

Update for Healthier Communities Select Committee – 16.04.13

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April 2013

1



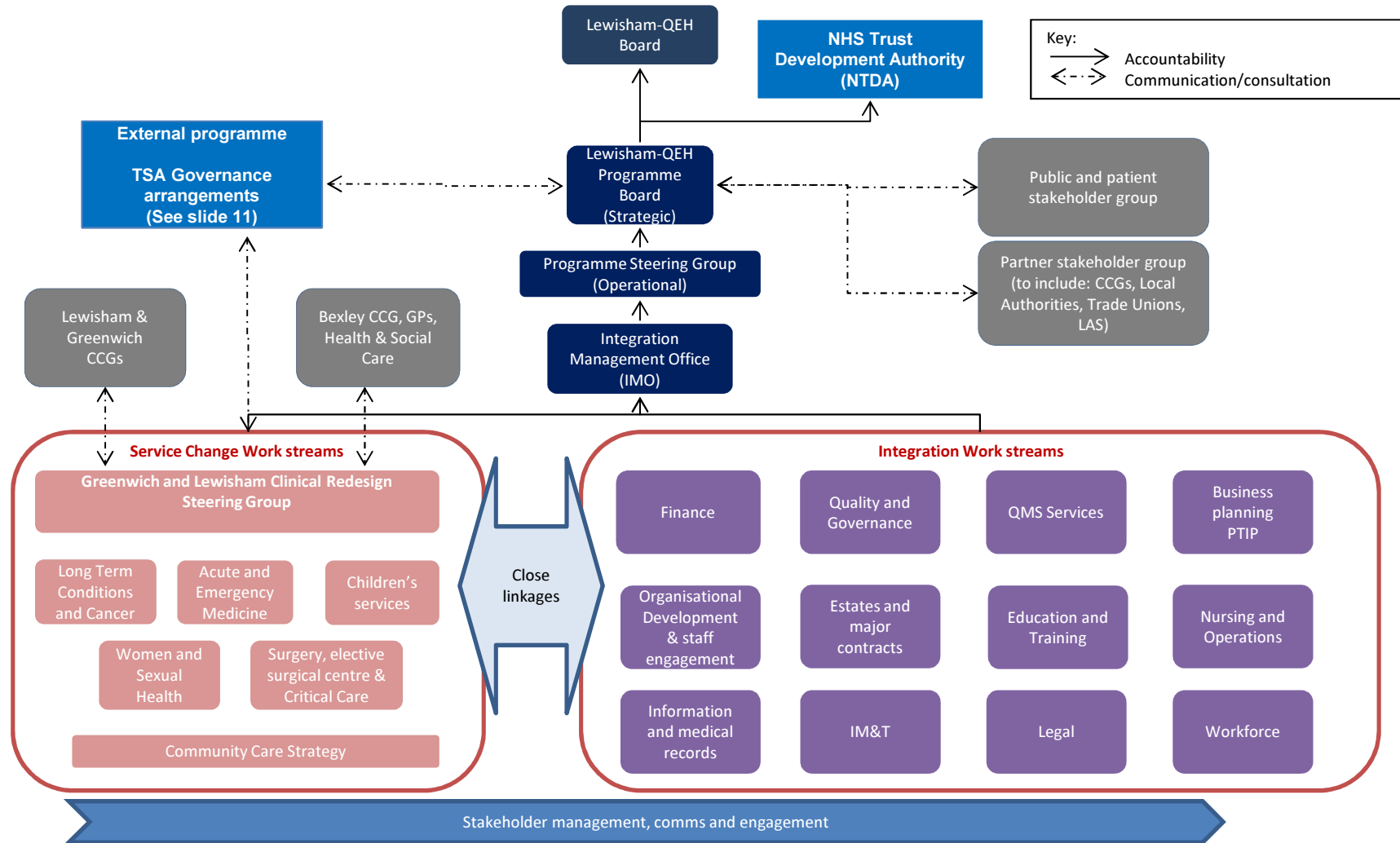
Following publication of the Secretary of State's Decision:

- The Trust is working to understand the full implications of the decisions, which differ from the Trust Special Administrator's (TSA) proposals
- Clinicians are leading a review of the Trust's clinical strategy
- The ongoing Judicial Reviews mean that nothing can be implemented that is not reversible
- The Trust did express an interest in working with the Queen Elizabeth Hospital during the TSA review process
- The Trust is preparing the way for a safe and sustainable organisation to be formed from the integration of Lewisham Healthcare and Queen Elizabeth Hospital
- The Lewisham Board will become the Trust Board for the merged organisation



Lewisham-QEH Integration Planning: Governance Structure

Lewisham Healthcare **NHS**
NHS Trust



This governance structure will be kept under constant review to ensure fitness-for purpose for both business planning as well as integration



Progress to date (1)

- Integration governance arrangements are now mobilised
- First Integration Programme Board has been held
- A Programme Initiation Document (PID) has been drafted which defines the programme of work required to ensure a ‘safe merger’ on Day 1 and the delivery of clinical service redesign through business planning activities
- Work has commenced to produce a Business Plan (Integration Plan) for merger – to be reviewed by the Trust Development Authority by the end of May
- A Post Integration Implementation Plan (PTIP) is also in development , which focuses on activities required to support a safe ‘day one’ transaction
- The provisional transaction date remains at 1 July but is likely to change. The TDA have appointed a Programme Director for Transactions who is currently reviewing the timetable



Progress to date (2)

- The Programme Plan is in draft form and Day 1 critical milestones are being identified
- A Due Diligence questionnaire has been developed with legal advice, and submitted to SLHT, providing a comprehensive information request in an effort to address the lack of response to questions so far experienced
- An Integration risk log has been established, which identifies risks associated with the transaction and also risks identified for the new organisation post merger
- The proposed clinical management structure has been developed for the new organisation and shared across LHT and QEH for comment. Appointments to key roles will commence in April



Progress to date (3): Workforce

- Staff consultation process (90 days) has commenced within SLHT, led by SLHT with the involvement of LHT and KCH HR Directors
- SLHT site based staff have been advised that they are to be ‘lifted and shifted’ to one of the new organisations. Staff working across sites or working for corporate teams have been advised that they are at risk and will be involved in a pre-transfer selection process
- The pre-transfer selection process includes matching using job descriptions and ‘slotting in’ where appropriate, followed by a competitive appointments process
- Our proposed structure has been shared with SLHT staff and job descriptions for available posts will also be shared to enable a first stage ‘matching’ process to be completed
- Corporate directors and teams have held open meetings in SLHT to share information about our structures and posts available as a first step in the consultation process



Lewisham-QEH Integration Planning

TSA Programme Governance Arrangements

For Information

April 2013

8



TSA Programme Governance

