

HEALTH AND SOCIAL CARE REFORM

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

February 2009

RECRUITMENT UPDATE

To date, the following appointments have been made at Tier 2 level for each of the organisations.

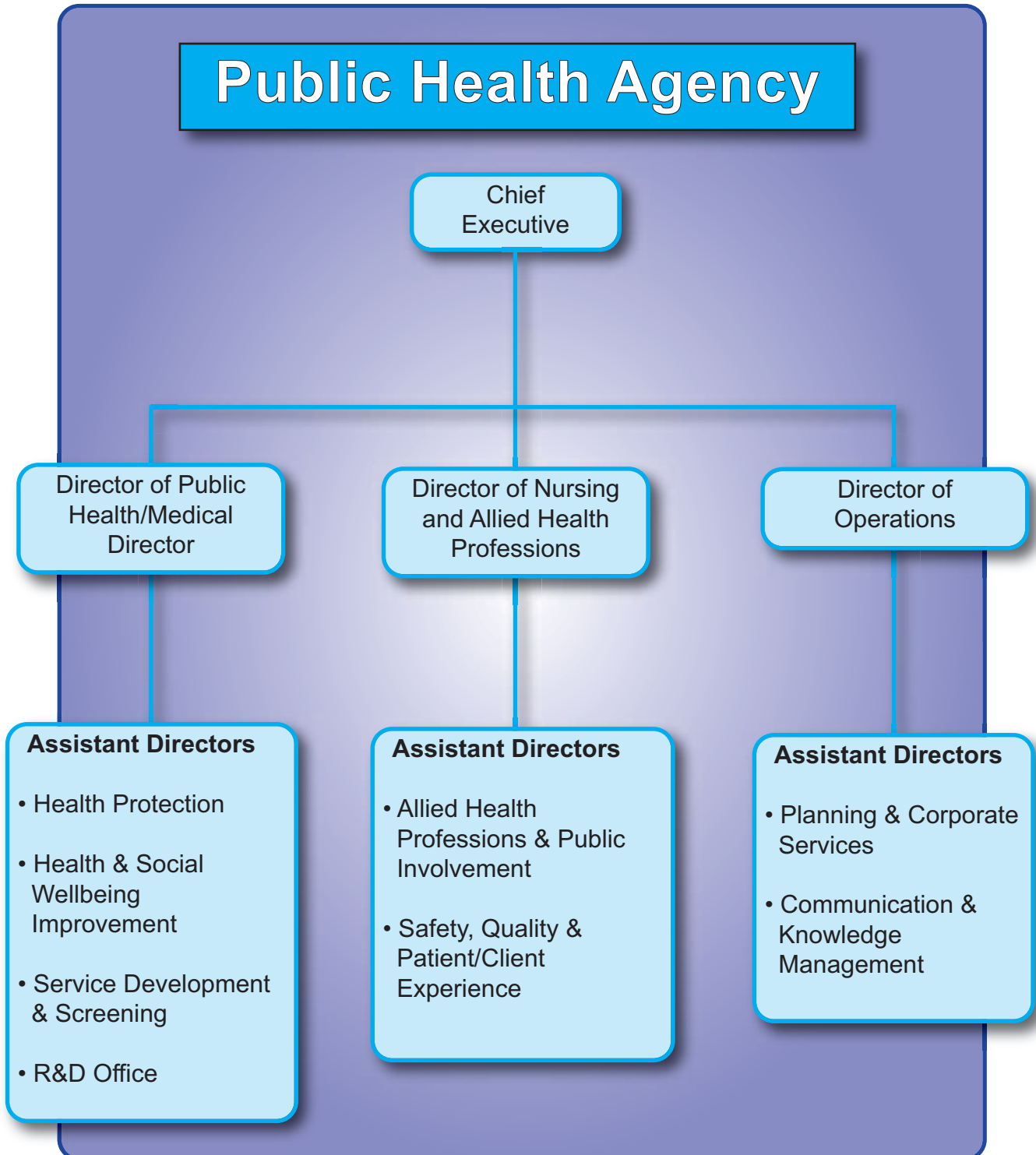
Health and Social Care Board	
Director of Performance Management & Service Improvement	Mr Hugh Mullen
Interviews for other Director posts taking place throughout March	
Public Health Agency	
Director of Public Health/Medical Director	Dr Carolyn Harper
Director of Operations	Mr Ed McClean
Interviews for other Director posts taking place throughout March	
Business Services Organisation	
Director of Operations	Ms Teresa Molloy
Director of Finance	Mr Larry O'Neill
Director of Customer Care and Performance	Mr Shane Devlin
Director of HR & Corporate Services post – closed on 27 February 2009. Interviews will be held as soon as possible	
Patient and Client Council	
Head of Operations	Mrs Louise Skelly
Head of Development and Corporate Services	Mr Sean Brown

