



Primary Care Commissioning Committee										
<b>Date of Meeting</b>	14/1/2020			<b>Paper Number</b>	7					
<b>Title</b>	Frimley Training Hub - proposed new arrangements									
<b>Sponsoring Director</b> (name and job title)	Sarah Bellars, Director of Quality and Nursing									
<b>Sponsoring Clinical / Lay Lead</b> (name and job title)	Lalitha Iyer, Medical Director									
<b>Author(s)</b>	Jo Greengrass, Associate Director for Quality and Nursing									
<b>Purpose</b>	Approval of the new Training hub arrangements from January to April 2020.									
<b>The Committee is required to (please tick)</b>										
<b>Decision</b>	<input checked="" type="checkbox"/>	<b>Review</b>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Discuss</b>	<input type="checkbox"/>	<b>Note</b>	<input type="checkbox"/>	<b>Recommend</b>	<input type="checkbox"/>
<b>Risk and Assurance</b> (outline the key risks / where to find mitigation plan in the attached paper and any assurances obtained)	None									
<b>Legal implications/regulatory requirements</b>	None									
<b>Equality, Diversity and Inclusion</b> (identify any best practice or areas of concern in regards to the Public Sector Equality Duty and the Equality Act 2010)	N/A									
<b>Links to the NHS Constitution (relevant patient/staff rights)</b>	Staff rights									
<b>Strategic Fit</b>	<p>Person: working alongside individuals to empower them to take control of their own health and wellbeing</p> <p>Place: working in local communities, local authority areas or across a bigger geography to respond to the needs of our population</p> <p>Engage: engaging with staff, member practices, local people and other stakeholders so that services are informed by their needs, views and behaviours</p> <p>Integrate: breaking down the barriers of</p>									



	<p>traditional organisational boundaries to deliver effective and responsive services</p>
<p><b>Commercial and Financial Implications</b>  <i>(Identify how the proposal impacts on existing contract arrangements and have these been incorporated?)</i></p> <p><i>Include date Deputy CFO has signed off the affordability and has this been incorporated within the financial plan. Include details of funding source(s)</i></p>	<p>Training Hub received allocations from Health Education England to the establishment and some schemes. Additional resource are also attracted through business case from the Local Workforce Action Board and other work streams looking to deliver workforce development schemes</p> <p>Date Deputy CFO sign off .....</p>
<p><b>Quality Focus</b>  <i>(Identify how this proposal impacts on the quality of services received by patients and/or the achievement of key performance targets)</i></p> <p><i>Include date the Director of Nursing has signed off the quality implications)</i></p>	<p>Quality improvement is central in the skills development delivered through the training hub. Jo Greengrass will be the CCG lead into the training hub and East Berkshire CCG will be the host organisation for the Frimley footprint.</p> <p>Date Director of Nursing sign off.....</p>
<p><b>Clinical Engagement</b>  <i>Outline the clinical engagement that has been undertaken</i></p>	<p>The Training Hub governance structure has good senior clinical leadership through PCNs and CCG clinical leadership.</p>
<p><b>Consultation, public engagement &amp; partnership working implications/impact</b></p>	<p>N/A</p>
<p><b>NHS Outcomes</b>  <i>Please indicate (highlight) which Domain this paper sits within by highlighting or ticking below:        Please note there may be more than one Domain.</i></p>	<p>Domain 1 Preventing people from dying prematurely;</p> <p>Domain 2 Enhancing quality of life for people with long-term conditions;</p> <p>Domain 3 Helping people to recover from episodes of ill health or following injury;</p> <p>Domain 4 Ensuring that people have a positive experience of care; and</p> <p>Domain 5 Treating and caring for people in a safe environment; and protecting them from avoidable harm.</p>
<p><b>Training Hub proposal</b></p> <p><b>Background</b>        Primary and Community Care Training Hubs are networks of education and service providers (NHS and non-NHS) based in the community. Training Hubs aim to provide an opportunity to meet the educational needs of the multi-disciplinary primary care team, bringing together NHS organisations, community, local authorities and education establishments. They are tasked with increasing the capacity for future healthcare workforce training, developing current and future workforce around the needs of a geographically defined population.</p>	



The NHS Long Term Plan describes a commitment from NHSE and HEE to establish Primary & Community Care Training Hubs on Integrated Care System (ICS) footprints from 2020/21.

Each CCG geography in the Frimley ICS is currently supported by a different Training Hub, with slightly different breadths of remit/responsibility; East Berkshire, Surrey and Wessex. To fulfil the NHSE and HEE commitment the three training hubs across the ICS need to come together. To support this transition period it is proposed that there is an interim transitional Board from January 2020 with the new Board and hub team structure from April 2020.

### Progress so far

A co-design group with broad system representation has been established since May 2019 to manage the transition to the new Frimley ICS Training Hub. There have been monthly meetings to work up scope, vision, principles, core functions, governance model for transitional/operational phases, and infrastructure. In October a proposal paper on Governance, form and function went to the ICS General Practice Transformation Steering Group and Local Workforce Action Board (LWAB) for approval and sign-off. The proposal was agreed. There was also a broader Stakeholder Engagement Workshop held on 26th Nov 2019 to define governing board representation and prepare stakeholders. The workshop was supportive of the proposed outlined.

### Hosting Arrangements

The host organisation for the Training Hub should be a community/primary care organisation due to the proposed remit. There needs to be opportunities to reduce duplication, workload and to streamline the process where possible. At present East Berkshire CCG is the host of the East Berkshire Training Hub. This is the only Hub operating solely within ICS geography.

East Berkshire CCG Training Hub has existing financial agreements with HEE TV which would ensure simpler transition, faster implementation and benefit from existing infrastructure and support mechanisms. Therefore it has been agreed that East Berkshire CCG will host the ICS training hub.

There is a move by HEE that funding now does not come to the individual training hubs but to the East Berkshire one. Therefore there needs to be clear accountability on how these funding are spent to ensure equity across all 15 Primary Care Networks across Frimley.

Core Functions of the emerging Training Hub are illustrated below.





The ambition is for each Primary Care Network (PCN) is to have access to Training Hub services to support its objectives in implementing and developing the multidisciplinary team.

**Proposal for the Governance of the Training hub until April 2020.**

It is proposed that the East Berkshire Training Hub Board is dissolved from January 2020, and that the Co-Design Group becomes a Transitional Board taking on the governance arrangements of the East Berkshire Training Hub Board. The Board would continue to work on the transition but also have responsibility for the assurance on the delivery of the ICS projects incorporating the existing East Berkshire training hub projects.

The chair would be a joint chair from the ICS and HEE at present the chairs of the Co-Design group are Edmund Cartwright (CCG) and Rebecca Tyrrell (HEE). This proposal is supported by the Co-Design Group and the East Berkshire Training Hub Board but needs PCCC agreement for the dissolving of the East Berkshire Hub Board.

**Risks**

No risks have been identified in going forward with this proposal. Benefits would be reducing duplication of work and improved governance arrangements for the ICS funding streams.

**Recommendation(s)**

For PCCC to agree to the dissolution of the East Berkshire Training Hub and supports the transition arrangements as set out to the Frimley Training Hub.