



North Central London  
Clinical Commissioning Group

# Directorate Staff Briefing

11 August 2021

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# Have your say: mid-year pulse survey

- We have developed a short mid-year pulse survey to hear staff views and comments on how we are doing in key areas.
- Our national staff survey results sadly showed that we did not do too well last year. We have been working really hard to make things better for staff.
- Whilst we have made progress in a number of areas including health and wellbeing initiatives, encouraging staff to speak up on important matters, launching the ‘See Me First Campaign’, regular all-staff events and Ask EMT drop-in sessions, we know we need to do more.
- We would be really grateful if you could take the time to complete it – it takes about 10 minutes. The survey is [available here](#) and via the intranet homepage.
- Responses to the survey are anonymous and will help us to see how we are doing since the last staff survey to ensure the needs of our staff are being met.
- Closing date is midnight on Tuesday 17 August

# Agenda for Change pay award 21/22

- The government has accepted the recommendations of the NHS Pay Review Body and agreed a 3 per cent uplift which will be backdated to 1 April 2021.
- In response to this announcement, NHS Employers have updated the information on their website and made a number of resources available, including the new annual pay scales.
- The 3% uplift will be processed in September and reflected in your September pay, including the backdated payments from 1 April 2021. August pay will remain at current 2020/21 rates.
- Further information is available on the [NHS Employers website](#).
- Please contact the payroll team if you have any questions with regards to your September pay: [nelcsu.northccgpayroll@nhs.net](mailto:nelcsu.northccgpayroll@nhs.net)

# Office moves - update

- EMT have reviewed the options appraisal paper, which presented the available options for both the Holbrook House and River Park House office moves
- EMT considered the following options:
  - Securing additional space at an existing CCG office site
  - Relocating within existing CCG office space
  - Co-locating with a local partner: Primary Care, Trust or Local Authority
  - Commercial opportunities
- EMT have confirmed that they are supportive of:
  - The CCG continuing discussions with the London Borough of Haringey to secure space at 48 Station Road (which is approximately 180 yards away from River Park House).
  - The CCG provisionally relocating Enfield staff to North London Business Park within the existing office space, as an interim solution. We will continue to work with partners to secure an Enfield borough based office likely to be later in 2022.
- Following final confirmation of the office locations for the Enfield and Haringey Borough offices, the CCG will undertake the appropriate engagement/consultation with staff that may be impacted by the requirement to relocate office bases.

# Returning to the office

- Staff health and safety remains our top priority
- We are aware that some staff are anxious about returning to offices, in particular the need to take public transport
- We will therefore continue to support staff to work from home through September
- For those that wish to return to the office in September, or those who are involved in the return to office pilot and wish to continue, we will continue to support this.
- We will continue to ensure that the necessary procedures, risk assessments and e-booking procedures are in place to support staff to safely work from our office sites
- Our business services team can provide more information:  
[Nclccg.businessservices@nhs.net](mailto:Nclccg.businessservices@nhs.net)

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# Returning to the office continued...

- Our approach to office return will work best through incremental expansion of office working
- We would therefore like to encourage staff/teams to consider any activities or meetings in September where it may be helpful to hold these in office settings
- In doing this, it will be helpful to consider minimising the need, for those taking public transport, to travel at peak times
- Offices that can be used for work or meetings are:
  - 250 Euston Road
  - Laycock Street
  - Holbrook House (until the end of October 2021)
  - North London Business Park
- Staff who are required to travel to an NCL site other than their contractual work base are able to claim excess travel expenses via Workforce in line with the CCG's [Expenses Policy](#).
- The long-term plan remains for staff to utilise a blend of office and home-based working

# NHS England assessment outcome

- NHS England has a legal requirement to undertake an annual assessment of CCG performance. The approach to the assessment for 2020-21 was simplified due to the continued impact of Covid-19
- As a result, CCGs are not being given an overall rating for 2020-21. Instead the NHSE London Regional team has considered the performance of CCGs based on review of a self-assessment completed by the CCGs and their experience of the work of the CCGs throughout the year.
- NHS England has confirmed that the information we submitted provided assurance on the performance of the CCG across five key areas: quality of services, reducing health inequalities, involving the public, leadership and governance and complying with financial duties.
- This is recognition of everyone's hard work and we want to thank you again for your contribution to the CCG during this exceptional time.

# Health inequalities fund

- The NCL Inequalities Fund is a £2.5 million fund which will be used this year to address inequalities with a focus on the most deprived wards in NCL.
- £2 million of the funding is focused on the 20% most deprived wards in NCL and the remainder on other local inequalities priorities.
- In total we received 32 proposals for the fund from all boroughs.
- The funded proposals are diverse and innovative, including proposals to support parent and family health in our poorest areas, engage vulnerable young people with mental health support, reduce serious youth violence, explore barriers to accessing post-Covid syndrome services and enhance the management of people with long term conditions in deprived communities.
- Against the funding pot for local priorities, some of the proposals that will be funded are based around autism, oral health and life style hubs.
- A further £3m is to be released up to March 2023, with bids welcomed over the coming weeks. Please speak to the communities team for more info.

# Strategic review of community and mental health services in NCL - update

- The strategic review of community and mental health services seeks to address the variation in the way services are commissioned and delivered across NCL by the 5 legacy CCGs.
- The aim is to create a consistent and equitable core service offer for both community health and mental health services that addresses service access inequalities and contributes to improving health outcomes for our residents regardless of where they live in NCL.
- A draft core service offer has now been developed in partnership with our community and mental health service providers, primary care, local authorities, voluntary and community sector and service users following an iterative engagement process.
- The core service offer is being reviewed and once signed off will be used to feed into an impact assessment and compared against current provision in terms of access and finance, for example.
- A transition plan to support the implementation of the core offer will be developed comprising:
  - The level of delivery of different elements of the offer i.e. PCN, place, ICS
  - Requirements for enablers to deliver at PCN, place and ICS level
  - Roadmap for transition
  - Recommendations for commissioning

# Health advice for parents and carers



- The CCG has produced a short booklet to help parents and carers who are concerned about their child's physical or mental health get advice and receive care and support at the right time and in the right place.
- The booklet includes information on respiratory and breathing infections and a guide from the Royal College of Paediatrics and Child Health which explains which symptoms to look out for in children and where and when to seek medical help.
- During the pandemic there has been an increase in the number of children and young people seeking help from the NHS for their mental health and the booklet also contains information on local mental health support and advice services.
- Download the booklet ['Health advice for partners and carers'](#).

# Some reminders and dates

- Make your 'See ME First' pledge – [pledge form is on the intranet](#)
- [HR drop in sessions](#) – next one is Friday 20 August
- [Conflicts of interest](#) – please complete your declaration of interests by 20 August
- [Book your online fire health and safety mandatory training session](#) – this new session needs to be completed by all staff and can be booked through Workforce
- Staff training and development programme is coming soon – [latest update here](#)
- The NCL Covid-19 bulletin and website is closing in September and becoming part of the NCL GP website and bulletin – [read more on the intranet](#)
- [Ask EMT](#) – next drop in session is on Tuesday 14 September, 11.40-12.20pm
- [Pensions drop in clinic](#) – Tuesday 21 September - book your spot
- [The CCG's Annual General Meeting](#) – 23 September, 2.30-3.45pm