

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

ORGANISATIONAL DEVELOPMENT FRAMEWORK 2019/2020 TO 2020/2021

Date of the meeting	15/05/2019
Author	E Parson - Interim Deputy Director of Engagement and Development
Sponsoring Board member	T Goodson - Chief Officer
Purpose of Report	To provide the Governing Body with an update on the CCG's refreshed Organisational Development Framework, aligned to the 2019/2021 to 2020/2021 Operating Plan.
Recommendation	The Governing Body is asked to approve the report.
Stakeholder Engagement	Staff engagement via annual NHS staff survey and 2018 culture survey. Stakeholder engagement via annual stakeholder survey. Feedback from senior staff to inform the final version April 2019.
Previous GB / Committee/s, Dates	Updates on the Organisational Development Framework were provided in May and October 2018.

Monitoring and Assurance Summary

This report links to the following Strategic Principles	<ul style="list-style-type: none"> • Services designed around people • Preventing ill health and reducing inequalities • Sustainable healthcare services • Care closer to home 		
	Yes [e.g. ✓]	Any action required?	
		Yes Detail in report	No
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	✓		✓

9.4

Equality Impact Assessment	✓		✓
Freedom of Information	✓		✓
I confirm that I have considered the implications of this report on each of the matters above, as indicated	✓		

Initials: EP

1. Introduction

- 1.1 The organisational development framework has been reviewed and refreshed in line with the CCG's two year Operational Plan 2019/2020 to 2020/2021. The framework sets out the way in which we will continue to evolve and develop, ensuring that we have the capacity and capability to deliver our strategic and system wide objectives.

2. Report

- 2.1 Organisational development is at the heart of what we do and what we achieve. As an established and dynamic organisation, we recognise the importance of reflection and development, both in terms of our structures, systems and processes and also our approach and focus on relationships, values and behaviours. This is reflected in our focus which has gained momentum and pace since we became a Clinical Commissioning Group (CCG) in April 2013.
- 2.2 We are an organisation that is confident to face challenges, but more importantly take bold and courageous steps to meet those challenges. Our profile locally and nationally is strong and increasing. We are one of the leading areas nationally developing as an integrated care system, and are becoming the first point to pilot new ways of working.
- 2.3 The review and refresh of the Organisational Development Framework was informed by the insight from staff and stakeholders which has informed the objectives and actions set out in the implementation plan.
- 2.4 The revised framework is presented in line with the three organisational development themes, which are in turn aligned to the culture themes which formed the culture survey to staff in 2018. The framework then sets out a summary of the progress made, the insight gathered which informs the revised and refreshed implementation plan.
- 2.5 In summary, the key objectives for 2019/2020 to 2020/2021 and identified in the Organisational Development Framework are:

Organisational Development Theme	Culture Theme	Objectives
Governance, systems, processes: <i>Vision, objectives, governance structure, decision making and enablers such as technology</i>	Vision and Values Goals and Performance	Work in partnership with partners and stakeholders to create a shared vision and direction for health in Dorset, ensuring a clear set of shared priorities and objectives
		Work in partnership to deliver the transformational changes needed for health services in Dorset
		Work in partnership with staff to create a clear set of CCG objectives which all staff can relate to, see the connection between their role and the aims of the CCG
		Create time and space to review the effectiveness of the CCG and system in delivering its objectives

		Continue to support the opportunities to strengthen the primary care voice within the system including through the new Primary Care Networks
		Implement areas of improvement identified by staff and the Culture Champions as part of the CCG's People and Culture Programme
Values, behaviours and relationships	Vision and values Support and compassion Learning and innovation	Implement areas of improvement identified by staff and the Culture Champions as part of the CCG's People and Culture Programme
		Develop relationships with partners and stakeholders, foster confidence and build trust to deliver the shared vision of delivering quality health services locally
		Implement areas of improvement identified by staff and the Culture Champions as part of the CCG's People and Culture Programme
		Ensure the delivery of the Engagement and Communications Framework
Organisational structures: <i>Capacity and capability, internal structures and working across organisational boundaries</i>	Team work Support and compassion	Ensure the structure of the CCG and leadership team is agile to meet the needs of the emerging Integrated Care System and Primary Care Networks.
		Work in partnership with partners and stakeholders to create a shared vision and direction for health in Dorset, ensuring a clear set of shared priorities and objectives.
		Implement areas of improvement identified by staff and the Culture Champions as part of the CCG's People and Culture Programme.
		Ensure the structure of the CCG and leadership team meets the needs of the emerging Integrated Care System and Primary Care Networks.

3. Conclusion

- 3.1 The Organisational Development Framework has been reviewed and refreshed in line with insight gathered from staff and stakeholders. The ambitions set out in the implementation plan will be reviewed on a bi-annual basis and an update provided to the Governing Body.
- 3.2 The Governing Body is asked to **approve** the content of this report.

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Date: 29 April 2019

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APPENDIX	
Appendix 1	Organisational Development Framework 2019/2020 to 2020/2021