


Item Number: 8	
Name of Presenter: Fiona Bell, and Gary Young. Lead Officers Primary Care	
Meeting of the Primary Care Commissioning Committee Date of meeting: 19 March 2020	 Vale of York Clinical Commissioning Group
Report Title – Organisational Development, Year End Accounts	
Purpose of Report <i>(Select from list)</i> For Approval	
Reason for Report To provide a summary of the 2019/20 expenditure against Primary Care Network organisational development allocations.	
Strategic Priority Links <input checked="" type="checkbox"/> Strengthening Primary Care <input type="checkbox"/> Reducing Demand on System <input type="checkbox"/> Fully Integrated OOH Care <input type="checkbox"/> Sustainable acute hospital/ single acute contract <input type="checkbox"/> Transformed MH/LD/ Complex Care <input type="checkbox"/> System transformations <input type="checkbox"/> Financial Sustainability	
Local Authority Area <input checked="" type="checkbox"/> CCG Footprint <input type="checkbox"/> City of York Council <input type="checkbox"/> East Riding of Yorkshire Council <input type="checkbox"/> North Yorkshire County Council	
Impacts/ Key Risks <input type="checkbox"/> Financial <input type="checkbox"/> Legal <input type="checkbox"/> Primary Care <input type="checkbox"/> Equalities	Risk Rating
Emerging Risks	

Impact Assessments

Please confirm below that the impact assessments have been approved and outline any risks/issues identified.

- | | |
|--|---|
| <input type="checkbox"/> Quality Impact Assessment | <input type="checkbox"/> Equality Impact Assessment |
| <input type="checkbox"/> Data Protection Impact Assessment | <input type="checkbox"/> Sustainability Impact Assessment |

Risks/Issues identified from impact assessments:

Recommendations**Decision Requested (for Decision Log)**

To note.

Responsible Executive Director and Title	Report Author and Title
Andrew Lee, Executive Director for Primary Care and Population Health	Fiona Bell-Morrith, Lead Officer Primary Care Vale Gary Young, Lead Officer Primary Care City.

Annexes (please list)

- Appendix 1 – Vale PCN's summary of Expenditure: Organisational Development Money 2019/20
- Appendix 2 – Central PCN's summary of Expenditure: Organisational Development Money 2019/20

PRIMARY CARE COMMISSIONING COMMITTEE: 19 MARCH 2020

Organisational Development, Year End Accounts

1. Background

All PCN's in Vale of York received an allocation of money to support their organisational development plans in 2019/20. These allocations were derived from a total sum received by Humber Coast and Vale STP and were based on early submissions of a maturity matrix outlining the start point for each PCN and its assessment of development needs. The criteria against which each PCN had to submit plans were as follows:

- Leadership Planning and Partnerships
- Use of data and population health management
- Integrating Care
- Managing Resources
- Working with People and Communities

Each PCN is required by NHS England to submit a simple report to evidence the usage of organisations monies to date, and to consider future plans for 2020/21. Whilst PCNs can carry forward underspend from 19/20 into 20/21 as referenced in the memorandum of understanding, PCNs will need to evidence that the 19/20 allocation has been fully spent before being able to access further funding.

The STP Primary Care Programme Board will be considering plans from the PCNs for 2020/21 in due course and CCGs will be working with the PCNs to develop plans for the second year.

2. Vale PCN summary

All three Clinical Directors in the Vale PCN's are participating in the Clinical Director training programme currently being run through Humberside LMC and have used the £3,500 per Clinical Director allocation given to each PCN.

Expenditure for backfill has been capped by the STP at 20% of allocation and this has been well used by all three PCN's to support delivery of quality improvement initiatives as well as providing backfill for PCN board meetings and partnership events.

All three Vale PCN's have applied to participate in the national Time For Care Productive General Practice programme in 20/21 which aims to support developing quality improvement skills in general practice. Participation in this 6 week programme will place a heavy burden on this allocation and further discussions will be needed with NHSE colleagues as to how we can support backfill for other events from the OD allocations in 2020/21.

Capacity to deliver service improvements and to gather and measure evaluation data is limited within the practices and all three PCN's are currently exploring the possibility of funding project manager support from these allocations to help with system working and improvement initiatives.

3. Central PCN summary

All Central CDs are participating in formal and/or informal development; a mix of third party provided leadership courses plus coaching and mentoring. Future plans include all CDs to access 360 (FourteenFish or NHS Leadership Academy) and further systems leader training (i.e. NHSE/I). Looking forward, values have not been allocated, due largely to uncertainty around continuing funding of PCN Development – a lack of forward planning values does not indicate a lack of planning, more prudence around uncertain funding for 20/21.

Expenditure for backfill has been capped by the STP at 20% of allocation and this has been well used by all three PCN's to support delivery of quality improvement initiatives as well as providing backfill for PCN board meetings and partnership events.

