



AGENDA ITEM

6.2

CTM BOARD

CTM OPERATING MODEL – UPDATE

Date of meeting

29th September 2022

FOI Status

Open/Public

If closed please indicate reason

Not Applicable - Public Report

Prepared by

Richard Morgan-Evans, Chief of Staff

Presented by

Richard Morgan-Evans, Chief of Staff

Approving Executive Sponsor

Chief Executive

Report purpose

FOR NOTING

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals

Date

Outcome

(Insert Name)

(DD/MM/YYYY)

Choose an item.

1. SITUATION/BACKGROUND

1.1 In July 2022 the Board were formally updated as to the progress of the organisational change process (OCP) of the Care Group operating model. At this time the final implementation document had been released and the assessment centres were being organised.

1.2 As a reminder to the Board, the Care Groups being established are outlined below:

- Planned Care Group

- Unscheduled Care Group
- Children and Families Care Group
- Diagnostics, Therapies and Specialities Care Group
- Mental Health and Learning Disabilities Care Group
- Primary & Community Care Group

- 1.3 The model will ensure a locality aspect is retained. This will support an ongoing focus on quality and improvement within a Local Authority area. There will be senior leadership retained to provide oversight of improvement programmes for our district general hospital sites. An example of this is the ongoing Prince Charles Hospital Improvement Programme which brings together different specialities and staff from across the hospital.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 As planned in the OCP timeline, the assessment centres were conducted during July for those staff who had roles directly impacted by the change in operating model. This process saw the appointment of the Care Group Nurse Directors to cover all six Care Groups. It also saw the appointment of a number of the managerial and medical leadership posts within the new model.
- 2.2 Recruitment is now underway for both the Care Group Medical Director and Managerial Service Director roles. Final details of these appointments will be outlined in a future Chief Executive report once recruitment has completed. This process is being completed at pace with a wide reaching advertisement to ensure CTM gets the quality and quantity of candidates required.
- 2.3 On Friday 26th of August an off-site care Group launch session was held with the senior leaders and Executive Team. This was a productive and positive session setting out the plans, expectations and ways of working for the new model as we transition from the ILG set up to the Care Group format going forward.

3. KEY MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 As previously updated, now the proposed Care Group model is being established there is an intention to focus on the best structure for the Clinical Service Group layer of the Health Board. Over the next few weeks there will be a discovery / mapping exercise to identify the detailed structure in place across the Health Board now to help inform discussion and engagement about the way we want to establish and manage our services into the future.



4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	There are no specific quality and safety implications related to the activity outlined in this report.
Related Health and Care standard(s)	Governance, Leadership and Accountability
	If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	No (Include further detail below)
	If yes, please provide a hyperlink to the location of the completed EIA or who it would be available from in the box below.
	If no, please provide reasons why an EIA was not considered to be required in the box below.
	No change in policies at this time.
Legal implications / impact	There are no specific legal implications related to the activity outlined in this report.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Goals	Inspiring People

5. RECOMMENDATION

- 5.1 The Board is asked to **note** this operating model update. Further updates on phase 2 will be provided over the coming weeks through informal meetings before another formal update at the next Board meeting in November.