



North Central London
Integrated Care Board

Directorate Briefing

Wednesday 7 September 2022

In this briefing. . .

- Upcoming staff events – Ask EMT, In Conversation, Meet the CPO, General meeting to present the NCL CCG Annual Report and Accounts.
- Clinical Diagnostic Centre updates.
- Update on pay award, pension changes and financial wellbeing.
- IT updates.
- Some information from the Comms and Engagement team.
- 2022 HSJ Award nominees.

Ask EMT and In Conversation

- Following a break over the summer, monthly Ask EMT sessions and the next In Conversation event have now been scheduled.
- The Communications and Engagement team sent invites for these earlier in the week.
- The next In Conversation event will be held on Friday 23 September, 10am – 11.30am.
- Ask EMT sessions have been scheduled on the following dates:
 - Tuesday 18 October, 3pm
 - Thursday 24 November, 11.30am
 - Tuesday 17 January, 11.30am
 - Thursday 16 February, 11.30am
 - Tuesday 14 March, 10.30am.
- Ask EMT sessions are optional. Please don't feel obligated to attend if you don't have a question. However, we have circulated invites for these sessions should you wish to join.
- You can also submit a question to EMT via the intranet here:
<https://intranet.northcentrallondon.icb.nhs.uk/working-at-the-icb/ask-emt/>

Meet the CPO: Sarah Louise Morgan



- Sarah Louise Morgan joined the organisation on 1 July 2022 and over the past couple of months has been able to meet some colleagues either in person or online.
- Sarah now feels she has a better understanding of the organisation, and wanted to use the opportunity to host a 'Meet the CPO' session. Please note: this is not a mandatory session.
- As the CPO is a brand new role for the ICB, Sarah will take the opportunity to introduce herself, the role and priorities for both NCL ICB and the wider system. She will also touch on some of the more immediate priorities within the People and Culture Directorate.
- During the Meet the CPO session, there will also be a chance to ask Sarah questions. If you would like to submit a question in advance (which we will treat as anonymous), then [please complete this short form](#). The form will be open until Monday 12 September.
- The session will be held next Tuesday, 13 September from 2pm to 3pm.
- It will be a hybrid meeting – Sarah will be in the Clerkenwell Room, at the Laycock St Office, if you would like to join her in person. Or alternatively you can join via [MS Teams](#) – you should already have received a calendar invite. The session will be recorded for those that are unable to attend.

General meeting to present the NCL CCG annual report and accounts

- A public meeting to present the Annual Report and Accounts for 2021/22 for NHS North Central London Clinical Commissioning Group (NCL CCG) will be held on Tuesday 27 September 2022.
- Colleagues are welcome to join if they would like to hear about NCL CCG's work with partners during 2021/22 to improve residents' health and wellbeing and tackle health inequalities across Barnet, Camden, Enfield, Haringey and Islington you can join the meeting online.
- The NCL CCG accounts for 2021/22 will be presented at the meeting and there will be an opportunity to ask questions about the work of NCL CCG during the year.
- If you would like to join follow this link [to join the meeting on Teams Live](#).
- You can read the [2021/22 Annual report and Accounts for NCL CCG here](#).
- The meeting is being publicised by NCL ICB and our partners to invite members of the public to attend.

World Suicide Prevention Day

- On World Suicide Prevention Day 2019, a citywide #ZeroSuicideLDN campaign was launched by the Mayor of London and partners to encourage Londoners to access the Zero Suicide Alliance's free, online suicide prevention training.
- Since then, over 300,000 people across the capital have completed the training as part of the #ZeroSuicideLDN campaign. This is a fantastic, collective achievement.
- To mark World Suicide Prevention Day 2022 on Saturday 10 September, we are encouraging staff to undertake this training – it only takes 20 minutes.
- You can access the training here: <https://www.zerosuicidealliance.com/training>
- World Suicide Prevention Day is an awareness day observed on 10 September every year, in order to provide worldwide commitment and action to prevent suicides, with various activities around the world since 2003.
- In the UK, men are three times as likely to die by suicide than women. In the Republic of Ireland, the rate is four times higher among men than women. While there has been a reduction in the number of people completing suicide over the last ten years, the numbers are still worryingly high. World Suicide Prevention Day aims to start the conversation about suicide and to show that recovery is possible.

