

HEALTH AND SOCIAL CARE REFORM

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

September 2008



Dear Colleague

Our health and social care system is one of the most valued aspects of our society. Its strength is in the dedicated and professional staff who serve their communities each and every day. Our service is changing and I want to make sure that the best structures are in place to ensure we provide a first class service. I fully appreciate that this has been an unsettling time for many but I want to thank everyone for your patience and co-operation so far. Your insight, particularly during the consultation on my proposals, was most valuable. Discussions with the Trade Unions have also been extremely valuable and I look forward to further positive engagement with staff side. As we move forward, I promise that I will do all I can to make the process as smooth as possible and support you through this period of change.



Michael McGimpsey
Minister
Health, Social Services and Public Safety

WHERE WE ARE AND WHERE DO WE GO FROM HERE?

On 1 July 2008, the Minister's final proposals for change were approved in principle by the Assembly. The full list of proposals and his announcement from that day can be viewed on the DHSSPS website. The legislation required for the future changes is contained within a Bill called the Health and Social Care (Reform) Bill.

This Bill will now be considered in detail by the Assembly, and the Health Committee will go through the details of the legislation, and may propose amendments. The proposed timetable is therefore as follows:-

Proposed Timetable for Implementation of Phase II

TASK	START DATE	END DATE
Committee Stage (provisional)	Sept 08	Nov 08
Consideration and Further Consideration Stages	Dec 08	Dec 08
Final Stage and Royal Assent	Jan 09	Feb 09
Subordinate Legislation	Feb 09	March 09
Implementation	1 April 09	

In the meantime, as we plan for implementation in April 2009, it is important that we proceed with the practical arrangements needed for the future changes.

CHANGE IN MOTION

The Modernisation and Improvement Programme Board has responsibility for overseeing the implementation of the proposed reforms, within parameters set by the Minister and includes representatives from across the Department and HSC bodies.

It is supported by a number of project groups as follows:

Programme	Programme Director	Contact details
Modernisation and Improvement Programme	Bernard Mitchell	028 9023266
Project	Project Director	
System Design	Ray Martin	028 90523398
Regional Health and Social Care Board	Ray Martin	028 90523398
Regional Agency for Public Health and Social Wellbeing	Dr Carolyn Harper	028 90589756 028 90765756 (External)
Regional Support Services Organisation	Peter Harvey	028 90520715
Patient and Client Council	Ray Martin	028 90523398
Communication	Noel McCann	028 90520231
Planning & Finance	John McGinnity	028 90522218
Legislation	Ivan McMaster	028 90589608
Service Frameworks	Veronica Gillen	028 90522175
Human Resources	Norma Moffett	028 90644811
Leadership Development	Levette Lamb	028 90523448
ICT	Mark Eustace	028 90553761

A description of each project including their aims and a full list of their membership is available in the Project Dossier on the DHSSPS website at www.dhsspsni.gov.uk. There will also be work to plan and implement the significant changes that are needed in DHSSPS itself to ensure the Department is fit for purpose within the new system. The number of projects will be kept under review as we progress.

If you have any queries, please contact the relevant Project Director for further information.

Future Communication

Keeping you up to date is one of our priorities. The Communications Project has put a number of measures in place that will hopefully do just that. From today, the *Modernisation of Health and Social Care in Northern Ireland* section of the DHSSPS website will have a Latest News section. This is in an effort to get the information to you as quickly as possible so log on when you can for all the latest news. This E-Bulletin will also be issued on a monthly basis to provide you with a round-up of developments.

A new Q&A page has also been added to the website. On this page you are encouraged to submit general questions to the usual address – editor@dhsspsni.gov.uk

We will then take the key themes from the questions we receive and compile them on the website on a weekly basis. No personal question, information or details will be publicly displayed. The themes will be fed into a FAQ document on the web on a rolling basis.

If you have any questions that are specific to your particular circumstances or on how you may be affected by the changes, speak to your line manager or your Human Resource Department. Each employer will also be nominating a senior member of staff who will be the contact point for any specific queries on the RPA process. Contact details will be published shortly.

Departmental officials have also visited the Eastern, Northern and Western Boards. Further events will be scheduled in October.

Human Resources Update

Implementation of RPA at Trust level is very well advanced, with most of the revised structures in place.

