
To: Coventry Health and Wellbeing Board

Date: 25th January 2021

From: Alison Walshe, Merger Programme Director

Title: CCG Merger and Forward Plan

1 Purpose

To update Health and Wellbeing Board Members on the CCGs' current merger activities, including risks and mitigations.

2 Recommendations

That Health and Wellbeing Board Members note the contents of this report.

3 Information/Background

Phase 3 – Merger Application Phase

All documents requiring re-submission following the Merger Application Panel in October 2020 were sent to NHS England/Improvement on 12 January 2021 in readiness for their formal 'Conditions and Recommendations' review of the merger at the end of January. Their informal review with the CCGs' Merger Programme Team on 4 January went very well.

Phase 4 - Implementation Phase

Recruitment of statutory Governing Body roles is progressing well. Members have endorsed Dr Sarah Raistrick as the Chair, and Phil Johns commenced in post on 7 December 2020 as the single Accountable Officer for the three CCGs, ahead of his nomination for the role of Accountable Officer for the new CCG. A start date for the new CFO is still awaited although is likely to be towards the end of March 2020.

Governance arrangements are under continuous review and committees/Governing Bodies in common across the three CCGs will be utilised during Q4 to achieve efficient decision-making, as required.

Policy Advisory Groups, with cross-CCG Governing Body membership, have now been established for Nursing/Human Resources, Governance/Operations and Clinical Commissioning/Medicines Optimisation. The first meetings were held w/c 14 December 2020 and a number of policies supported for recommendation by Clinical Quality and Governance committees to Governing Bodies for approval. In total there are 175 policies to be fully aligned by

the end of March in readiness for adoption by the new CCG on 1 April 2021.

The full-time 'embedding' of a HR lead within the CCG is paying dividends as the HR element of the programme 'ramps up'. This arrangement will be formally reviewed at the end of January 2021. TUPE consultation with existing CCG staff will commence in February 2021 with the majority of staff being transferred through a 'lift and shift' approach (i.e. no formal management of change ahead of the merger).

The IT/Business Intelligence workstream continues to present a challenge although a meeting is planned for 15 January 2021 with the aim of agreeing a clear way forward and project lead for this.

4. Risks and Mitigations

A risk register is actively maintained for the merger programme. Current high rated risks include:

- Leadership and delivery of the Merger IT/Business Intelligence Programme;
- HR capacity.

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