

NHS Dorset Clinical Commissioning Group
Governing Body Meeting
Locality Developments including Clusters

Date of the meeting	18/09/2013
Author	F Stevens, Deputy Director of Service Delivery (West)
Sponsoring GB member	T Goodson, Chief Officer Presented by: J Pike, Director of Service Delivery
Purpose of report	To advise members on development and implementation of the revised locality support infrastructure. Developments including clusters.
Recommendation	The Governing Body is asked to Note the report.
Resource implications	Within agreed resources
Link to strategic principles	The locality support infrastructure has been reviewed and revised to meet the requirements of the CCG commissioning support function to deliver CCG strategic principles.
Risk assurance Impact on high level risks	None
Privacy impact assessment	Not applicable; this process has been undertaken in line with the Organisational Change Policy in place for the transition from PCT Cluster to CCG.
Outcome of equality impact assessment process	Not applicable; this process has been undertaken in line with the Organisational Change Policy in place for the transition from PCT Cluster to CCG.
Actions to address impact	Please see above.
Legal implications	None.
Freedom of information	Unrestricted
Stakeholder Engagement	Not applicable; this process has been undertaken in line with the Organisational Change Policy in place for the transition from PCT Cluster to CCG.
Reason for inclusion in Part 2	N/A
Previous Committees/Governing Body	N/A

1. Introduction

- 1.1 With the establishment of NHS Dorset CCG (CCG), the locality support infrastructure has been revised to meet the requirements of the new organisation, with the intention of:
- providing appropriate support to localities and practices;
 - ensuring robust and meaningful engagement at locality level
 - enabling work across the wider CCG and its functions; integrating within the Service Delivery Directorate of the CCG
 - delivering consistency between Locality Plans and Clinical Commissioning Programme (CCP) plans that support CCG strategy.

2. Report

- 2.1 The revised structure has been developed jointly with Locality Clinical Chairs and Locality Managers, based on a number of underpinning principles:
- the new structure would enhance the locality management function; retaining each locality's practice facing activities;
 - collaborative working would be supported where this will add value, either within or across clusters;
 - the structure allows for closer integration with the Service Delivery Directorate and the wider CCG;
 - this would subsequently provide opportunity for regular review to ensure fitness for purpose;
 - the intention was to ensure minimum disruption for existing staff;
 - to arrive at the proposed structure, the intent was to create a simple, participative process where everyone could feel part of the final model.
- 2.2 The existing localities will form three clusters, each with its own locality management support team, aligned with the three Service Delivery work streams:
- East (North Bournemouth, Central Bournemouth, East Bournemouth, Christchurch);
 - Mid (Poole North, Poole Bay, Poole Central, Purbeck, East Dorset);

- West (North Dorset, Dorset West, Mid Dorset, Weymouth and Portland).

2.3 Whilst the whole time equivalent varies slightly between the three teams (see Appendix 1), each team has a skill mix comprising:

- a Principal Locality Lead (Band 8b), initially reporting to the appropriate Deputy Director of Service Delivery,
- Senior Locality Leads (Band 8a);
- a Project Officer (Band 6);
- a Locality Administrator (Band 4).

2.4 The skill mix will ensure resilience within clusters and will provide individuals with opportunities for progression.

2.5 Job descriptions have been finalised and selection and recruitment commenced. The internal HR processes are taking place during September, followed by external recruitment.

3. Conclusion

3.1 Embedding locality support within the Service Delivery Directorate will ensure consistency between CCPs and Localities and will promote collaborative working within and between clusters where this is desirable.

