

**NHS DORSET CLINICAL COMMISSIONING GROUP  
GOVERNING BODY MEETING**

**ORGANISATIONAL DEVELOPMENT FRAMEWORK UPDATE REPORT**

<b>Date of the meeting</b>	16/03/2015
<b>Author</b>	E Shipton - Deputy Director of Engagement and Development
<b>Sponsoring Clinician</b>	A Rutland - Poole Bay Locality Lead GP, Primary Care Lead
<b>Purpose of Report</b>	The purpose of this report is to provide the Governing Body with an update on the Organisational Development Framework Implementation Plan 2014/2015 to 2015/2016.
<b>Recommendation</b>	The Governing Body is asked to <b>Note</b> the report.
<b>Stakeholder Engagement</b>	Engagement with members, clinicians, staff and stakeholders has been critical to the implementation of the plan.
<b>Previous GB / Committee/s, Dates</b>	The framework was approved by the Governing Body on 17 September 2014 and a formal update report was presented to the Governing Body on 18 March 2015.

**Monitoring and Assurance Summary**

<b>This report links to the following Strategic Principles</b>	<ul style="list-style-type: none"> <li>• Services designed around people</li> <li>• Preventing ill health and reducing inequalities</li> <li>• Sustainable healthcare services</li> <li>• Care closer to home</li> </ul>		
	<b>Yes</b> [e.g. ✓]	<b>Any action required?</b>	
		<b>Yes</b> Detail in report	<b>No</b>
All three Domains of Quality (Safety, Quality, Patient Experience)	✓		✓
Board Assurance Framework Risk Register	✓		✓
Budgetary Impact	✓		✓
Legal/Regulatory			
People/Staff	✓		✓
Financial/Value for Money/Sustainability	✓		✓
Information Management & Technology	✓		✓
Equality Impact Assessment	✓		✓
Freedom of Information	✓		✓
<b>I confirm that I have considered the implications of this report on each of the matters above, as indicated</b>	✓		

Initials: ES

## 1. Introduction

- 1.1 The purpose of this report is to provide an update on the Organisational Development Framework Implementation Plan 2014/2015 to 2015/2016. The framework which was approved by the Governing Body on 17 September 2014 was developed to support and enable the organisation to deliver its two year delivery plan and refreshed five year strategy. The framework is aligned to the organisational development strategy which sets out the way in which we will continue to develop in order to ensure that we have the capacity and capability to deliver our objectives and progress our vision for Dorset.

## 2. Organisational Focus

- 2.1 The focus of CCG activity over recent months has been on supporting clinical leadership and succession, supporting the ongoing development of the CCG to be agile and responsive to the changing needs of the system and wider transformation, and embedding the principles and workings of system leadership with key stakeholders across Dorset.
- 2.2 The Clinical Services Review has provided us with an ongoing opportunity to test our organisational resilience; responsiveness and capability. The introduction of community and acute vanguard projects provide additional vehicles and incentives to work together, at some pace, to review how different components of the system need to change. The experience and insight we have gained from leading, contributing and supporting the range of transformational projects will inform our future approach to CCG and system wider organisational development.
- 2.3 Looking forward, the requirements of the Sustainability and Transformation Plan for Dorset creates significant opportunities and challenges for the system in Dorset and our organisational development activities will be influenced greatly by the plan.
- 2.4 The organisational development framework will be reviewed during the first quarter of 2016/2017 and the revised framework, which will be informed by internal and external information and insight, will be presented to the Governing Body at its meeting in September 2016.
- 2.5 A considerable amount of organisational development activity has been progressed over the last 12 months and Appendix 1 provides an overview of this work.

## 3. Conclusion

- 3.1 The Governing Body is asked to note the content of this report.

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**Date of Report:** 02 March 2016  
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<b>APPENDICES</b>	
<b>Appendix 1</b>	<b>Summary of progress against the implementation plan</b>