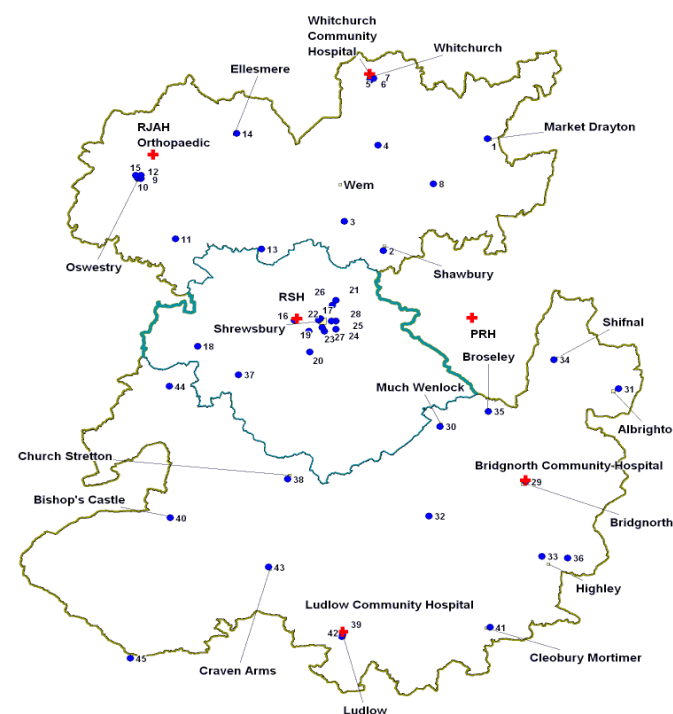


Shropshire County Clinical Commissioning Group

QIPP Plan 2012/13



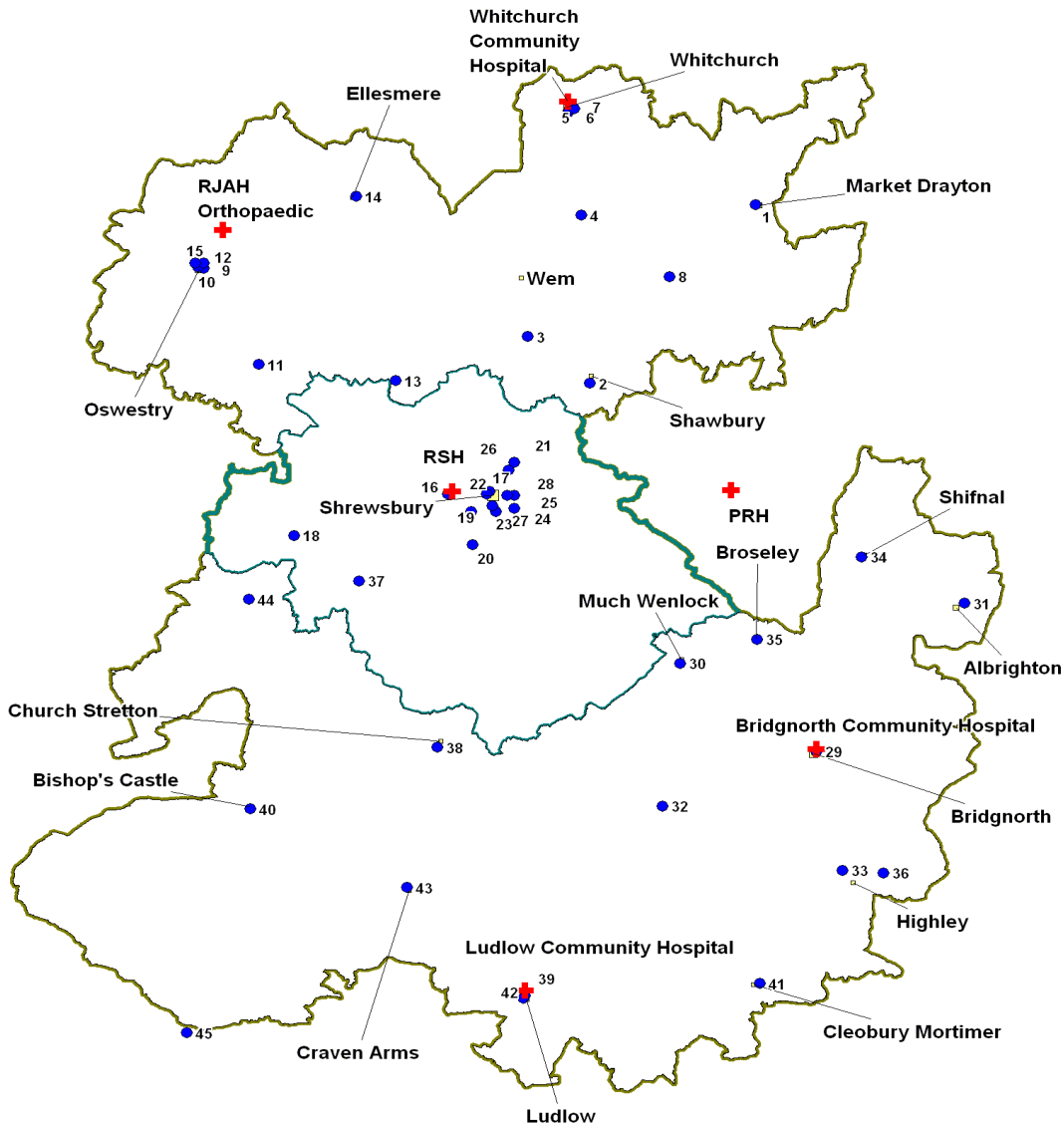
Version: Final 1.3

Date: 13 January 2012

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Shropshire County CCG – key facts

