

Health Overview & Scrutiny Report



REPORT TO : **HEALTH OVERVIEW AND SCRUTINY
COMMITTEE REPORT**

DATE: 19 MARCH 2020

SUBJECT: **PROGRESS ON THE DEVELOPMENT OF THE ONE
COMMISSIONING ORGANISATION**

REPORT FROM: **Nicky O'Connor**

CONTACT OFFICER:

TYPE OF DECISION: **To note the contents**

**FREEDOM OF
INFORMATION/STATUS:**

SUMMARY:

This paper gives an update on the most recent developments around the One Commissioning Organisation (OCO) which goes live on 1st April 2020. Staff have now been placed into the new structure, following the completion of a 90 day consultation in early January. A number of organisational development programmes are in place to support staff to deliver new ways of commissioning that support the health and care of the citizens of Bury. Work is also underway to develop the commissioning strategy and plan for the OCO, which will sit underneath the Bury 2030 strategy as part of its delivery approach.

Now the structure of the OCO is in place, a recruitment campaign has begun to find the new leader for the OCO and it is intended that the Executive Director of Strategic Commissioning will be recruited to by end March 2020.

**OPTIONS &
RECOMMENDED OPTION**

IMPLICATIONS:

Corporate Aims/Policy **Do the proposals accord with the Policy**

Framework:

Framework?

**Statement by the S151
Officer:
Financial Implications
and Risk
Considerations:**

**Statement by Executive
Director of Resources &
Regulation:**

**Equality/Diversity
implications:**

**Considered by
Monitoring Officer:**

Wards Affected:

Scrutiny Interest:

1.0 SUMMARY

This paper gives an update on the most recent developments around the One Commissioning Organisation (OCO) which goes live on the 1st April 2020. Staff have now been placed into the new structure, following the completion of a 90 day consultation in early January. A number of organisational development programmes are in place to support staff to deliver new ways of commissioning that support the health and care of the citizens of Bury. Work is also underway to develop the commissioning strategy and plan for the OCO, which will sit underneath the Bury 2030 strategy as part of its delivery approach. Now the structure of the OCO is in place, a recruitment campaign has begun to find the new leader for the OCO and it is intended that the Executive Director of Strategic Commissioning will be recruited to by the end of March 2020.

2.0 MATTERS FOR CONSIDERATION/DECISION

The progress to date of the development of the OCO

3.0 INTRODUCTION

Bury, as a health and care system, has been moving forward on its journey towards integrated care. The development of an integrated commissioning function, overseen by a Strategic Commissioning Board is an integral and crucial element of this.

The One Commissioning Organisation (OCO) has been planned intensively over the last 9 months and will 'go live' on 1st April 2020.

This integrated structure, bringing together the commissioning functions of Bury CCG and Bury Council is a partnership between the organisations with the aim of improving the health and care of the Bury population, utilising the full strength of

both organisations through strategic commissioning:

- Commissioning based on outcomes, standards, a strategic plan and supporting financial arrangements
- Focussed on people and place including education and skills, employment, housing, environment health and care
- Working with provider partners to design services fit for the 21st Century

4.0 NEW ORGANISATIONAL STRUCTURE

The staff consultation on the new organisational structure completed in January. Staff have now been allocated to the new teams (directorates) of the OCO which are:

Community, Secondary Care, Children's, Public Health and Nursing/Safeguarding and Quality Improvement.

These teams are supported by the newly created Corporate Core where finance, business intelligence, performance and governance will sit.

The post of Executive Director of Strategic Commissioning to lead the OCO is currently being recruited to with the intention of making an appointment by end of March, and the individual being in post by June/July.

5.0 STRATEGY DEVELOPMENT

Building on the opportunity of the developing Bury 2030 strategy, there is now a need for a clear, shared and compelling vision owned by the OCO team, providers of health and care services and the people of Bury. This vision needs to encompass the move towards population health management and prevention, focus more on community development, primary care and wider public health interventions aimed at tackling the determinants of ill health. This vision must also be aligned with the need to deliver the Council and CCGs financial duties and achieve progress towards the major regulatory standards and targets.

It will be crucial that the vision for the OCO enables citizens through community and voluntary groups and ensures that Bury is a place that attracts inward support. We must also create technological partnerships to maximise existing data and more effectively use data and analytics to support the right interventions to support people's health and care.

Work is underway to develop and finalise the vision for the OCO and supporting strategic commissioning plan, which will in turn form part of the overall Bury 2030 strategy.

6.0 ORGANISATIONAL DEVELOPMENT

As previously reported, the organisational development plan has been orientated around the international model called McKinsey 7s model. This tool which analyses an organisation's design, looks at 7 elements – strategy, structure, systems, shared values, style, staff and skills.

Activities that have most recently taken place or are planned for the OCO include:

- A development programme for the Strategic Commissioning Board members to enable the development of strategy, culture and new ways of working
- Skills analysis and team building sessions for OCO staff to commence in April to help form new teams, embed values and support the development of a new culture
- Problem solving training to support new ways of commissioning
- Supporting 11 staff from the OCO to undertake an intensive commissioning programme with the Greater Manchester Commissioning Academy

7.0 BRANDING

Work is underway as part of the developing Bury 2030 strategy to ensure all staff feel part of the Council and CCG by creating new ways of demonstrating the brand of Bury and creating a set of associations for staff and citizens. This will be a no cost and will be created by the communications team but will help staff associate with the OCO. Examples will include styles of email addresses, PowerPoint presentations and lanyards.

Nicky O'Connor
Director of Transformation
Bury OCO