TIER 3 STRUCTURES

The tier 3 structures for the new HSC organisations have also been finalised. Recruitment has now commenced for the Assistant Director of Human Resources posts for the Business Services Organisation. More information available at www.hpssjobs.com.

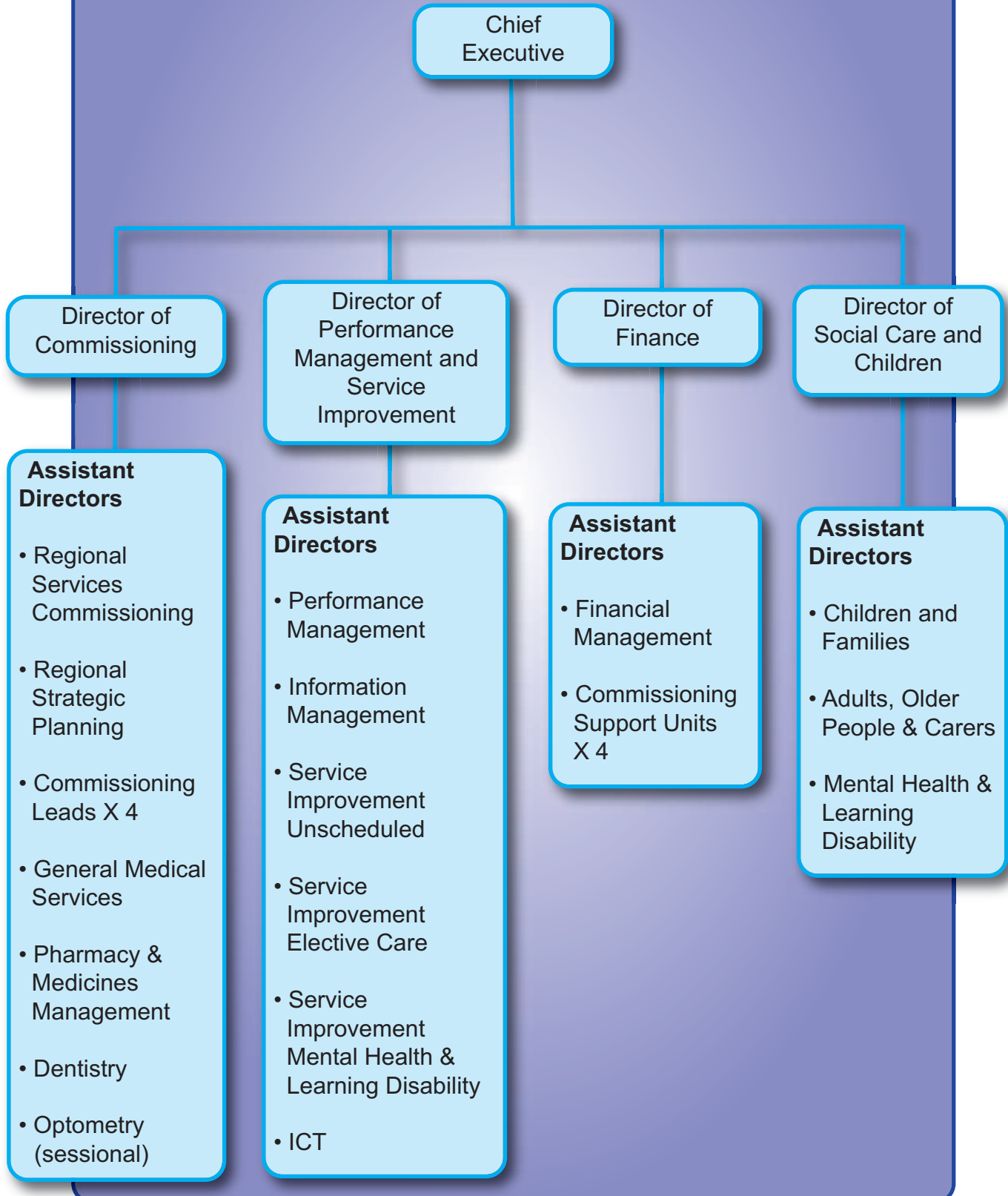
Advertisements for other Tier 3 positions will be phased over the coming weeks.

