

**WEST LEICESTERSHIRE CLINICAL COMMISSIONING GROUP  
 BOARD MEETING**

**10<sup>th</sup> September 2019**

Title of the report:	Interim Accountable Officer's Communication
Section:	Standing Agenda Items
Report by:	Caroline Trevithick, Interim Accountable Officer
Presented by:	Spencer Gay, Chief Finance Officer/Deputy Managing Director

Report supports the following West Leicestershire CCG's goal(s):			
Improve health outcomes	✓	Improve the quality of health-care services	✓
Use our resources wisely	✓		

Equality Act 2010 – positive general duties:
1. The CCG is committed to fulfil its obligations under the Equality Act 2010, and to ensure services commissioned by the CCG are non-discriminatory on the grounds of any protected characteristics.
2. The CCG will work with providers, service users and communities of interest to ensure if any issues relating to equality of service within this report are identified and addressed.

Additional Paper details:	
Please state relevant Constitution provision	N/A
Please state relevant Scheme of Reservation and Delegation provision (SORD)	N/A
Please state relevant Financial Scheme of Delegation provision	N/A
Please state reason why this paper is being presented to the WLCCG Board	To update the Board on current matters of interest.
Discussed by	CMT
Alignment with other strategies	N/a
Environmental Implications	None Identified
Has this paper been discussed with members of the public and other stakeholders? If so, please provide details	No

## **INTRODUCTION**

This report summarises the latest CCG news, developments, upcoming events and national guidance and policy updates and includes information on:

### **LOCAL**

- NHS Workforce Race Equality Standard (WRES) report and Action Plan
- Workforce Update
- Staff Survey
- Communications and Engagement – Local focus
- Awards and Acknowledgements - Food for Life
- Future Focused Finance

### **LEICESTER, LEICESTERSHIRE AND RUTLAND**

- Communications and Engagement – LLR focus
- EU Exit

### **NATIONAL**

- Digital diabetes prevention rolled out as part of NHS Long Term Plan
- Regular GP Review Improves Patient Care
- NHS Celebrates Race Equality Ambassadors
- Hundreds of Lives Saved Through New Technology to Spot Sepsis
- NHS Rolls Out Staff Retention Scheme as Part of the Long Term Plan
- NHS Cuts Medicines Costs by three quarters of a billion pounds

## **RECOMMENDATION:**

The West Leicestershire Clinical Commissioning Group is requested to:

**RECEIVE** the update from the Interim Accountable Officer

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**Interim Accountable Officer's Communication**

**Local**

**NHS Workforce Race Equality Standard (WRES) report and Action Plan**

1. The aim of the NHS Workforce Race Equality Standard (WRES) is to help NHS organisations ensure that employees from Black, Asian and Minority Ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. The data used to inform the WRES was included as part of the Equality & Diversity Annual Report. This was received by the Quality & Performance Committee and signed off by the Board in May 2019. Of particular note:
  
2. With regard to succession planning for governing body roles to be reappointed in 2019/20 – consideration has been given on how to make progress towards promoting a 50/50 gender balance by 2020 on the CCG Board, particularly with female GPs on the Board. In recognition that further work is required, it is proposed that an open evening/ clinical network event is organised for Oct/ Nov 2019 that will focus on the role of women working in medicine/ medicine optimisation. An agenda is due to be finalised and will include a section on female GPs working for PCNs with a link to the role of a Care Alliance. Dr Parwaiz will be providing her insights as a GP Board member for the CCG, and an invitation will be extended to Dr Montgomery to talk about her role working for UHL and as the Clinical Chair for East Leicestershire & Rutland CCG.
  
3. Data shows an even distribution of BME staff across all paybands that is in proportion to the overall proportion of staff i.e. BME are not concentrated in the lower bands. 19% of the workforce (excludes GPs/ILMs) are from a BME background, which compares favourably to the population of the CCG. This is a very marginal reduction since last year which was 20%. Overall our workforce is broadly representative of the community it serves considering its relatively small size and that as an employer we compare favourably when considering gender pay differentials and the proportion of BME staff in senior roles and improving our Board representation indicator for BME voting member % of the Board. The overall BME staff headcount for all NHS Trusts is 19.1% so the CCG broadly representative of the national position.