Clinical Diagnostic Centres

- Clinical Diagnostic Centres (CDCs) are being set up to increase NHS diagnostic capacity by providing new facilities and equipment, training new staff, creating new partnerships and innovative ways of delivering healthcare, whilst reducing pressures on acute sites.
- In North Central London we now have two CDCs – Finchley Memorial and Wood Green.
- In setting up and running the local CDCs, NCL ICB has provided a wide range of support to the programme, including:
 - undertaking the qualitative and quantitative analysis required to inform the case for change and programme strategy, and leading the development of all CDC business cases and bids
 - building an integrated team from across the ICS to design and deliver the programme
 - PMO support (e.g. development of programme governance arrangements, planning, controls, and reporting arrangements)
 - support with finance and activity modelling
 - leading on all estates development and enablement workstreams
 - supporting clinical pathway design
 - stakeholder engagement across multiple partners and sectors in NCL and beyond to drive programme forward
 - linkage into Provider's operational estates and clinical teams to ensure over the life span of the asset, we optimise its use, whilst maintaining efficiency and quality outcomes.

Wood Green CDC now open



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- A [new CDC has opened in Wood Green's The Mall](#) and welcomed its first patients.
- Whittington Health NHS Trust runs the Wood Green CDC, with their staff behind the front desks and providing the clinical services. The ophthalmology (eye) clinic is run by colleagues from The Royal Free NHS Foundation Trust.
- The CDC is located on the ground floor of The Mall, the community shopping centre owned by Capital & Regional in Wood Green.
- Initially, the centre will offer x-ray, ultrasound, ophthalmology and phlebotomy (blood tests) services to local people in the heart of Haringey, but there are plans to increase the number of services that we can offer on the site in the future.
- The Whittington have opened the CDC to make it easier for people to attend their healthcare appointments. Previously Haringey residents had to travel further for diagnostic tests than other residents in Barnet, Camden, Enfield and Islington. Wood Green is in the middle of the borough, which will mean that it is more accessible for many local people.
- The Wood Green CDC is only for adults at the moment.
- Find out more about the Community Diagnostic Centre on [the Whittington Hospital website](#).

Finchley Memorial Hospital CDC celebrates a milestone

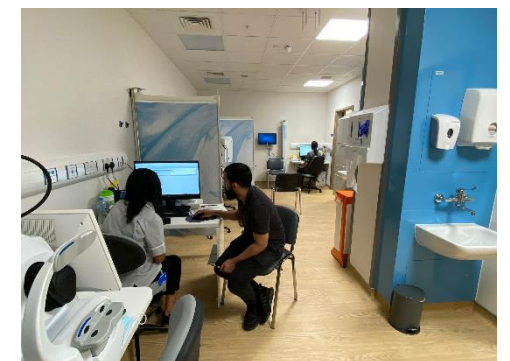
- The CDC at Finchley Memorial Hospital celebrated its first birthday last month, having helped over 50,000 NHS patients across Barnet, Camden, Enfield, Haringey and Islington get quicker access to diagnostic scans and tests since opening in 2021.
- The Finchley CDC is hosted by Royal Free London NHS Foundation Trust
- Finchley Memorial Hospital CDC opened in August 2021 and was one of the first sites in the UK to begin providing services in this new and innovative way.
- This ambitious programme has rapidly grown from a single mobile CT scanner to now include one fixed and one mobile MRI scanner and two non-obstetric ultrasound machines.
- Diagnostic services currently available include MRI and CT scans, non-obstetric ultrasound scans, blood tests, ophthalmology, and other cardiology, respiratory and microvascular tests.
- The new, dedicated MRI suite also opened last month, with the first fixed scanner operational and now scanning patients.