The tables that follow outline the Tier 3 posts for each organisation. More information illustrating the roles within each post is available by downloading the [Tier 3 Structures](#) paper or by viewing question 9 of the [FAQ](#) page on the Modernisation section of the Department's website.

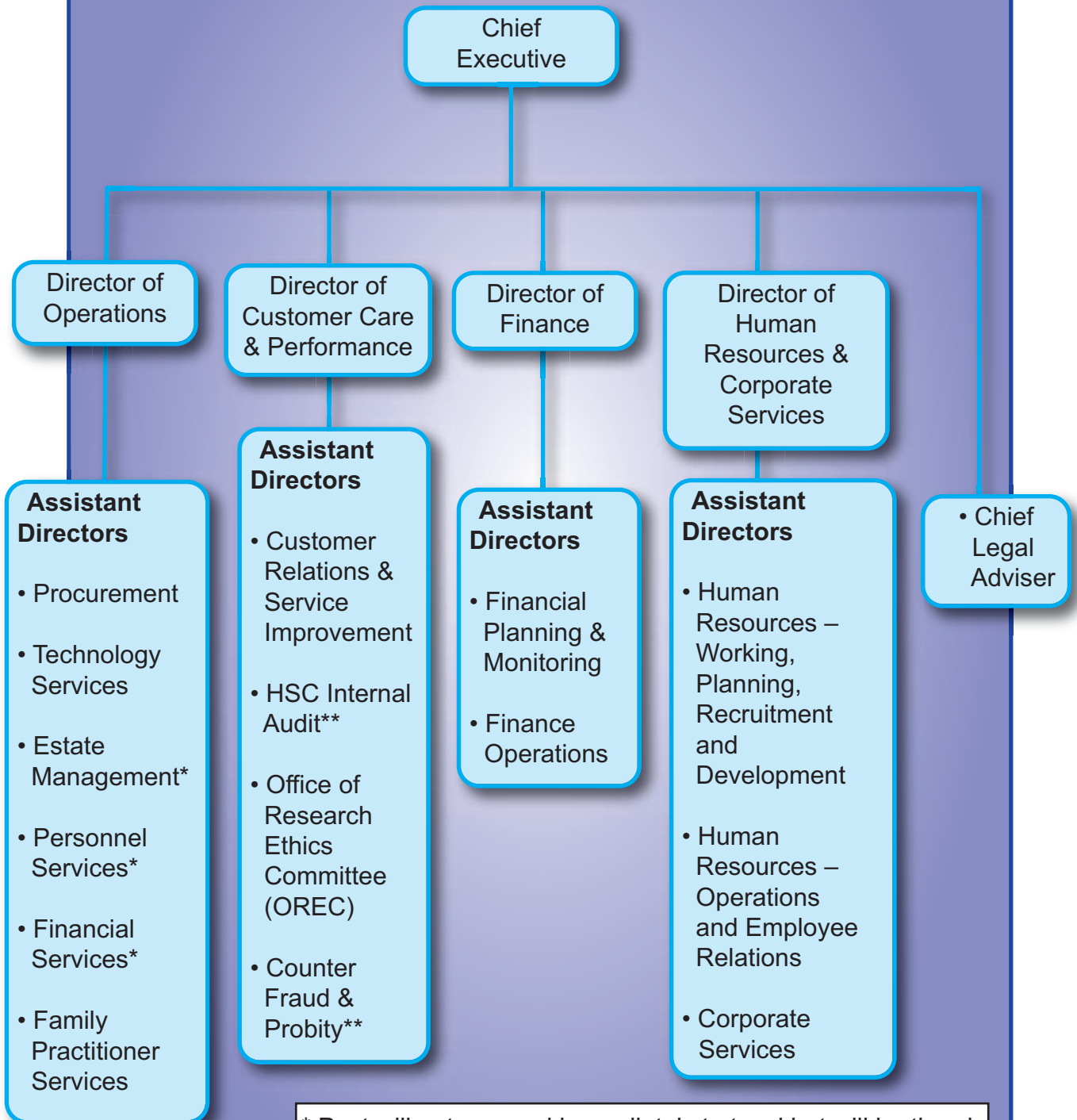


Health and Social Care Board

In addition to the structure below, there will also be a Corporate Services post reporting to the Chief Executive.



