

September 2009

Information for staff on future plans for community services

Separating health commissioning and health provision

The Department of Health has made it clear that it does not expect health commissioning and the delivery of health services to be carried out by the same organisation in the future. In preparation for the final separation of these duties, Bexley Care Trust on the 1 April 2009 was divided into two parts:

Bexley Care Trust will concentrate on commissioning the whole range of services needed by the people of Bexley

Bexley Community Provider Unit will continue to provide a wide range of community nursing and therapy services across the borough.

What's the advantage of separating commissioning and service provision?

The Department of Health wishes to ensure that commissioners and providers carry out their core duties to a high standard. They also want to support the development of a new range of organisations delivering community health services. Some of these new organisations will not be part of the NHS family. Some existing private or voluntary organisations will, in the future, provide community health services.

Bexley Community Provider Unit wants to continue to improve its service quality and to be the first choice for local people and local commissioners.

How are we planning for the commissioner and provider separation in Bexley?

Bexley Care Trust confirmed in January and May 2009 that it wished to transfer all of its services to two local NHS organisations.

- All adult community health services and universal children's services to Oxleas NHS Foundation Trust.

- All specialist children's community health services to South London Healthcare NHS Trust.

Bexley Community Provider Unit, Oxleas and South London Healthcare are currently working together to ensure that this transfer takes place effectively with the minimum disruption to staff and patients. It is expected that the transfer will take place on 1 April 2010.

What will the transfer mean for staff?

The transfer will mean that staff will be employed by either Oxleas NHS Foundation Trust or South London Healthcare NHS Trust and will therefore keep their current NHS terms and conditions. This will include, for example, the Agenda for Change pay scales, pensions, and annual leave allocations.

Bexley Community Provider Unit is already working with trade union representatives to ensure a smooth transfer of services and a formal consultation with staff will be conducted later this year.

Bexley Community Provider Unit expects both Oxleas and South London Healthcare to support the development of community health services. Both organisations have extensive experience of delivering health services to the local community.

Both organisations will play a key role in delivering care closer to patients' homes, an aspiration of **Health Care for London** as well as the recent **A Picture of Health** consultation.

What will the transfer mean to local patients and service users?

- Bexley residents should experience a continuous improvement in the quality, variety and range of services they can access from the Community Provider Unit.
- The Bexley Community Provider Unit will be able to extend its clinical experience and work more effectively with children, young people and their families to provide integrated health care for sick children or children with a long term need.
- Bexley Community Provider Unit will be able to improve the care given to older adults who have challenging behaviour
- Bexley Community Provider Unit will be able to improve the access to community health care for people with a mental health need or a learning disability
- Bexley Community Provider Unit will continue to improve the delivery of integrated health care with colleagues in general practice.

What needs to happen to transfer community services?

Before the day of transfer, we will be working with staff to ensure that:

- our current operational systems are fully integrated with those of our new partners. The transferred services will be able to take advantage of the new corporate resources such as: IT, Human Resources and Training, Clinical Governance, Communications, Estates and Facilities and Finance;
- we improve the environment in which we deliver our services;
- we have agreed with our commissioners the services that they wish to buy from us for the next 2 to 3 years;
- we know how community services will develop and expand in the future.

Who is Oxleas NHS Foundation Trust?

Oxleas has been providing mental health and learning disability services in Bexley, Bromley and Greenwich for the past ten years. Before primary care trusts were formed, Oxleas used to provide community services in Bexley. For five out of the past six years, Oxleas has been judged as excellent by the Healthcare Commission for the quality of its services. Oxleas has a workforce of around 2000 people who work from around 70 sites. In the 2008 National NHS Staff Survey, staff rated the trust as one of the best to work for in the country. Oxleas received the best national score for staff:

- feeling their job made a difference,
- feeling valued by colleagues,
- being involved in decision-making
- quality of work/life balance
- receiving training and development and developing their potential.

As a foundation trust, Oxleas has a Council of Governors (including staff governors) which is elected from its membership of staff, patients and local residents. The Council of Governors works with the Board of Directors to set the direction of the organisation and appoints the Chair and non executive directors of the trust.

More information about Oxleas is available on the website www.oxleas.nhs.uk

Who is South London Healthcare NHS Trust?

South London Healthcare NHS Trust is the product of the merger of three smaller hospital trusts - Queen Mary's Sidcup NHS Trust, Queen Elizabeth Hospital NHS Trust and Bromley Hospitals NHS Trust.

The trust provides a full range of high quality NHS health care to the people of South East London and more specifically to the communities living in the London Boroughs of Bexley, Bromley and Greenwich. South London Healthcare NHS Trust serves over a million people, employs over 6,000 staff and has an annual budget of over £400million - making it one of the largest NHS hospital trusts in the country. For more information about South London Healthcare NHS Trust, visit www.slh.nhs.uk

To find out more about the changes to Bexley Community Provider Unit.

- Have a look at the monthly staff newsletter on line or get a copy from your line manager.
- Come to the monthly staff meetings

6th Oct 12:30-13:30 G49, Erith Health Centre

4th Nov 12:00-13:00 Lamorbey Room, 221 Erith Road

3rd Dec 13:00-14:00 G49, Erith Health Centre

- Write to Sian Therese, Director of the Community Provider Unit, 221 Erith Road, Bexleyheath or email sian.therese@bexley.nhs.uk
- Invite Sian or a member of the senior team to your team meetings