

HEALTH AND SOCIAL CARE REFORM

A monthly update for DHSSPS and HSC staff on Health and Social Care reform

October 2008

RECRUITMENT POOLS FINALISED

Arrangements for the advertisement and appointment of posts to the Phase 2 RPA organisations have been finalised. The recruitment pools protocol (below) has been agreed with staff side and is in line with the Public Service Commission's Guiding Principle 4 which sets out the following options:

1. internal mechanism or competition internal to the new organisation which primarily deal with "at risk" staff;
2. targeting "at risk" staff in the sector;
3. targeting "at risk" staff across all sectors in the RPA Affected Group;
and
4. open competition.

RECRUITMENT POOLS

LEVEL 1	LEVEL 2	LEVEL 3 & 4		LEVEL 5 & BELOW
CHIEF EXECUTIVES	DIRECTORS	CO/ASSISTANT DIRECTOR level		Below Assistant Director
		Pre 1st April 2009	Post 1st April 2009	Refer to circular JNF 2/2007 – Arrangements for filling posts below 4th level
1st Advert Open Competition	1st Advert HSC* RPA Affected Group 2nd Advert Open Competition	1st Advert Phase 2 HSC* RPA Affected Group. (<i>Staff from Trusts identified as transferring to RSSO/RAPHSW may also apply for relevant posts</i>) 2nd Advert HSC RPA Affected Group 3rd Advert Open Competition	1st Advert Phase 2 HSC* RPA Affected Group allocated to successor organisation. (<i>Staff from Trusts identified as transferring to RSSO/RAPHSW may also apply for relevant posts</i>) 2nd Advert Phase 2 HSC RPA Affected Group. (<i>Staff from Trusts identified as transferring to RSSO/RAPHSW may also apply for relevant posts</i>) 3rd Advert HSC RPA Affected Group 4th Advert Open Competition	1st Advert Phase 2 RPA Affected HSC/ DHSSPS Group identified as 'at risk' transferring to relevant new organisation. (<i>Staff from Trusts identified as transferring to RSSO/RAPHSW may also apply for relevant posts</i>) 2nd Advert Phase 2 HSC RPA Affected Group including staff identified as transferring from Trusts. 3rd Advert HSC RPA Affected Group 4th Advert Open Competition

*HSC includes DHSSPS staff as appropriate

Definitions

HSC RPA Affected Group

This is defined as any organisation within the HSC family, i.e., all Boards, Trusts and Agencies, and affected parts of DHSSPS.

Phase 2 HSC Affected Group

This can be defined as the 4 Boards, the CSA and the Health Promotion Agency and any other affected HSC Agency

The proposed timescale for recruitment is as follows:-

Post	Appointments Announced
Chairs	Interviews completed. Appointments will be announced shortly.
Chief Executives	November 2008
Directors (2nd level)	December/January 2009
Non-Executive Directors (including PCC)	February /March 2009
Posts below this level to be scheduled in due course	

HEALTH COMMITTEE DISCUSS REFORM PROPOSALS

The Health and Social Care (Reform) Bill is continuing to make its way through the Assembly. During the Committee Stage, the Health Committee has been taking the opportunity to meet with a number of interested groups before going through the Bill clause-by-clause.

Departmental officials have now met with the Health Committee on three separate occasions throughout October. A series of very useful exchanges have taken place, and at the close of the last session on 16 October before going to print all of the Bill's clauses and schedules had been presented to the Committee and discussed

The Committee have also heard from the Central Services Agency, Health and Social Services Councils, the Regulation and Quality Improvement Authority, the Royal College of Nursing and the British Medical Association.

It is still hoped that the committee stage will be completed by the end of October/early November to allow the Bill to proceed to consideration and further consideration stages in the Assembly in December.

ON THE ROAD

Departmental officials are continuing with their information sessions for staff. Feedback from meetings so far show that the sessions have been very helpful, with staff welcoming the opportunity to hear about the reforms first hand and raise issues of concern. A session was held for the Central Services Agency on Tuesday 21 October 2008 and the Southern HSS Board's meeting is scheduled for Tuesday 25 November 2008.

CONSULTATION REPORT

The proposals for health and social care reform received a high level of interest whilst out for consultation. The Minister has said he was particularly impressed by the quality and detail of responses which were extremely helpful in informing his final decisions.

A summary of all the consultation responses received has now been uploaded on the Latest News Section of the DHSSPS website for your information.

LEADERSHIP DEVELOPMENT PROGRAMME

This programme was commissioned by the DHSSPS in October 2007 to build capacity and the leadership capability of 200 professional leaders to support the reform and modernisation of health and social care services. The programme is being delivered by the Beeches Management Centre in partnership with the National Health Service Institute for Innovation and Improvement.

The target group of participants for this programme is senior clinical or operational managers with a professional leadership and management role with responsibility for driving improvements in health and social care.

There are currently three cohorts, of the four planned, underway and feedback from participants has been very positive. The final cohort is scheduled to commence in December 2008. While places are limited we would encourage colleagues to access the Beeches Management Centre website for further information and online application www.bmc.n-i.nhs.uk or contact William Young (02890 644188) or Levette Lamb (02890 523448) to discuss.

NEW ORGANISATIONS

Regional Health and Social Care Board (RHSCB)

Great progress is being made on the establishment of the RHSCB. The Modernisation and Improvement Programme Board (MIPB) has now considered and endorsed proposals for the following:-

- regional commissioning
- an operating framework for local commissioning; and
- investment in commissioner development, for which the Minister has now approved the development of a formal business case.

Proposals on performance management and stakeholder engagement are amongst the next project priorities for referral to MIPB. The business cases for the organisational structure of the RHSCB and the location are also nearing completion.

Regional Agency for Public Health and Social Wellbeing (RAPHSW)

The RAPHSW workstreams, made up of key stakeholders from across health, social care and local government, are developing an operational framework document drawing upon the work of the various public health review teams, stakeholder engagement events, and consultation responses. Work is also ongoing on the establishment of pilot studies to explore partnership working with local government.

The next issue of the Health and Social Care Reform will take a closer look at the RAPHSW.

Regional Support Services Organisation (RSSO)

The RSSO project has made substantial progress in recent months. The Business Case to support the organisational structure of the RSSO and interim location for the headquarters is nearing completion. In addition, workstreams have been initiated, drawing representatives from the bodies and departments to be consolidated, with the objective of ensuring the smooth establishment of the new organisation.

The Strategic Outline Case to support replacement of the corporate business systems for Finance, HR and Procurement has been prepared and the completion of the Outline Business Case is planned for the end of the year. Work has begun on defining the requirements of the proposed systems with two workshops held during October and follow up meetings planned for November.

Patient and Client Council (PCC)

The PCC Project Team is currently developing proposals on the membership, staffing and structure of the PCC. It is also considering possible locations for the new headquarters and its five local area offices that will be situated in each of the five HSC Trusts.

CORPORATE IDENTITY

Work is also getting underway in establishing the identities of the new organisations. The reform of the health and social services structures provided a unique opportunity to create a single corporate identity. Previously there were over 50 different logos in existence among the many organisations. The 'Health and Social Care' brand has been successfully applied to the Trusts and it is therefore intended to use this brand as the basis for designs relating to the RHSCB, RAPHSW and RSSO. The proposals in respect of the PCC will however have to reflect its independence in representing the views of service users.

Designs will be developed for the Minister's consideration. The new identities will be in place for the launch of the organisations in April 2009.

Message from the Editor

If you have any issues you would like to see covered in the E-bulletin please direct them to editor@dhsspsni.gov.uk