**Workforce Update**

4. At the end of July 2019 there was 72.15 WTE staff (87 wte employees, 10 (8.9) wte non employees) in post at the CCG, with 12 (10.4 wte) (vacancies ranging across all of the directorates. 2 people (1.20 WTE) started in the period from 1<sup>st</sup> June 2019 to the end of July 2019 and 3 individuals left the organisation. The turnover rate stood at 3%.
  
5. 2 members of staff on secondment in other areas of the NHS, and 1 covering specific projects not related to vacancies. (The positions are based in clinical quality and urgent and emergency care). The CCG is currently fulfilling its equality and diversity responsibilities.

6. The sickness absence rate for July 2019 was 3.58% with a 12 month cumulative rate of 3.12%, and a monthly target of 2.50%. This equated to 92 calendar days lost to sickness.

### **Staff Survey**

7. The Picker Institute will be once again running the NHS Staff Survey 2019 for West Leicestershire CCG. The survey will run from approximately mid-September to the end of November and it will be important for the CCG that as many staff as possible make their voices heard. The survey is designed to be easy to complete and with an opportunity to provide comments. It is completely confidential and staff will receive an email containing a unique link to enable them to complete it.

### **Communications and Engagement - West Leicestershire CCG focus**

8. We have continued our focus on primary care, supporting communications and engagement activities relating to Thurmaston Health Centre, Mahavir Health Centre and The Surgery Ashby.
9. We have also been planning the CCG's Annual General Meeting on Thursday 26 September from 4.30pm – 6.30pm in the Boardrooms at Woodgate to allow members of the public, stakeholders and staff to hear more about our work during 2018/19 and our plans for 2019/20.
10. The communications team has also been leading on behalf of LLR CCGs, the supporting for EU Brexit preparations as a member of the LLR Local Resilience Forum communications network. This includes volunteering to take part in a rota for a communications cell active from 30 October to 1 November.

### **Awards and Acknowledgements - Food for Life**

11. The Soil Association's 'Food for life' project has been shortlisted for the National Association of Care Catering (NACC) Catering Team of the Year Award.
12. West Leicestershire CCG has been working with the Soil Association on this project, which brings schools, nurseries, hospitals and care homes, and their surrounding communities together around the core ethos of healthy, tasty and sustainable food. It was covered recently on the BBC news [www.bbc.co.uk/news/av/uk-england-leicestershire-49021091/nursery-children-join-dementia-patients-on-zoo-trip](http://www.bbc.co.uk/news/av/uk-england-leicestershire-49021091/nursery-children-join-dementia-patients-on-zoo-trip)
13. The NACC Awards Dinner will be held on Thursday 10 October at The East Midlands Conference Centre in Nottingham.

### **Future Focused Finance**

14. We have been awarded [Future-Focused Finance](#) Towards Excellence Accreditation Level 1 by the NHS Finance Leadership Council.
15. Future-Focused Finance is about improving NHS finance for everyone; recognising the need for strong financial skills and understanding across all professional groups to deliver good patient care and value for tax payers. This national initiative has been designed to improve the quality of finance teams and financial management across the NHS.
16. The accreditation lasts for three years during which we can work to progress to the next level.

## LLR

### Communications and Engagement - LLR focus

17. LLR has been chosen as one of three pilots by NHS England to investigate how best to develop community engagement in the Primary Care Networks. One PCN will be chosen from each of the three LLR-wide CCGs to work directly as part of the national pilot with the wider learning being shared across our other PCNs. This work will inform our PPG development work in West Leicestershire.
18. We are working closely with CCG communications teams in East Leicestershire and Rutland CCG and Leicester City CCG to co-ordinate team briefings. This is to ensure that we have consistent messages to staff on the single management arrangements.
19. Over the next month we will begin the winter communications planning. This is a significant piece of work involving the co-ordination of support across agencies in LLR.