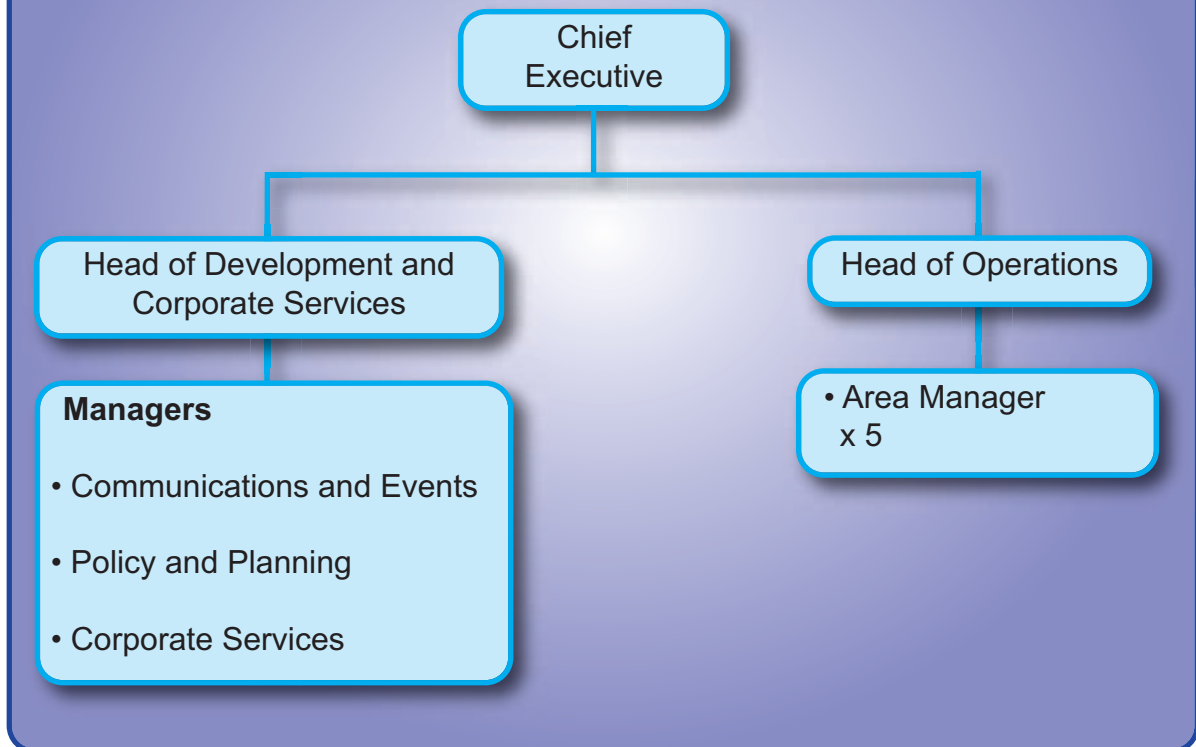
Business Services Organisation



* Post will not proceed immediately to trawl but will be timed with the development of Shared Services

** Post may be subject to further review

Patient and Client Council



WHAT WILL HAPPEN ON 1 APRIL 2009?

It is understandable that some staff may have concerns about what exactly is going to happen on 1 April 2009. The main thing that will change on 1 April will of course be the structures and many staff will be working in new organisations. Business continuity during and beyond the transition period is vitally important. The structures have been designed to provide a better infrastructure to help deal with the challenges facing health and social care in the future and to deliver better outcomes for patients, clients and carers.

Some of the practical issues for 1 April are:-

- As and when new line managers are appointed, staff will report to those managers as appropriate.
- Until these managers are appointed, staff will continue to report to their current line manager or a designated officer in the new organisation. Every effort will be made to put the new staffing structure in place as quickly as possible, but where there are unavoidable delays, designated officer arrangements will be set out for all affected staff.
- Staff will continue to work from their existing base unless notified otherwise.
- The aim is to maintain continuity of work during and beyond the transfer period until the new organisations are fully functioning.
- Staff will continue to receive their salary cheques through existing arrangements until further notice.

LOCATION

On 4 February 2009 the Minister announced the locations of the four new HSC organisations - fulfilling his commitment that they should continue to have a significant local presence, regardless of the location of their headquarters functions. These arrangements mean that at least 80% of staff will remain in their current location.