Some pictures from the CDCs

Finchley Memorial Hospital CDC



Wood Green CDC



Pay award

- NHS Employers have shared further details with regards to the recent pay award announcement.
- With effect from 1 April 2022, the pay recommendation is for a £1,400 consolidated uplift for all NHS (Agenda for Change) staff to their full-time equivalent salary.
- The £1,400 uplift is enhanced for the top of band 6 and at band 7, so it is equal to a 4 per cent uplift for those staff.
- The 2022/23 pay award will be applied in the September payroll run, and backdated to 1 April 2022.
- Staff can access the full report [here](#).
- The written ministerial statement can be accessed [here](#).
- The table on the next slide shows the salary percentage change for the entry, intermediate (where applicable) and top points of each pay band.

Pay award

Band	Position	21/22	22/23	£ Change	% Change
1	Entry	£18,546	£20,270	£1,724	9.3%
2	Entry	£18,546	£20,270	£1,724	9.3%
2	Top	£19,918	£21,318	£1,400	7.0%
3	Entry	£20,330	£21,730	£1,400	6.9%
3	Top	£21,777	£23,177	£1,400	6.4%
4	Entry	£22,549	£23,949	£1,400	6.2%
4	Top	£24,882	£26,282	£1,400	5.6%
5	Entry	£25,655	£27,055	£1,400	5.5%
5	Intermediate	£27,780	£29,180	£1,400	5.0%
5	Top	£31,534	£32,934	£1,400	4.4%
6	Entry	£32,306	£33,706	£1,400	4.3%
6	Intermediate	£34,172	£35,572	£1,400	4.1%
6	Top	£39,027	£40,588	£1,561	4.0%
7	Entry	£40,057	£41,659	£1,602	4.0%
7	Intermediate	£42,121	£43,806	£1,685	4.0%
7	Top	£45,839	£47,672	£1,833	4.0%
8a	Entry	£47,126	£48,526	£1,400	3.0%
8a	Top	£53,219	£54,619	£1,400	2.6%
8b	Entry	£54,764	£56,164	£1,400	2.6%
8b	Top	£63,862	£65,262	£1,400	2.2%
8c	Entry	£65,664	£67,064	£1,400	2.1%
8c	Top	£75,874	£77,274	£1,400	1.8%
8d	Entry	£78,192	£79,592	£1,400	1.8%
8d	Top	£90,387	£91,787	£1,400	1.5%
9	Entry	£93,735	£95,135	£1,400	1.5%
9	Top	£108,075	£109,475	£1,400	1.3%

Pay award

- This is a 'progressive' pay award with pay award uplifts higher in % terms for lower earning staff.
- Pay uplifts for staff in bands 1–2 includes the National Living Wage adjustments made on 1 April 2022, made in advance of this year's pay award recommendations.
- The changes have also been applied to HCAS, from 1 April 2022:
 - inner HCAS – 20% of basic salary, subject to a minimum £4,888 to maximum £7,377
 - outer HCAS – 15% of basic salary, subject to a minimum of £4,108 to maximum payment of £5,177.
- NHS Employers has updated some materials to reflect these changes:
 - [Annex 2](#) and [Annex 9](#) of the NHS terms and conditions of service handbook
 - [2022/23 pay poster](#)
 - [2022/23 annual and hourly rates, inclusive of HCAS.](#)
- If staff have any questions regarding the pay award, they can contact the HR Team via nclimb.hr@nhs.net

Pension changes

- Following a public consultation (15 October 2021 to 7 January 2022) there are a number of changes happening to the contribution tiers of the NHS Pension scheme with the first phase starting on **1 October 2022**.
- This review was proposed due to the recent closure of the final salary schemes to members and the move to the career average 2015 pension scheme.
- The changes that are being introduced are:
 - members' contribution rates are to be based on actual pensionable pay instead of notional whole-time equivalent (WTE) pay
 - structure for member contributions would change
 - thresholds for the member contribution tiers would be increased in line with annual Agenda for Change (AfC) pay awards
 - member contribution structure would be phased over two years.
- Full details about the changes, including which will be in phase 1 and phase 2 can be found on the intranet: <https://intranet.northcentrallondon.icb.nhs.uk/hr-od/payroll-and-pensions/>