### EU Exit

20. The UK will be leaving the European Union on 31 October. Although government would prefer to leave with a deal, we are making all necessary preparations to leave with NO DEAL should the negotiation of a new arrangement by the government and the EU not be possible.
21. The [Department of Health and Social Care](#) (DHSC) is leading the response to EU Exit across the health and care sector.
22. DHSC is also the key contact for the sector with the Department for Exiting the EU (DExEU) and the Cabinet Office.
23. NHS England and [NHS Improvement](#) are working closely with DHSC to best prepare the NHS.
24. DHSC has produced [EU Exit Operational Guidance](#) which outlines the actions that providers and commissioners of health and social care services should take to prepare for, and manage, the risks of a no-deal exit scenario.
25. Interim Accountable officer for West CCG Caroline Trevithick is the senior responsible officer for LLR CCG's EU EXIT No deal preparations supported by the LLR CCG Urgent and Emergency care EPRR team.
26. The CCG is engaged with local preparations and has clear links with the local resilience forum and local health resilience forum to collaboratively understand and mitigate against any potential risk which may arise from a no deal EU EXIT from day one to a year on.
27. NHSE/I provide regular updates in relation to contingency planning and have asked that each NHS organisation complete a self-assessment against set criteria in order raise potential issues to the NHSE/I regional EUEXIT team which are then escalated to the national team for support.

28. Should you wish to learn more about NHS EU EXIT preparations you can follow this link <https://www.england.nhs.uk/eu-exit/> which will direct public and patient questions.

#### **Focus areas for the NHS are:**

- Continuity of supply
- Data
- Workforce
- Reciprocal Healthcare
- Clinical Trials

#### **National**

##### **Digital Diabetes Prevention Rolled Out as Part of NHS Long Term Plan**

29. Thousands of people who are at risk of Type 2 diabetes will receive digital support to prevent them developing the condition as part of the NHS Long Term Plan. In pilot schemes, offering convenient, 24/7 access to online advice significantly boosted the numbers taking up the flagship Diabetes Prevention Programme (DPP). To find out more go to **Digital diabetes prevention rolled out as part of NHS Long Term Plan**

##### **Regular GP Review Improves Patient Care**

30. A survey of thousands of GPs reveals nine in 10 family doctors say their annual work appraisal – a regular review of each GP's performance, carried out by a senior doctor – has helped them to improve patients' care as part of the [NHS Long Term Plan](#).

31. Feedback from more than 13,000 GPs published today shows that an annual appraisal of the care they offer has helped them to promote safety and quality improvement, as well as boosting their own personal development, easing pressure on services and building professional skills.

32. By looking at key indicators of patients' care – like the number of prescriptions written, new cancer cases identified and vaccines delivered – and comparing themselves against other doctors and benchmark data, GPs are able to make changes in how they care for their patients.

33. Key findings of the report, based on feedback from more than one in three of the GP workforce, and published this week, include:

- More than nine in 10 (91%) of GPs said their appraisal was useful for promoting quality improvement in their work;
- 88% said the appraisal is useful for improving patient care;
- 89% reported it was useful for both personal and professional development.

34. The yearly appraisal – 'Medical appraisal: feedback from GPs in 2018-19' – supports commitments in the [NHS Long Term Plan](#) and five-year GP contract, to enhance the family doctor workforce, with an extra £4.5 billion going in to primary care services and another 20,000 specialist health workers available to work as part of GP teams. To find out more follow **Regular GP review improves patient care**

##### **NHS Celebrates Race Equality Ambassadors**

35. England's most senior NHS leaders have come together to recognise the work of staff leading the way in improving race equality across the health service.

36. Chief executive Simon Stevens and NHS Improvement chair Dido Harding yesterday joined more than 30 NHS employees who have successfully completed a programme to become Race Equality Experts.
37. The programme is part of the NHS' Workforce Race Equality Standard programme, intended to ensure health service employees from black and ethnic minority backgrounds are treated fairly at work, and to close the gaps in treatment between them and white staff.
38. The [37 new WRES Experts](#) – drawn from NHS staff working in different roles across the organisation – will help to ensure each part of the health service is helping to address inequalities between different groups of staff, and brings the total number of ambassadors for the WRES programme to more than 80. For more information go to [NHS celebrates race equality ambassadors](#)