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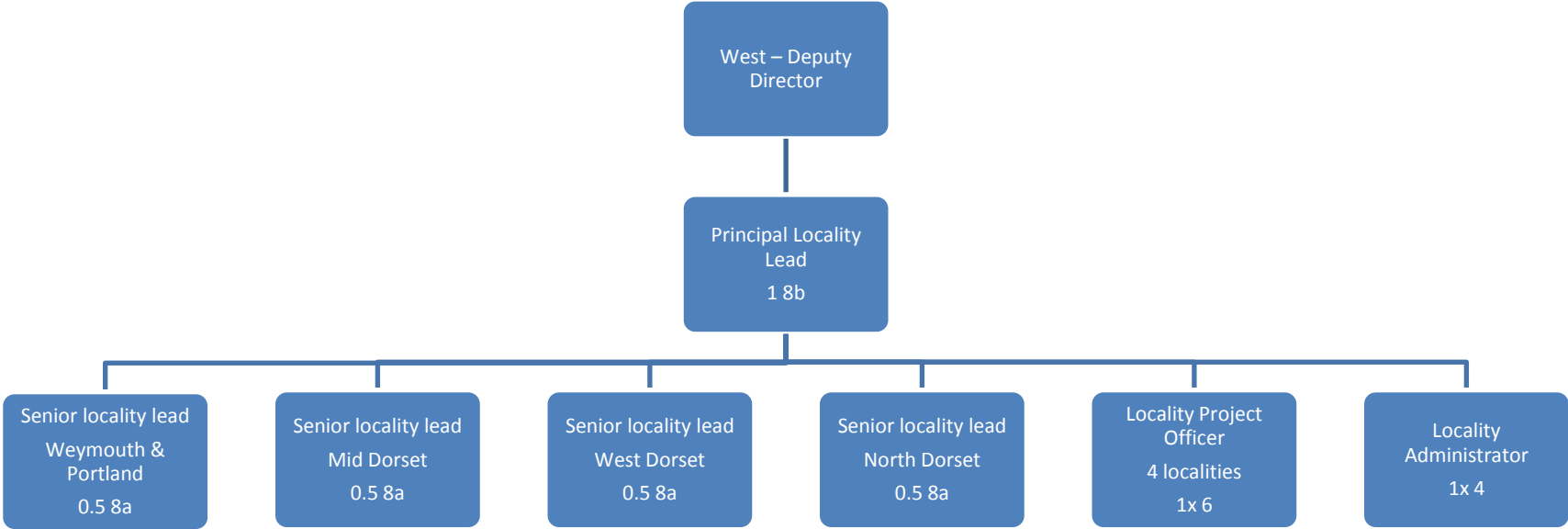
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Appendices

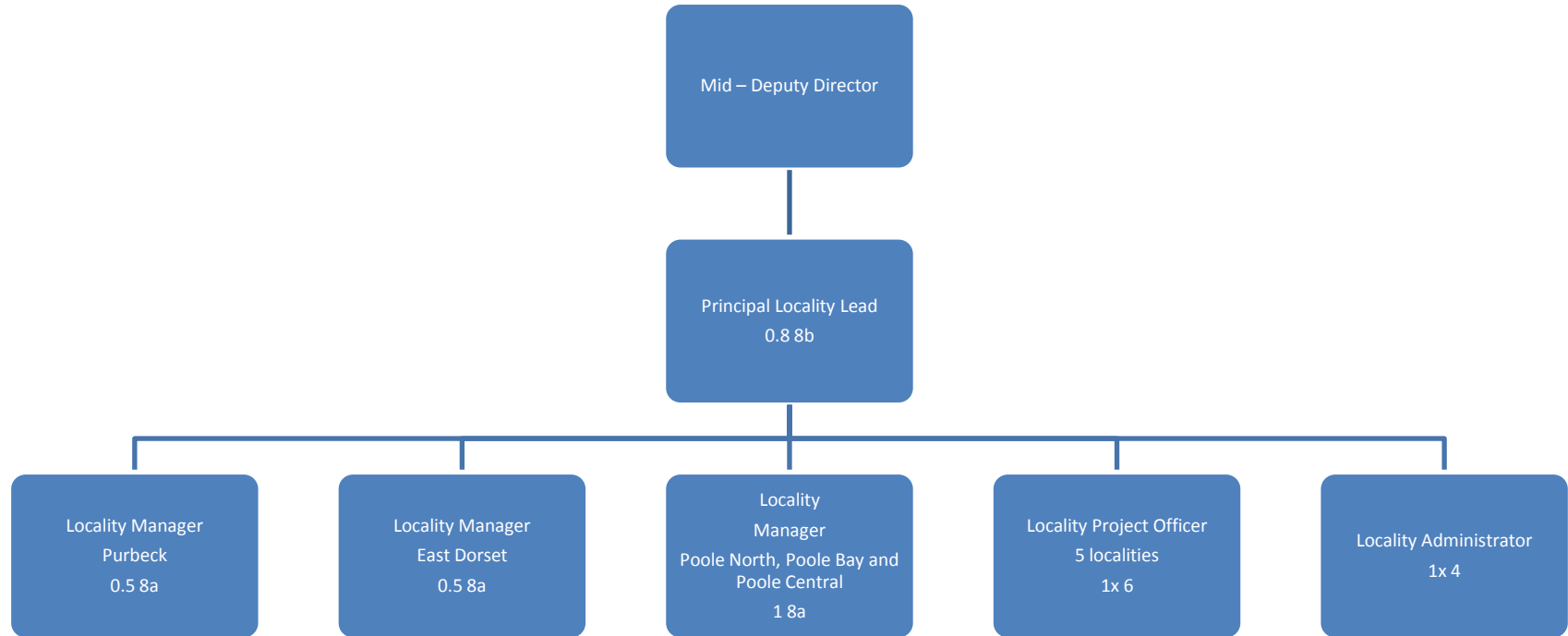
Appendix 1

Revised Team Structures

Directorate of Service Delivery – West



Directorate of Service Delivery - Mid



Directorate of Service Delivery – East