City Central have participated in the national Time For Care Productive General Practice programme in 19/20 and NimbusCare plan to in 20/21 (York Medical Group have undertaken previously). Time to Care aims to support developing quality improvement skills in general practice. Participation in this 6 week programme places a heavy burden on this allocation and further discussions will be needed with NHSE colleagues as to how we can support backfill for other events from the OD allocations in 2020/21.

Capacity to deliver service improvements and to gather and measure evaluation data is limited within the practices and all three PCN's are currently exploring the possibility of funding project manager support from these allocations to help with system working and improvement initiatives. With York Health and Care Collaborative a key integration steering group, no allocation has been made in the plans for senior administrative support, nor dedicated data analysis support. Referencing uncertainty around allocation for 20/21, these roles will be developed if/when future allocations are agreed.

VALE PCN'S - SUMMARY OF ORGANISATIONAL DEVELOPMENT MONEY SPEND 2019/20

SELBY TOWN PCN		SOUTH HAMBLETON & RYEDALE PCN		TADCASTER AND RURAL SELBY	
OD INCOME 2019/20		OD INCOME 2019/20		OD INCOME 2019/20	
C/FWD previous year	£0.00	C/FWD previous year	£0.00	C/FWD previous year	£0.00
Clinical Director support allocation	£3,500.00	Clinical Director support allocation	£3,500.00	Clinical Director support allocation	£3,500.00
20% backfill allowance	£7,414.74	20% backfill allowance	£5,442.49	20% backfill allowance	£3,956.60
Delivery of OD Plan	£25,000.00	Delivery of OD Plan	£17,200.00	Delivery of OD Plan	£12,326.40
total OD allocation	£35,914.74	total OD allocation	£26,142.49	total OD allocation	£19,783.00
EXPENDITURE 2019/20		EXPENDITURE 2019/20		EXPENDITURE 2019/20	
Clinical Director training programme	£3,500.00	Clinical Director training programme	£3,500.00	Clinical Director training programme	£3,500.00
Clinician backfill (Time for Care programme, PCN meetings etc.	£5,380.15	Clinician backfill (Time for Care programme, PCN meetings, planning	£5,630.00	Clinician backfill (Time for Care programme, PCN meetings, planning	£1,583.00
GP lead QI training programme	£2,040.00	GP QI Training - included above		PCN support admin officer	£1,835.00
TeamNet	£4,200.00				
total OD expenditure	£15,120.15	total OD expenditure	£9,130.00	total OD expenditure	£6,918.00
Carry forward to 19/20	£20,794.59		£17,012.49		£12,865.00
Outline plan for carry forward sums:		Outline plan for carry forward sums:		Outline plan for carry forward sums:	
Backfill for CD training programme	£4,080.00	Project manager support (1 day/week)	£11,570.00	PCN Support Admin Officer	£14,800.00
Time for care programme venues etc	£500.00	Data analyst - 1 day a week	£7,959.00	training for Patient participation group	£400.00
twice yearly PCN newsletters and comms	£4,500.00	clinician backfill		clinical and practice manager backfill	£3,800.00
Whole practic time out	£7,500.00	Time for Care improvement programme			
1wte Project Manager post (est)	£49,247.00				
clinician backfill					
intermediate care project	£4,080.00				
Team net	£4,200.00				
Total	£74,107.00		£19,529.00		£19,000.00

VALE PCN'S - SUMMARY OF ORGANISATIONAL DEVELOPMENT MONEY SPEND 2019/20

SELBY TOWN PCN		SOUTH HAMBLETON & RYEDALE PCN		TADCASTER AND RURAL SELBY	
OD INCOME 2019/20		OD INCOME 2019/20		OD INCOME 2019/20	
C/FWD previous year	£0.00	C/FWD previous year	£0.00	C/FWD previous year	£0.00
Clinical Director support allocation	£3,500.00	Clinical Director support allocation	£3,500.00	Clinical Director support allocation	£3,500.00
20% backfill allowance	£7,414.74	20% backfill allowance	£5,442.49	20% backfill allowance	£3,956.60
Delivery of OD Plan	£25,000.00	Delivery of OD Plan	£17,200.00	Delivery of OD Plan	£12,326.40
total OD allocation	£35,914.74	total OD allocation	£26,142.49	total OD allocation	£19,783.00
EXPENDITURE 2019/20		EXPENDITURE 2019/20		EXPENDITURE 2019/20	
Clinical Director training programme	£3,500.00	Clinical Director training programme	£3,500.00	Clinical Director training programme	£3,500.00
Clinician backfill (Time for Care programme, PCN meetings etc.	£5,380.15	Clinician backfill (Time for Care programme, PCN meetings, planning	£5,630.00	Clinician backfill (Time for Care programme, PCN meetings, planning	£1,583.00
GP lead QI training programme	£2,040.00	GP QI Training - included above		PCN support admin officer	£1,835.00
TeamNet	£4,200.00				
total OD expenditure	£15,120.15	total OD expenditure	£9,130.00	total OD expenditure	£6,918.00
Carry forward to 19/20	£20,794.59		£17,012.49		£12,865.00
Outline plan for carry forward sums:		Outline plan for carry forward sums:		Outline plan for carry forward sums:	
Backfill for CD training programme	£4,080.00	Project manager support (1 day/week)	£11,570.00	PCN Support Admin Officer	£14,800.00
Time for care programme venues etc	£500.00	Data analyst - 1 day a week	£7,959.00	training for Patient participation group	£400.00
twice yearly PCN newsletters and comms	£4,500.00	clinician backfill		clinical and practice manager backfill	£3,800.00
Whole practic time out	£7,500.00	Time for Care improvement programme			
1wte Project Manager post (est)	£49,247.00				
clinician backfill					
intermediate care project	£4,080.00				
Team net	£4,200.00				
Total	£74,107.00		£19,529.00		£19,000.00