The new organisations will be located as follows (effective on 1 April 2009):-

- The Health and Social Care Board headquarters will be in the current Eastern Board building in Linenhall Street, Belfast.
- The Public Health Agency headquarters will be based in Stoney Road, Dundonald on an interim basis until March 2010, with other Belfast based agency staff, such as the Health Promotion Agency, remaining in their current accommodation. Work will start immediately on a longer term solution for the Agency headquarters in Belfast - which is intended to be in an area that will reflect its role in addressing health inequalities.
- Both the HSC Board and the Public Health Agency headquarters will be supported by four co-located Commissioning Support Units in the existing locations of Londonderry, Armagh, Ballymena and Belfast.
- The Business Services Organisation headquarters will be located on an interim basis in the CSA headquarters in Franklin Street, Belfast where the great majority of its staff are currently based. Staff currently based in Londonderry and elsewhere will remain in their present location. A further comprehensive option appraisal will be carried out to determine the location and accommodation for the shared service centres. There will also be an exercise to determine the location of the permanent headquarters which will be sited outside Belfast.
- The Patient and Client Council headquarters will be in Antrim. Four of the five local offices will be in the existing locations of Broughshane, Belfast, Lurgan and Omagh. New premises will be required for the Omagh office, because staff are currently housed on Trust property. The new local office for the south eastern area will be in Newtownards.

NEW ORGANISATION UPDATES

Excellent progress has been made in establishing the new organisations. In this issue we are taking a closer look at the new Health and Social Care Board.

