

HEALTH AND SOCIAL CARE REFORM

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

November 2008

DIRECTOR POSTS ADVERTISED

The recruitment process is well and truly underway.

Following the advertisement of the Chair and Chief Executive posts, applications are now being sought for Director (Designate) posts for each of the new organisations. The following posts were advertised in the Central Services Agency Trawl on Friday 28 November 2008.

Successful applicants will be seconded initially from their current organisations until the new organisations are established. They are likely to be based in the first instance in the Belfast area until decisions are made regarding interim and permanent headquarters.

Organisation	Designate Posts
Regional Agency for Public Health and Social Well-Being	Director of Public Health/Medical Director Director of Nursing and Allied Health Professionals Director of Operations and Corporate Services
Regional Health and Social Care Board	Director of Commissioning Director of Social Care and Children Director of Finance
Regional Business Services Organisation	Director of Operations Director of Human Resources and Corporate Services Director of Finance Director of Customer Care and Performance
Patient and Client Council	Head of Development and Corporate Services Head of Operations

Further information on each of the posts is available from www.hpssjobs.com and applications must be received no later than 12.00 noon on 19 December 2008.

Any applicant wishing to speak to someone about the process for appointment to these posts should contact the DHSSPS – RPA HR Unit at the Beeches Management Centre on 028 90644811.

IMPLEMENTING THE CHANGES

One of the key responsibilities of the Modernisation and Improvement Programme Board – the group charged with overseeing implementation of the reforms - is to consider papers developed by the various project teams. Several have already been approved and have been widely circulated. They are also available on the RPA HSC reform section of the Department's website - or follow this link -

MIPB papers

Papers approved so far are:

- Local Commissioning Groups – An Operating Framework
- Commissioning of Regional Services
- Reconfiguration of Local Commissioning Groups
- Stakeholder Involvement
- Health Protection
- Population Screening

MODERNISATION AND IMPROVEMENT PROGRAMME BOARD WORKSHOP

On Thursday 20 November 2008, the Modernisation and Improvement Programme Board held a workshop to review progress and agree action over the next few months. Over 80 representatives from across the Department and the Health and Social Care sector attended.

Providing an overview of the reform programme, Andrew McCormick thanked all those throughout the HSC who have been contributing to the reform programme and, in particular, for their role in ensuring that services continue to run effectively during this period of change.



Dr Michael McBride addresses the delegates

Delegates also heard presentations from Dr Michael McBride, Anne Lynch, Julie Thompson and Hugh Mullen and participated in breakout sessions to discuss key aspects of change such as commissioning, stakeholder involvement in the future HSC, performance management and ICT, systems design

and funding flow. Delegates also discussed health and social wellbeing, building partnerships & working with local government.

The workshop highlighted that good progress has been made in implementing the reform programme but also acknowledged the decisions that are still awaited on key areas such as location, recruitment, systems design and further HR issues. The importance of clarity on these issues is fully recognised and considerable effort is being made to provide final detail as soon as possible.



Delegates taking part in workshops throughout the day

LEGISLATION STILL ON TRACK

The Health and Social Care (Reform) Bill is progressing well. After the Health Committee completed its scrutiny of the Bill throughout October and November, the Minister successfully took the legislation through Consideration Stage in the Assembly on 1 December 2008. All amendments tabled by the Minister were debated on the floor of the house and accepted. Completion of this stage represents a significant step to final approval and means we are still very much on track for implementation on the new structures from April 2009.

The next big date is 9 December 2008, when the Bill will progress to Further Consideration Stage. This stage is when the Assembly considers the Bill as amended following Consideration Stage and offers Members and the Minister a last opportunity to amend the Bill before proceeding to its Final Stage

STAFF WORKSHOPS

The programme of staff workshops taken by Department officials and chaired by the Permanent Secretary is also continuing and recent sessions with the CSA and DIS were followed by one with the SHSSB on 25 November 2008.

NEW ORGANISATIONS

A CLOSER LOOK AT THE REGIONAL AGENCY FOR PUBLIC HEALTH AND SOCIAL WELL-BEING...

One of the key drivers of the reform programme is to address health inequalities and make real changes to improve people's lives. The Minister in his announcement on the 1st July said:

“Improving and protecting our health will be a key aim of our new system and I have decided that a dedicated agency is the best way to drive this forward. The Regional Agency for Public Health and Social Well-being will therefore work closely with local government to bring real improvements on the ground and tackle health inequalities.”

Achieving this will require a series of wide ranging measures in which people and communities are engaged in identifying need and designing, implementing and evaluating interventions to:

- Address the wider determinants of health and social well-being;
- Reduce inequalities in health;
- Reduce the risk factors associated with ill-health;
- Reduce the impact of major illness and other threats to health and social well-being; and
- Promote positive health and social well-being.