Pension changes

- If you have any questions regarding this you can contact Sara Weller, Pensions Manager at sara.weller@nhs.net
- Further information can also be accessed on the [NHS Employers website](#) and the National NHS Pension Agency are holding some webinars – staff can register for the webinars [here](#).
- HR will be offering virtual pension clinics again for ICB staff to ask any questions or queries you may have in relation to your NHS Pension, this is available via MS teams for individual 30-minute appointments and will be with Pensions Manager, Sara Weller.
- Appointments are available for Friday 30 September, Thursday 13 October and Tuesday 15 November.
- We cannot give advice on what you should do in relation to your pension, but we can answer any questions you may have in relation to your pension and retirement.
- If you would like to book an appointment please contact sara.weller@nhs.net to book your timeslot and receive an MS teams meeting invite for your appointment. Please mention brief details of what you would like to discuss when requesting an appointment.

Pensions webinars

In addition to the above support, some local pension webinars have been set up.

General information and awareness of NHS pensions

Date and time: 14/09/2022, 10am – 11.30am

Date and time: 6/10/2022, 2.30pm – 3.45pm

Menopause and early retirement

Date and time: 19/10/2022, 2.30pm – 3.30pm

How to manage your money in difficult times

Date and time: 8/11/2022, 11am – 12pm

Pay award and pension changes

- The changes to pay and pensions are managed separately at a national level.
- This has given rise to a recognised anomaly between how the pay system and the pension scheme interact.
- Now that the pension changes are linked to actual AfC bandings, this has seen certain pay bands and pay points in those pay bands move into a higher contribution threshold.
- The pay award back pay does cover the increase in pension contribution for band 3 and 5 but it doesn't for those in band 8a who are moving from a 9.3% to 12.5% contribution rate.
- This is very challenging for many staff nationally including some of our own, and a difficult position overall as it is one we are unable to influence.
- The expectation is that local conversations are held with affected individuals about how we support people to pay back any arrears in a manageable way so as not to worsen their financial position.

Pay award and pension changes

- We are currently working with our payroll provider to understand when this information will be made available to individuals so that we can support options available to individuals and managers.
- We will communicate once we know but currently we have been told mid-October but are pushing for this to be earlier.
- Please contact our Pensions Manager sara.weller@nhs.net if you think you may be affected and HR will be in touch with line managers on options for affected individuals once we have more information.

Recording Covid-related absence on Workforce

- With return to office working and the recent rise in COVID-19 rates, it is important during this period that we have access to up to date and accurate information with regard to our staff to enable us to take all reasonable steps to fulfil our duty of care as an employer, and to plan appropriately to maintain a high level of service delivery.
- We are therefore asking staff to record and report any COVID-related absence and working arrangements on the [Workforce System](#).
- This will provide us with a detailed understanding of the impact of COVID-19 on our workforce and office working arrangements.
- This recording process should be used to record absence and working from home arrangements related to COVID-19, and to update us on your current working status following discussion and agreement with your line manager.
- If you are not feeling well enough to work, do take the time off that you need to recuperate.
- If you are feeling unwell but well enough to work, you are encouraged to work from home to avoid passing an infection onto colleagues.

Recording Covid-related absence on Workforce

- If you have COVID-19 symptoms, you are encouraged to do a lateral flow test before coming into the office.
- If you have a positive test result, NHS guidance is to try to stay at home and avoid contact with other people for 5 days after the day you took your test.
- It is important to let your line manager know if you test positive for COVID-19 and especially if you had recently attended an office.
- You or your line manager should notify Business Services (nclicb.businessservices@nhs.net), who can then contact any staff you worked in close proximity with, in order that they can take any necessary action.
- There is now a prominent 'Coronavirus Reporting' banner on the homepage of Workforce to submit this.
- Step-by-step instructions can be found here: <https://intranet.northcentrallondon.icb.nhs.uk/hr-od/covid-19-hr-information/>
- Further information on agile working and COVID-19 testing is available [here](#).

