

# Cumbria & Lancashire Streamlining News

February 2019

## Key Messages



There are no sub regional updates this month as focus of PMO team is on final updates, reporting and helping people over the line with deliverables by final programme reporting deadline of 28th February 2019

### Celebrating Successes Event 15th March 2019, Haydock Park

**Last chance to book!**

Our final programme event will take place on **Friday 15<sup>th</sup> March 2019 at Haydock Park Racecourse**. The event will be a full day (closing at 3pm) and lunch will be provided. *To register for the event please email: [streamlining.nw@nhs.net](mailto:streamlining.nw@nhs.net)* The day will be split into 3 main sections as follow:

**Section 1 – Looking back:** at the full 3 year journey of the programme in the North West. Celebrating your successes, achievements and the benefits realised. Sharing your experiences and lessons learnt from this large scale change programme. Each area will be able to share their journey with the others and the PMO will take you on a whistle stop tour through the programmes lifecycle. This is also an opportunity to thank all those who have lead and driven change at regional, sub regional and trust levels throughout this programme.

**Section 2 – Staying Connected:** some time will be dedicated to networking and understanding how the sub regions of the NW and the key drivers of future change (the Deputy HRDs and others) can keep their connections strong as they move into BAU.

**Section 3 - Looking Forward:** a positive reminder that although the PMO arrangements are coming to an end, streamlining and workforce collaboration is most certainly not. This section will highlight some of the other key regional and national programmes currently in play, including a presentation from the NHSi Workforce Team on their involvement in the national Doctors in Training (DiT) streamlining piece and their vision for the future of streamlining for all staff in line with the Long Term Plan.

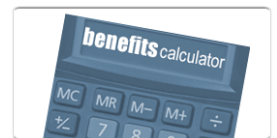
We have external speakers from ESR, NHS Employers and an update from NHS Improvement – Improving People Practices Team and we will be filming our NW journey on the day – through the identified speakers who have kindly agreed to this! The short video will forever be there to bring our journey to life!



**OH** – indications are that all trusts in the NW will be up and running with the interim solution by end of March 2019, again a big thank you to all involved for turning around actions quickly, this will see benefit realised quickly from 1st April.

**Benefits Calculator**— We are very pleased to say that we have seen a much higher return rate this time, so a big thank you to all those who have returned their benefits calculators. We really appreciate how busy everyone is and the time you are taking out to complete and return these, even where there has been little change.

When the calculators are returned to indicate this, we can use the information to estimate the future saving and are able to show a complete and comprehensive picture for the whole NW.



**Success Stories** – We are currently compiling a suite of success stories that will be published on the website by 22nd March – these will cover core and non-core work streams and stories from all 3 sub-regions as well as our overall programme story.

**End of programme reporting** – final reports will be compiled at trust, sub region and regional/programme level. All will be completed and distributed by 22nd March 2019. Only the programme-level report will be published on the website but this will contain final positions and progress made at sub regional and trust levels. A final briefing/newsletter will also be sent that week with highlights from the main report.



### AfC Contract Refresh (including Policy)

#### Next meeting— 18th March

The group continues to meet on a monthly basis. Membership will be re-confirmed by trusts to ensure continuity. Each trust has identified one HR and one staff side to represent their trust, to work towards consistency in the implementation of the Agenda for Change (AfC) Contract Refresh requirements. The group aims to reach agreement on the over-arching principles, to ensure minimal variation in the implementation of the requirements of the refresh, across organisations throughout Lancashire & South Cumbria (L&SC).

#### Focus for the next meeting:

- Policy reviews
- Band 1 closure and transition to band 2

### Recruitment

The implementation of the factual reference (template change in current systems—Trac/NHSJobs) continues in trusts that have not yet achieved this milestone.

CPFT & NCUH are continuing to work towards this and plan to have in place in the next financial year.

BFWH will have this in place from the 1st April.

ELHT anticipated implementation date is awaited.

Decision awaited from HRDs as to whether trusts will respond to reference requests received via the IAT process in ESR. LCFT currently respond to such requests.

### Occupational Health Workstream

All trusts are encouraged to provide the date the interim process will be up and running to the Streamlining PMO, along with the trust contact email address for service requests, the escalation contact (in the event the 2 day KPI for turnaround is not met), along with confirmation that the standardised form and consent are included in the new process.

Streamlining are currently compiling the list of contacts for distribution to all OH leads throughout the North West to support the implementation and sustainability of the new process.

### Establishment Control in ESR

#### Next Meeting—TBC

Streamlining have worked with the L&SC Strategic Resourcing Lead to establish membership of the network and next steps. Membership has been agreed, with workforce representation from each trust and finance.

The focus of this group is on the sharing of best practice, to help trusts to increase the efficiency and effectiveness of its use and management.

The first meeting was held on the 8th February, which saw members provide details on their current use and processes.

### Training

#### Next meeting— 1st March '19

All trusts are sharing training information and using the information to reduce the amount of training that new starters and transfers need to complete, with the exception of one. The final trust aim to achieve this by April '19.

Workstream members have advised which modules, if any, they would expect **not** to be accepted from trust to trust. The same modules have been agreed across the wider North West.

#### Standardised Compliance Reporting (for statutory & mandatory training)

The Streamlining PMO has worked with workstream members and HRDs to complete an analysis exercise to ascertain the impact of the proposed standardised compliance report in each trust, in relation to current reporting structures and resources.

Further analysis is required to ascertain the full impact.