During the transition process, more than 200 people opted for Voluntary Early Retirement (VER) or Voluntary Redundancy (VR). A similar programme of VER and VR will be available later this year to staff working in the second phase legacy organisations.

Once Chief Executives have been appointed, there is likely to be rapid progress in establishing the new organisations. Updates on issues such as recruitment timescales, recruitment pools and arrangements for temporary staff will be included in future bulletins. These issues are currently the subject of detailed discussions involving the trade unions

The aim is that, as soon as possible, each employing organisation will be able to tell each individual member of staff:

- who their employer will be from 1 April 2009;
- where they will be working from 1 April 2009; and
- what their options are in relation to applying for new jobs or for voluntary early retirement or voluntary redundancy.

The process of change will be open and transparent. Implementation will also be supported by human resource policies, which set out how staffing issues will be handled. They will build on the policies already implemented for the previous stage of RPA implementation in the HSC.

Staff and trade unions will be fully involved. This round of organisational change has the added dimension of civil servants transferring to the HSC. This will raise new issues and we will work with the relevant staff organisations to address these.

RECRUITMENT NEWS

Chairs

The Chair (Designate) positions for each of the new organisations were advertised over the summer. There was widespread interest in the posts and arrangements are now being made for interviews.

Chief Executives

Chief Executive (Designate) posts for each of the four new organisations are now being advertised. More information is available at www.hpssjobs.com. The closing date for all applications is 12 noon on Friday 10 October 2008.

NEW ORGANISATIONS

NEW ORGANISATION PROJECT UPDATES

There are four new organisations being established within our Health and Social Care network. Forthcoming E-Bulletins will take a closer look at each of the organisations but for now here is a quick update on the ongoing work ahead of 1 April 2009.

System Design

Systems Design is an overarching project within the Programme and addresses a small number of specific cross-cutting issues including top management structures in the new organisations, roles and responsibilities within the new system, governance and accountability frameworks and location principles.

Regional Health and Social Care Board (RHSCB)

The establishment of the RHSCB is being taken forward by a number of workstreams covering commissioning, finance, performance management & service improvement and establishment issues. An important area of current work is the consideration of the draft operating framework for commissioning and proposals for which services should be commissioned on a local or regional basis. Attention is also being given to the new arrangements for social care, including key statutory functions.

Patient and Client Council (PCC)

Current HSS Council Chairs and Chief Officers along with other stakeholders have a key role to play in the establishment of the PCC and the Project Board has established a number of workstreams that are currently looking at proposals for the structure, operation and location of the PCC.

Regional Agency for Public Health and Social Wellbeing (RAPHSW)

There are five workstreams within the RAPHSW project. They are health improvement, health protection, professional issues, commissioning (including screening) and establishment. A key element of their current work is looking at options for partnership working with Local Government.

Regional Support Services Organisation (RSSO)

The RSSO programme includes areas of work which include establishment, accommodation, systems procurement and implementation, information management and technology and estates. Each workstream is being taken forward by staff who have been drawn from the relevant service.

LOCATION – LOCATION – LOCATION

One of the highest priorities in the entire process is to settle as soon as practicable the location of the new bodies. This matters because staff need to know as soon as possible what the change will mean and which jobs they might wish to apply for, and to ensure we fulfil our obligations to promote equality of opportunity. It is also a basic requirement in enabling new organisations to take on their responsibilities. The Minister has repeatedly made it clear that the changes do not mean wholesale centralisation, and that, irrespective of where headquarters functions are based, the new bodies would have a strong local presence.

The need for clarity on this issue has been very clear from the responses to the public consultation, workshops with staff and representation from trades unions. The identification of preferred options has been dependent on decisions on the detail of the staffing and functions of the new organisations. It also requires the completion of business cases, equality screening and an eye to the outcome of the Bain review, which is currently reviewing Government policy on the location of public sector jobs in Northern Ireland. Substantial progress has been made on this work with a view to completing business cases as soon as possible. Updates on this important issue will be included in future bulletins.

Each of the projects for the new organisations are also currently working very closely on the cross cutting establishment issues such as facilities, corporate services, IT and telecommunications.

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

Next issue

We hope to issue the next Reform E-Bulletin in the week commencing 20 October 2008.