

Classification	Item No.
Open	

<b>Body:</b>	Employment Panel
<b>Date:</b>	5 <sup>th</sup> April 2022
<b>Title of report:</b>	Place Based Lead for health and Social Care Integration
<b>Report by:</b>	Leader of the Council and Chair of the CCG.
<b>Decision Type:</b>	Non Key Decision
<b>Ward(s) to which report relates</b>	All

### Executive Summary:

As part of the implementation of the new arrangements for health and social care in Greater Manchester each locality is required to nominate a Place Based Lead and, where the proposal is that this role is undertaken by someone already in a substantive position, an additional named Executive Lead in the Place to support the Place Based Lead is also required to be nominated.

In Bury, based on the existing integrated working across the Council and CCG and strong locality arrangements the Locality Board has already supported the nomination of the current Council Chief Executive and CCG Accountable Officer for the Place Based Lead role. In support of this, the intention is to nominate the current Council and CCG Executive Director of Strategic Commissioning as the named Executive lead.

The intention is that these duties are absorbed within the post holders existing roles and no change in grade or additional remuneration is proposed. The Council will receive funds to support the cost of the Chief Executive and Executive Director as part of the locality leadership budget delegated from the ICS.

### Recommendation(s)

The Employment Panel is asked to:

1. Endorse the recommendation of the Locality Board that the GM ICS interim Chief Executive should be asked to agree that, in Bury, the role of Place Based Lead should be combined with the Council's Chief Executive role and that the current CCG Accountable Officer and Council Chief Executive should fill that role.
2. Endorse the recommendation of the Locality Board that the current Executive Director of Strategic Commissioning for the Council and CCG (and Deputy

Accountable Officer of the CCG) to become the named Executive lead in support of the place based lead.

## **Key considerations**

### **1. Proposed Place Based Leadership Arrangements for health and Social Care in Bury**

- 1.1 The emergent Greater Manchester Integrated Care System (GM ICS) arrangements (subject to legislation) provide for a role of Place Based Lead for the health and care system in each of the 10 Districts of Greater Manchester. Broadly the role of the Place Based Lead is intended to have dual accountability to the GM Integrated Care Board and to the local Council, and to orchestrate the work of the Locality Board and its associated sub structure to support the realisation of the Locality Plan for health and care for each district.
- 1.2 A consultation process across Greater Manchester was undertaken to clarify both the nature of the role and the expectations from the emergent ICB on the nature of the arrangements. Members of the Locality Board in Bury received this on 7<sup>th</sup> February and the document was referenced in the Locality Board Meeting on the same day.
- 1.3 The Locality Board has on two occasions, in November 2021 and in January 2022, in the context of the development and consideration of the operating model for health and care in Bury, confirmed its expectation that the role of Place Based Lead would be vested in the role of the current joint CCG Accountable Officer and Chief Executive of the Council. In the absence of any other comments received following consideration at the Locality Board meeting in February 2022 this position was confirmed as the Bury response to the Consultation.
- 1.4 Following the GM wide consultation, a finalised version of the role description has been circulated, and this is attached as Appendix 1.
- 1.5 As set out in the appendix an additional nomination from localities is expected where the role of Place Based Lead is undertaken by someone already in a substantive role. The paper requires an identification of a named Executive Lead in the Place to support the Place Based Lead. In Bury, the proposal is that this role should be the current Executive Director of Strategic Commissioning Bury Council and Bury CCG. The locality board will receive further proposals in due course to clarify the purpose of that role within the new ICS arrangement and for the structure below that post and its relationship to other senior roles across the Bury partnership / system.
- 1.6 On 4 April the Bury Locality Board will be asked to endorse these proposed nominations. As both the Chief Executive and the Executive Director of Strategic Commissioning are employees of Bury Council this paper provides the Employment Panel with an overview of this proposal and the implications on Council posts and post holders for further endorsement.

- 1.7 Whilst both post holders are employees of the Council, both individuals also have separate contracts of employment with the CCG for which no additional remuneration is paid. The Council currently receives a financial contribution from the CCG towards these roles. The expectation is that these individuals' CCG contracts will transfer to the ICS from July which will retain the leads' contractual relationship with the ICS. Funding will also be available to the locality to support its place-based leadership structure as set out in the financial implications section below. Both current roles are evaluated in accordance with the Council's pay and grading arrangements and the duties as set out within the appended accountability framework are not expected to affect this. There will therefore be no change to individuals' grades or levels of remuneration.

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### **Community impact/links with Community Strategy**

The implementation of the new integrated arrangements for health and social care are a key enabler to delivering on Bury's Let's Do It ambition.

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### **Equality Impact and considerations:**

*Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:*

*A public authority must, in the exercise of its functions, have due regard to the need to -*

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

*The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services.*

<b>Equality Analysis</b>
No equality impacts have been identified. The person specification for the Place Based Lead role includes a 'track record of promoting Equality Diversity and Inclusion in leadership roles at board level and across systems'.

*\*Please note: Approval of a cabinet report is paused when the 'Equality/Diversity implications' section is left blank and approval will only be considered when this section is completed.*

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**Assessment of Risk:**

The following risks apply to the decision:

<b>Risk / opportunity</b>	<b>Mitigation</b>

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**Consultation:**

The proposed approach has been considered by the Bury Locality Board.

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**Legal Implications:**

Members are asked to endorse the recommendation of the Locality Board. This report confirms that these responsibilities will not lead to a change in role or remuneration. The legal arrangements for the transfer of the CCG contract are not currently in place however work is on going as the new ICS is established.

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**Financial Implications:**

Localities will be allocated a place based leadership budget which is a reduced element of the current Clinical Commissioning Groups Executive and Board budget from which it is expected to be able to fund its senior leadership required to support the health and care agenda. The final allocation is yet to be fully determined but it will include a £150k contribution to the localities place based lead, a capitation based budget and a fixed budget. This is to reflect that irrespective of the size of the district there are some statutory elements that are required within each leadership team but also population size does have an influence to aspects.

This budget is more than sufficient to cover the proposals included within this report but further work is required to determine the further leadership requirements which are required in locality for the new infrastructure which will need to be funded from this budget.

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**Background papers:**

**Please include a glossary of terms, abbreviations and acronyms used in this report.**

Term	Meaning
ICS	Integrated Care System