

NHS DORSET CLINICAL COMMISSIONING GROUP

GOVERNING BODY MEETING

**ORGANISATIONAL DEVELOPMENT FRAMEWORK 2019/2020 TO 2020/2021:
UPDATE ON PROGRESS**

Date of the meeting	13/11/2019
Author	E Parson, Interim Deputy Director of Engagement and Development
Sponsoring Board member	T Goodson, Chief Officer
Purpose of Report	To provide Governing Body members with an update on progress in line with the CCG's Organisational Development Framework 2019/2021 to 2020/202.
Recommendation	The Governing Body is asked to note the report.
Stakeholder Engagement	Staff engagement via annual NHS staff survey and 2018 culture survey, staff events and engagement through culture champions. Stakeholder engagement via annual stakeholder survey.
Previous GB / Committee/s, Dates	A refreshed Organisational Development Framework was submitted to the Governing Body in May 2019.

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	✓		✓
Equality Impact Assessment	✓		✓

9.8

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 was 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.
- 1.2 This report provides a summary of the progress made by the CCG from April 2019.

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. We are an organisation that is confident to face challenges, but more importantly take bold and courageous steps to meet those challenges.
- 2.2 We have made great progress in line with the CCG's refreshed Organisational Development Framework. A fuller update on progress is provided in Appendix 1. Some highlights of the CCG's progress include;
 - The development of Our Dorset Forward View; the system response to the NHS Long Term Plan. This was developed through extensive engagement with our partners and the public, with staff at all levels key forums and meetings. At the point of writing this report, we expect publication to be paused pending the general election purdah.
 - The roll out of the population health management programme across more Primary Care Networks.
 - Significant progress in line with the CCG's People and Culture Programme including;
 - A set of accessible CCG objectives developed and implemented from April 2019, developed and informed by staff
 - A refresh of the CCG's values
 - A new appraisal system launched in April 2019 incorporated the new objectives and values
 - A comprehensive training needs analysis and a new learning zone capturing a range of training solutions for all staff
 - The launch of a staff engagement week providing a broad range of opportunities for staff to learn, to be engaged and to share
 - A review of the way we communicate with a fresh of #FYI, #FYI Live (all staff briefing) and a new staff intranet which has received strong support from staff
 - A review of the opportunities, access and training for staff in regard to their health and wellbeing

- The work of the People and Culture Programme continues with 3 new working groups established from quarter 3 looking at;
 - Technology and digital
 - CCG HR policies
 - Working environment and climate change
- The Primary Care Workforce Centre operating model was reviewed and investment to continue has been confirmed. A stocktake of the offers to networks across teams has commenced.
- A change in how meetings and events are conducted to ensure they create opportunities to discuss and reflect has commenced. New forums for discussion have also been established including a system level Non-Executive Director and lay member forum for NHS organisations.
- A review of the clinical leadership for the CCG will report to Governing Body with clear proposals for our future leadership in the context of the emerging Integrated Care System and Primary Care Networks.

3. Conclusion

- 3.1 The actions identified in the Organisational Development Framework are informed, shaped and delivered by staff and our clinical leadership.
- 3.2 The CCG will continue to review its organisational development strategy in the context of its leadership role in the evolving integrated care system.
- 3.3 The Governing Body is asked to **note** the content of this report.

Author's name and Title: Eleanor Parson, Interim Deputy Director of Engagement and Development

Date: 29 October 2019

Telephone Number: 07584 884571

APPENDICES	
Appendix 1	Organisational Development Framework Implementation Plan for 2019-2020 – 2020-2021