A CLOSER LOOK AT THE HEALTH AND SOCIAL CARE BOARD - HSCB

On 1 April 2009 the Health and Social Care Board (HSCB) will replace the current four HSS Boards. It will focus on the key functions of:

- Commissioning health and social care (with 5 Local Commissioning Groups as committees of the HSCB);
- Ensuring that resources are used in the most economic, effective and efficient way in commissioning care; and
- Managing the performance of Trusts to ensure delivery of targets, objectives and standards set by the Minister.

Commissioning

Commissioning means assessing the health and wellbeing needs of the population, prioritising those needs within existing resources and securing the delivery of value for money services that meet standards for safe, quality care. The Health and Social Care Board will have responsibility for commissioning services through a commissioning plan built on the work of the LCGs and with very full involvement of the Public Health Agency (whose agreement to the plan is required) so that it promotes positive steps on tackling the key issues for the Agency, not least health inequalities.

The needs of local populations are different and so it is important that services commissioned reflect local circumstances and needs. Five Local Commissioning Groups (LCGs) will be responsible for commissioning services to secure improvements in the health and wellbeing of the populations that they serve. Membership of the LCGs will include front-line professionals, locally elected representatives and voluntary sector representatives. Throughout the commissioning process, there will be a renewed emphasis on involving people and communities in the planning and improvement of health and social care services.

The LCGs will be supported by four Commissioning Support Units which will be staffed by both HSCB and Public Health Agency (PHA) staff. The Commissioning Support Units will have a local presence and will be based in the existing HSS Board headquarters in Londonderry, Armagh, Belfast and Ballymena.

Performance Management

The HSCB, working with the PHA, will be putting in place a rigorous system of performance management and service improvement aimed at bringing safe and quality services to the people of Northern Ireland. This will build on the current work of the Department and the HSS Boards in relation to the targets and standards set by the Minister in Priorities for Action, which have helped secure substantial progress on some of the most central aspects of the work of the service. Looking ahead, we need to see a balanced approach to setting and monitoring targets and standards, so that they serve the real priorities and promote high quality, safe services for all parts of Northern Ireland.

Continued on next page

Joint working with the Public Health Agency (PHA)

The HSCB and PHA will work together at all levels, including a joint HSCB and PHA approach to commissioning through LCGs. The Commissioning Support Units will be fully integrated and will include both HSCB and PHA staff. The HSCB and PHA will also work together closely in supporting providers to improve performance. Each year, they will produce an agreed commissioning plan for approval by the Department and the Minister.

Finance

The HSCB, working with the Department's finance team, will be responsible for ensuring that the investments it commissions deliver quality services for people and communities and that they represent good value for money for the taxpayer.

OTHER NEWS

- Almost all District Councils have expressed an interest in developing joint working arrangements with the Public Health Agency and follow-up discussions will now take place.
- Work within each project is concentrating on getting the organisations up and running for 1 April 2009.

Papers approved at the February Modernisation and Improvement Programme Board:

- The HSCB and the PHA – Working together on a daily basis
- Information and ICT - The Roles of the Health and Social Care Board and the Business Services Organisation (HSCB & BSO)
- BSO - Strategic Relationship between Business Services Organisation (BSO) and HSC bodies (including transitional arrangements for the BSO)
- HSCB - LCG Budget principles
- HSCB – Performance Management & Service Improvement scoping paper

These papers (and all previous papers approved by the MIPB) are on the Departmental website. You can click on this link - **Implementing the Changes** - and that will take you straight to the page where the papers are or follow these instructions:

- Go to the Department's website – www.dhsspsni.gov.uk
- At the top of that page there is a navy box with 'Modernisation of Health and Social Care in Northern Ireland' written on it. Click on that link.
- Go to the bottom of the RPA page and click on the 'Implementing the Changes' page. This is the page that includes all the information from the Modernisation and Improvement Programme.
- The various papers are organised on this page in month order.

Message from the Editor

If you have any issues you would like to see covered in the E-bulletin or any general questions on the reform please contact us by e-mailing editor@dhsspsni.gov.uk