CENTRAL PCN'S - SUMMARY OF ORGANISATIONAL DEVELOPMENT MONEY SPEND 2019/20

York City	
Indicative Funding	£31,958
Top Sliced Funding (VAT, Delivery Manager and CD Dev)	£4,500
Backfill	£6,392
Total Funding Requested by PCN	£21,000
Total	£31,892

York Medical Group	
Indicative Funding	£28,383
Top Sliced Funding (VAT, Delivery Manager and CD Dev)	£4,500
Backfill	£5,677
Total Funding Requested by PCN	£18,000
Total	£28,177

Numbuscare	
Indicative Funding	£103,756
Top Sliced Funding (VAT, Delivery Manager and CD Dev)	£4,500
Backfill	£20,751
Total Funding Requested by PCN	£78,000
Total	£103,251

YORK CITY	
OD INCOME 2019/20	
C/FWD previous year	£0
Clinical Director support allocation	£3,500
20% backfill allowance	£6,392
Top Slice (Vat & Delivery Manager)	£1,000
Delivery of OD Plan	£21,000
total OD allocation	£31,892
EXPENDITURE 2019/20	
Clinical Director (coaching/mentoring)	£3,500
20% backfill (Meeting attendance)	£6,392
Top Slice (Vat & Delivery Manager)	£1,000
Time to Care	£3,300
PCN Board development	£3,000
Profile population health needs, APEX	£2,000
Data analysis	£1,000
Gap Analysis/Srv specs, partnership working	£2,000
PCN workshops, DPO	£2,500
Risk share agreements	£500
Executive Leadership (non clinical)	£3,200
Total OD expenditure	£28,392
Carry forward to 20/21	£3,500
Outline plan for carry forward sums:	
CD Development (plan to use NHSE/I system leaders training - cost not known)	
Gap Analysis/Srv specs, partnership working	£2,000
Comms strategy	£1,500
Total planned expenditure	£3,500
Total Unspent/Overspent	£0

YORK MEDICAL GROUP	
OD INCOME 2019/20	
C/FWD previous year	£0
Clinical Director support allocation	£3,500
20% backfill allowance	£5,677
Top Slice (Vat & Delivery Manager)	£1,000
Delivery of OD Plan	£18,000
total OD allocation	£28,177
EXPENDITURE 2019/20	
Clinical Director (coaching/mentoring)	£3,360
20% backfill (Meeting attendance)	£5,770
Top Slice (Vat & Delivery Manager)	£1,000
4x 1/2 day workshops x 10 people	£2,000
Pop'n data analysis/gap/interventions	£1,000
SP legal advice	£420
Comms: Social Media	£1,600
Linking Pop'n Health, Apex, Srv Specs	£2,000
PCN Board development	£2,335
PC & Kings Fund events	£2,030
Workstream reviews	£3,000
Total OD expenditure	£24,515
Carry forward to 20/21	£3,662
Outline plan for carry forward sums:	
Leadership Development Course	£4,200
Total planned expenditure	£4,200
Total Unspent/Overspent	-£538

NIMBUSCARE	
OD INCOME 2019/20	
C/FWD previous year	£0
Clinical Director support allocation	£3,500
20% backfill allowance	£20,751
Top Slice (Vat & Delivery Manager)	£1,000
Delivery of OD Plan	£78,000
total OD allocation	£103,251
EXPENDITURE 2019/20	
Clinical Directors (mentoring)	£3,500
20% backfill (Meeting attendance)	£20,751
Top Slice (Vat & Delivery Manager)	£1,000
Board Development	£20,000
Set up SP & Pharmacy Project	£7,000
Practice Dashboard & Data Analysis	£5,000
Gap Analysis & Planning	£14,000
Networking & Strategy Meetings	£9,000
Comms: Engagement, Liaison, YHCC	£6,000
Budget Formulation	£3,000
Leadership 360	£4,000
Total OD expenditure	£93,251
Carry forward to 20/21	£10,000
Outline plan for carry forward sums:	
Time to Care & PCN events	£12,000
Total planned expenditure	£12,000
Total Unspent/Overspent	-£2,000