Financial wellbeing

- Financial wellbeing is an integral part of creating a healthy workplace where people can flourish, reach their potential and make a significant contribution to their organisation's performance.
- Evidence clearly links financial wellbeing to both employee wellbeing and performance.
- Your financial wellbeing is part of your overall general health and wellbeing.
- You can find support on the intranet: <https://intranet.northcentrallondon.icb.nhs.uk/working-at-the-icb/wellbeing-support/financial-wellbeing/>
- Staff can also find information on how to manage financial anxiety and uncertainty on [the Mayor of London website](#), and the [Keeping Well NCL website](#).



NCL digital infrastructure



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- NCL ICT and systems support previously comprised a blended model. Practices and staff in Camden historically received this through our in-house GPIT and GP systems team, while those in the other four boroughs were supported through a contracted offer provided by NEL CSU.
- Working towards the establishment of NCL ICB and NCL ICS has provided the opportunity to join these respective offers up. This allows for consistency of digital support available across NCL, while ensuring the resilience and sustainability of NCL IT teams.
- In support of this joined up function we also recruited to a new Assistant Director – IT post, with Anthony Sheritis appointed to the role.
- On 1 July, we welcomed colleagues from the London Shared Service (LSS) ICT service (formerly NEL CSU).
- Various operational and team integration will continue in phases over the coming months and by the end of 2022/23 all ICT services will have been brought in-house, including GP IT support for all practices within NCL as well as Corporate IT support.
- From September 2022 the GP IT & Systems team will fully transition (from the Camden team in Development & Population Health Directorate) to the Performance & Transformation Directorate.

IT laptop transition

- As part of our commitment to engage with staff throughout the ICT transition, we would like to provide some more important details before we commence the laptop and data migration this month.
- Last month, we shared with colleagues that laptops will be re-imaged or replaced. Additionally, we shared that teams will be migrated on to the new ICB network.
- We are now in a position to provide further details.
- The following laptop models are in scope and will be wiped and reconfigured on the day of your transition: Dell Latitude models 5300, 5310, 5320, 5400, 7280 and 7490.
- Colleagues with laptops not on the above list will be issued with a new device.
- We ask that you check your device to be aware of what service you will receive on the day of transition.
- The laptop model number can be found on the underside of your laptop.

IT laptop transition

- Directorate Leads have been working with the Information Governance (IG) and Business Services teams to define directorate folder structures. Additionally, leads have provided the ICT team with legacy folders that should be mapped across to the new ICB network.
- It is important to note that the mapping exercise that has been undertaken pertains to the team folders stored within the N:\ Drive only. Unless moved, data stored in any other location, including your local device, will be lost in the course of the transition.
- Therefore we strongly encourage you to save any data you do not want to lose to either your H:\ Drive (for personal data) or your N:\ Drive (for team data).
- If you are having issues with your H:\ Drive, including not having access to it, please log a ticket with the Shared Services Service desk (020 3049 0611 or email crc.london@nhs.net).
- Following the transition, the contact details you will use to log issues will change to the new ICB team. These details will be shared with you soon.
- Dates for when you will need to be in the office to have your laptop upgraded will be cascaded to teams via Team Managers and Directors.
- If you have any questions, please email nclicb.corporate-datamigration@nhs.net.

