is an essential part of delivering high quality sustainable healthcare and to addressing health inequalities
- Thank you to everyone who contributed to the development of the plan
- Please take time to read our plan and see how this relates to your area of work as it is going to take action from all of us to achieve our target
- Read the plan on the NLP website under 'our plans':
<https://northlondonpartners.org.uk/about/our-plans/ncl-green-plan/>
- If you have any questions, please contact Zoë Garbett -
zoe.garbett@nhs.net



Appraisals and learning

- We hope all colleagues have now had their appraisal meeting or have got one booked in for May. You'll find further information to support appraisal meetings on the [appraisal page of the intranet](#).
- In the coming months, our OD team will be reviewing everyone's personal development plans to identify key themes in order to develop a learning programme for the organisation
- As part of this process, we would be grateful to hear any feedback you have on our current learning programme offer (i.e. the available courses on the [intranet Learning Hub](#)). We'd love to hear any feedback on the courses including the topics covered, the length of courses and the scheduling of them, how they are promoted or any barriers you've found to accessing them. Please email nclccg.od@nhs.net etc)
- We are also working to make the process for accessing other training and learning opportunities as clear and simple as possible. This includes helping people to use their £200 personal training budgets much more easily and to better understand the process for accessing external courses in line with [our Learning and Development Policy](#).
- Finally, we are developing a list of free resources, including links to podcasts and online learning modules for some key areas which we think will be helpful to staff.
- We will continue to share all of this information through our staff newsletter and briefings.

Covid-19 testing for NHS staff - updated guidance

- NHS staff testing continues to be an important component of the infection prevention and control (IPC) procedures.
- An updated standard operating procedure/guidance has been shared which applies to all staff who are working in NHS organisations
- In summary, the guidance differentiates between ongoing testing support for all NHS staff with symptoms, and for patient-facing NHS staff that are asymptomatic:
 - all NHS staff in England in any roles will continue to have access to free lateral flow devices (LFDs) for symptomatic testing
 - patient-facing NHS staff should participate in the NHS asymptomatic testing programme.
- Asymptomatic NHS staff in a patient-facing role, or any NHS staff member who is symptomatic, can order LFD testing kits directly from gov.uk portal and 119
- The updated guidance document is available online here:
<https://www.england.nhs.uk/coronavirus/testing/>

Some reminders and upcoming events

- **Ideas wanted for our end of June staff event!** – Our next all staff event is taking place on 30 June, the last day before we become NCL ICB. We would really like to do something special at this session to mark the ending of both NCL CCG and the borough CCGs that came before it. Please do let us know if you have any ideas or if you would like to help organise the event – nclccg.communications@nhs.net
- **Ask EMT** – a reminder that the next Ask EMT drop in session is taking place on Tuesday 10 May, 11-11.45am. All 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](#)
- **New induction toolkit and checklist** - the HR and OD team have created a helpful toolkit for managers to support them to induct and welcome their new staff into the organisation. The toolkit can be downloaded from the [Corporate induction programme page on the intranet](#) – you will also find dates of all upcoming induction sessions there too.
- Next week (9-15 May) is **Mental Health Awareness Week** and this year's theme is 'loneliness'. The CCG will be supporting the campaign by raising awareness and signposting to resources and any events that are taking place across our boroughs.