### **Hundreds of Lives Saved Through New Technology to Spot Sepsis**

39. In a major nationwide push to tackle the condition, including a one hour identification and treatment ambition, new 'alert and action' technology is being introduced which uses algorithms to read patients' vital signs and alert medics to worsening conditions that are a warning sign of sepsis.
40. [Sepsis](#) – also known as blood poisoning – is a life-threatening response to an infection in the body, where the immune system damages tissues and organs.
41. Three leading hospitals are using alerts to help identify sepsis and tell doctors when patients with the serious condition are getting worse, ahead of the measures being rolled out across England as part of the [NHS Long Term Plan](#).
42. NHS leaders in Cambridge, Liverpool and Berkshire are now helping the rest of the health service to adopt tools to spot it, which costs 37,000 lives a year and is notoriously difficult to identify.
43. In Liverpool, the hospital's digital system brings together lab results and patient observations into one place to help staff diagnose and treat suspected sepsis, saving up to 200 lives a year.
44. In Cambridge, deaths from sepsis have fallen consistently over the last three years, with at least 64 lives saved in the past year thanks to the innovative alert and action feature.
45. In Berkshire since introducing a digital system, the Trust has increased screening rates by 70% with nine in 10 patients now consistently screened for sepsis during admission as opposed to two in ten beforehand, allowing doctors to spot more cases sooner.
46. The schemes are part of a national effort to push best practice and new technology across the NHS, to help hospitals learn from the success of others and spread use of the best technology further, faster.
47. This year the [NHS also made it mandatory for all hospitals in England to implement national sepsis guidance](#), including that hospital staff must alert senior doctors if patients with suspected sepsis do not respond to treatment within an hour. **Hundreds of lives saved through new tech to spot sepsis**

### **NHS Rolls Out Staff Retention Scheme as Part of the Long Term Plan**

48. A scheme that has helped keep more than 1,000 nurses, midwives and other clinicians in the NHS will be rolled out to cover staff working in general practice as well as hospitals, the NHS has announced.
49. A 'transfer window' lets staff move within the NHS between areas while developing new skills. Rewards from local businesses like discount gym membership and targeted mentoring for new joiners are among the incentives used to keep them.
50. Over the last two year the National Retention Programme (NRP) has seen experts work with 145 NHS Trusts to help them find ways to retain staff and figures for the first 15 months shows that more than 1,100 who would have left decided to stay.
51. Analysis shows that the scheme means the equivalent of 800 fewer full time nurses have left the NHS since the start of the scheme.
52. These reductions mean both national nursing staff turnover rates and clinical mental health staff turnover rates are the lowest they have been for five years.
53. Now the programme is being rolled out to other Trusts and expanded into general practice as part of the NHS People Plan, NHS England chief executive will tell the King's Fund think-tank's annual leadership and management summit in London.
54. Simon Stevens, the NHS chief executive, is expected to say: "As Europe's largest employer with 350 different types of job opportunity, the NHS has always been an attractive career option for caring, skilled and determined staff. Three quarters of our staff are women but only half say the NHS is flexible enough as an employer. So as well as a need for action on areas such as pensions, it's right that local NHS employers are now themselves increasingly taking common sense action to support, develop and retain their staff."
55. As well as prompting hospitals to adopt incentives to stay Trusts are also offering "itchy feet" interviews where staff get the opportunity to talk to bosses about why they might leave.
56. Analysis also shows that since the beginning of the retention scheme, national nursing staff turnover rates have fallen from 12.5% to 11.9%, and mental health clinical staff turnover rates have fallen from 14.3% to 13.4%.to find out more click on [NHS rolls out staff retention scheme as part of the Long Term Plan](#)

### **NHS Cuts Medicines Costs by three quarters of a billion pounds**

57. The NHS has saved more than £700 million from the annual medicines bill to reinvest in new treatments as part of the Long Term Plan.
58. An NHS-wide campaign has supported patients and doctors to maximise the use of 'generic' and best value 'biologic' treatments to treat conditions including arthritis and cancer.
59. New figures show that the uptake of best value medicines lowered costs to taxpayers by £294 million last year alone, on track to meet its ambitious target of a further £400 million annual savings by 2021.

60. A single drug – adalimumab – treatment for arthritis and other diseases, saved £110 million alone thanks to a ‘smart procurement’, after the drug came off patent at the end of 2018.
61. Previously adalimumab was the individual medicine on which hospitals spend the most, at a cost of more than £400 million a year. For more information follow **NHS cuts medicines costs by three quarters of a billion pounds**