Folder migration

- In recent months, the NCL ICT Transition team have been working very closely with the LSS transition team to map out the new folder structures, which will take effect in September, when you and your team transition onto the NCL ICB Network. We would like to thank you for your support in helping us get to this stage and ask for your support to get to the next stage.
- The NCL ICT Transition team needs to confirm that they are made aware of any filepaths that start with **N:\NELCSU** so that these can be transferred as well.
- If you require folders and files (data) to be migrated across, that is currently stored within a drive that starts **N:\NELCSU**, we ask that you complete the form via [this link](#), providing details of the folder name and path. Please prioritise this task as it is essential to the effective transfer of working files and folders.
- Please note, this won't apply to all colleagues – if you don't have any folders that have the N:\NELCSU file path, there is no action required.
- This is a separate request to previous requests, which are being captured via a different route and have been worked on over the last several months. This request won't apply to all colleagues.
- Please note that if it does apply to you, please submit it as an individual return – don't rely on a return from your team as a whole.
- Former LSS colleagues do not need to complete this exercise, as it has already been completed as part of the transition across to NCL ICB.

New Comms and Engagement team email address

- The NCL ICB Communications and Engagement team have a new email address that now reflects the new ICB format.
- The email address is now nclicb.communications@nhs.net
- As a result of this change, you may find that some messages from the Communications and Engagement team are being sent to your junk folder on Outlook.
- Unfortunately this is a national issue and we are in consultation with the national team on a global fix.
- In the meantime, we are asking all staff to please add the new email address to their trusted contacts on Outlook so that messages are received in their inbox.
- Staff can do this by right clicking on one of the emails that is in your junk folder from the nclicb.communications@nhs.net email address and selecting 'add to Outlook contacts'.
- This should prevent it from happening again.

NCL ICB Social Media Policy



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- Social media can blur the boundaries between a person's private and professional life.
- The NCL ICB Social Media Policy, drafted by the Communications and Engagement team aims to help staff members to understand their responsibilities when using social media, illustrate where problems can arise for individuals or the organisations they represent and to share best practice guidance.
- This policy includes guidance for staff so that they are mindful that inappropriate comments / posts could damage their own reputation and the reputation of the ICB.
- The Communications and Engagement Team consulted with Information Governance, HR and staff representatives from the Joint Partnership Group when drafting the policy. We also reviewed social media policies of other NHS organisations.
- View our Social Media Policy and Social Media Comment Moderation Policy [on the intranet](#).
- The policy includes a section on how staff can raise concerns over a social media post, including safeguarding concerns. It also states how breaches of the policy will be managed by the HR team, in line with the ICB's Disciplinary Policy.

HSJ Awards



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The shortlist for the 2022 HSJ Awards has been announced, and NCL is well represented, with the following nominations.

Acute Sector Innovation of the Year Award

North London Partners Shared Services – A Provider Collaborative of 10 North London Trusts, A collaborative approach to corporate services

Covid Vaccination Programme Award

Morris House Group Practice, Vaccine Centre

Digitising Patient Care Award

Moorfields Eye Hospital FT, Virtual A&E

University College London Hospitals FT, INFORM_us Hub

Freedom to Speak Up Award

Whittington Health Trust, See ME First

HSJ Awards



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HSJ Partnership Award

Induction Healthcare and Moorfields Eye Hospital FT, Virtual A&E

Whzan Digital Health and NCL ICB, Empowering care homes with digital health technology

Innovation and Improvement in Reducing Healthcare Inequalities Award

NCL ICS, Haringey Great Mental Health Programme

NHS Race Equality Award

Whittington Health Trust, See ME First

Place-based Partnership Award:

North Middlesex University Hospital Trust, Haringey Local Authority, Enfield Local Authority, AgeUK Enfield, Enfield Connections Riverside Enfield and Enfield Carers, Community Advice Hub

HSJ Awards



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Primary and Community Care Innovation of the Year Award

UCLPartners, Proactive Care Frameworks

Primary and Community Care Provider of the Year Award

Haringey GP Federation

Provider Collaboration of the Year Award

North Central and East London Provider Collaborative, Commissioning and Providing Child and Adolescent Mental Health Inpatient Services

Trust of the Year Award

University College London Hospitals FT