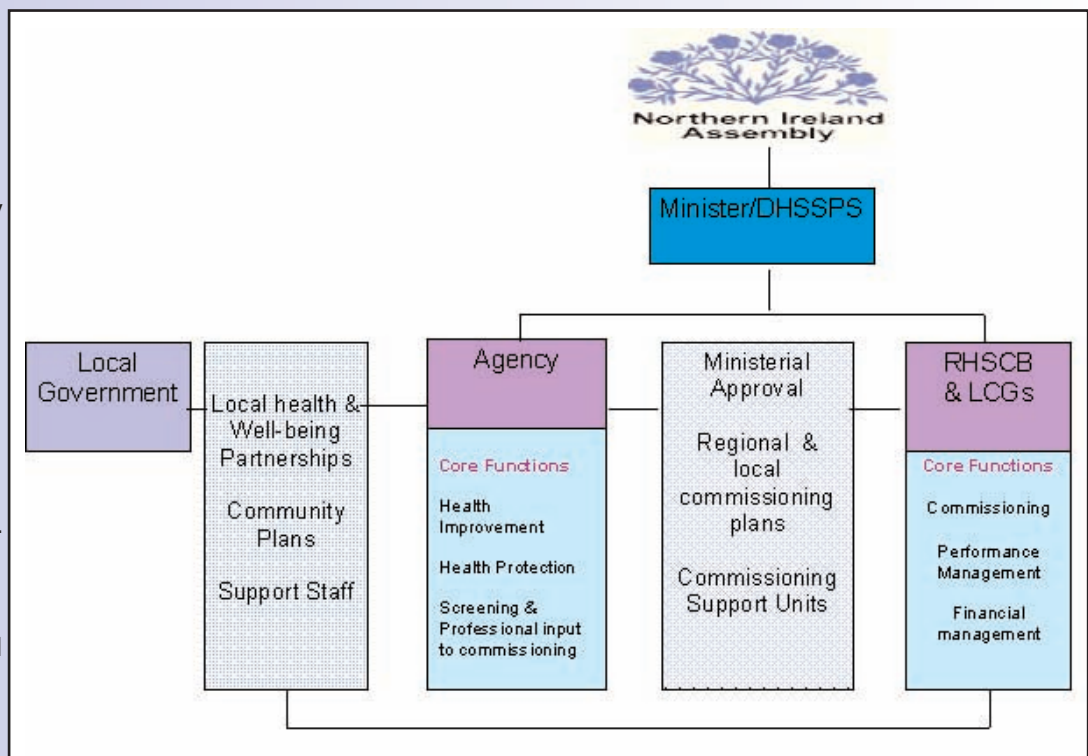
The Core Functions of the Agency

The Agency will be multiprofessional and multidisciplinary and will have the following key areas of responsibility:

- Health Improvement
- Health protection
- Screening and professional input to commissioning.

This new Agency will provide a renewed, enhanced focus on tackling the causes of poor health. It will have the authority to

drive a regional public health and social well-being agenda, working in partnership not just with health and social care, but with local government, housing, education, transport, policing and other sectors, as depicted above:



Agency/Board Joint Working Arrangements

Joint working arrangements between the Agency and the Regional Board will ensure that the two bodies operate seamlessly in pursuit of a common agenda. This joint working will be underpinned by legislation, the proposed framework document and the organisational arrangements at both a regional and local level. Critically, the units supporting the local commissioning groups will be fully integrated, with multidisciplinary staff from both the Agency and the Board co-located. Joint working will also depend on shared cultures and values and a commitment to a common agenda to improve health and social wellbeing. For this reason, the current workstreams of the Board and the Agency are working closely and cooperating to produce their operating frameworks and this will be further developed in the weeks and months ahead.

REGIONAL BUSINESS SERVICES ORGANISATION (RBSO)

WHAT'S IN A NAME?

The Health and Social Care (Reform) Bill has now been amended to change the name of the Regional Support Services Organisation to the Regional Business Services Organisation (RBSO). In future the term RBSO will therefore be used.

The Strategic Outline Case for the replacement of corporate systems has also been submitted to DFP and work continues on the Outline Business Case. A series of workshops with senior Finance, HR and Procurement staff drawn from Boards, Trusts and Agencies has been planned to consider the costs and risks of the options available.

Further progress has also been made on determining the functions that will go into the RBSO and work continues on the business cases to support the establishment of the RBSO and the interim location for the headquarters, which should be completed by the end of December.

Regional Health and Social Care Board (RHSCB)

A number of papers relating to the Board have now been circulated to key stakeholders and placed on the departmental website. These include papers on regional commissioning, an operating framework for local commissioning and stakeholder involvement.

Proposals on Family Practitioner Services and Commissioner Development programme are among the next priorities for referral to the Modernisation and Improvement Programme Board.

The business cases for the organisational structure of the RHSCB and the location are also progressing well.

We'll be taking a closer look at the Regional Board in a future bulletin.

Patient and Client Council (PCC)

The organisation, structures and outline job descriptions are currently being developed, both for the PCC regional headquarters and its 5 local offices. The PCC will have a number of statutory functions and how these new responsibilities are to be discharged is currently being considered. The business case for the organisational structure of the PCC is nearing completion and the location business case is currently being developed.

LOCATION – LOCATION – LOCATION

As a number of staff have been asking if the new organisations will be centralised, it is important to repeat previous assurances in this regard.

In his announcement of 1 July the Minister confirmed that both the new RHSCB and RAPHSW would have a significant local presence irrespective of the location of any headquarters function and that remains the intention. The final decisions clearly depend on the completion of the business cases that are currently being developed, including equality screening, and also the results of the current staff mapping exercise on which substantial progress has been made. The utilisation of existing accommodation has been included in the options within the business cases.

Every effort is being made to conclude this work as soon as possible.

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