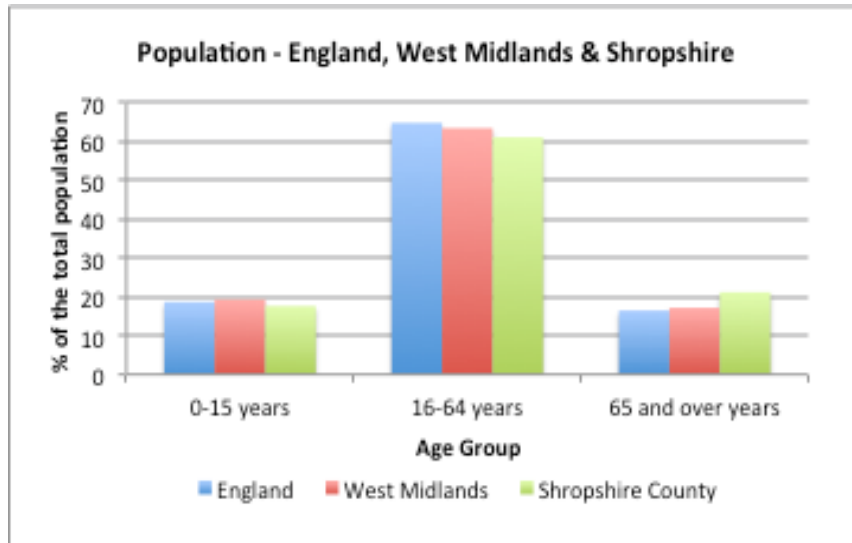


CCG Area	No of practices	Hectares
North Shropshire	15	93,524
Shrewsbury and Atcham	13	60,163
South Shropshire	17	166,043
Total SCCC	45	319,730

GP Responsible population at July 2011	Males	Females	Persons
North Shropshire	50,570	52,079	102,649
Shrewsbury and Atcham	46,962	48,113	95,075
South Shropshire	49,098	50,434	99,532
Total	146,630	150,626	297,256

Shropshire County CCG – key facts

Shropshire has higher than average numbers of older people.



ONS projections suggest this age group will grow in Shropshire over the next 10 years by >30% (c.80,000 people).

Some 86,000 of the Shropshire population have at least one long-term condition (LTC) currently. Due to the aging population, the number of people in England with a long-term condition is set to rise by 23% over the next 25 years, affecting Shropshire more significantly.

This age group is the main driver of cost and activity in the NHS as they account for around 70% of overall health and care spend. They are disproportionately higher users of health services – representing 50% of GP appointments, 60% of outpatient and A&E attendances and 70% of inpatient bed days.

With approximately 36% of the population living in rural areas, South Shropshire has the lowest population density in the County.

Shropshire County CCG – GP Leadership

GP leadership has exhibited itself through the following

- A willingness to address transformational change across the system through senior clinical leaders
- A building of relationships and trust between organisations, demonstrated through the urgent care network and work on patient pathways that is underway
- A maturing of clinician relationships across the health economy – between the CCG board, member practices, community and secondary care clinicians – that is shown through a willingness to work together to improve quality and waste from the system and by individuals and groups understanding the impact that their actions can have on health system and amending behaviour
- A collective trust that has created an environment where risk can be shared
- An understanding that “behaviour matters” and that agreed actions need to be followed through and delivered

Shropshire County CCG – Board

Shropshire County CCG – ‘shadow’ new system from April 2012

- The CCG Board is a sub-committee of the PCT Board with membership comprising: 7 GPs, 2 NEDs, COO, Dir of PH, CFO & Directors with responsibility for Commissioning & Quality (GPs having the voting majority at all times).
- Shropshire CCG was granted delegated authority from Shropshire County PCT on 27 September 2011.
- The CCG now has delegated commissioning responsibility for all health services for which, subject to legislation and authorisation, it will be responsible after April 2013.
- The new ‘Shadow’ system will be in place from April 2012; the Board & cluster team will operate to shadow the new system with the CCG taking on full delegated responsibilities for commissioning.

Board Membership:

Dr Caron Morton	GP & Accountable Officer (designate)
Dr Bill Gowans	GP & Vice Chair
Dr Stephen James	GP
Dr Sal Riding	GP
Dr Julian Povey	GP
Dr Catherine Beanland	GP
Dr Peter Clowes	GP
Paul Tulley	COO
Donna McGrath	CFO
Professor Rod Thomson	DPH
Linda Izquierdo	ADoN&Q
Dr Julie Davies	DoC
Fran Beck	DoIC
Alan Healey	NED
William Hutton	NED
Bharti Patel-Smith	Head of Governance

Our Principles

A continually improving healthcare and patient experience

Create a 'true' membership organisation

Financial sustainability

Influence and lead the development of the local health economy

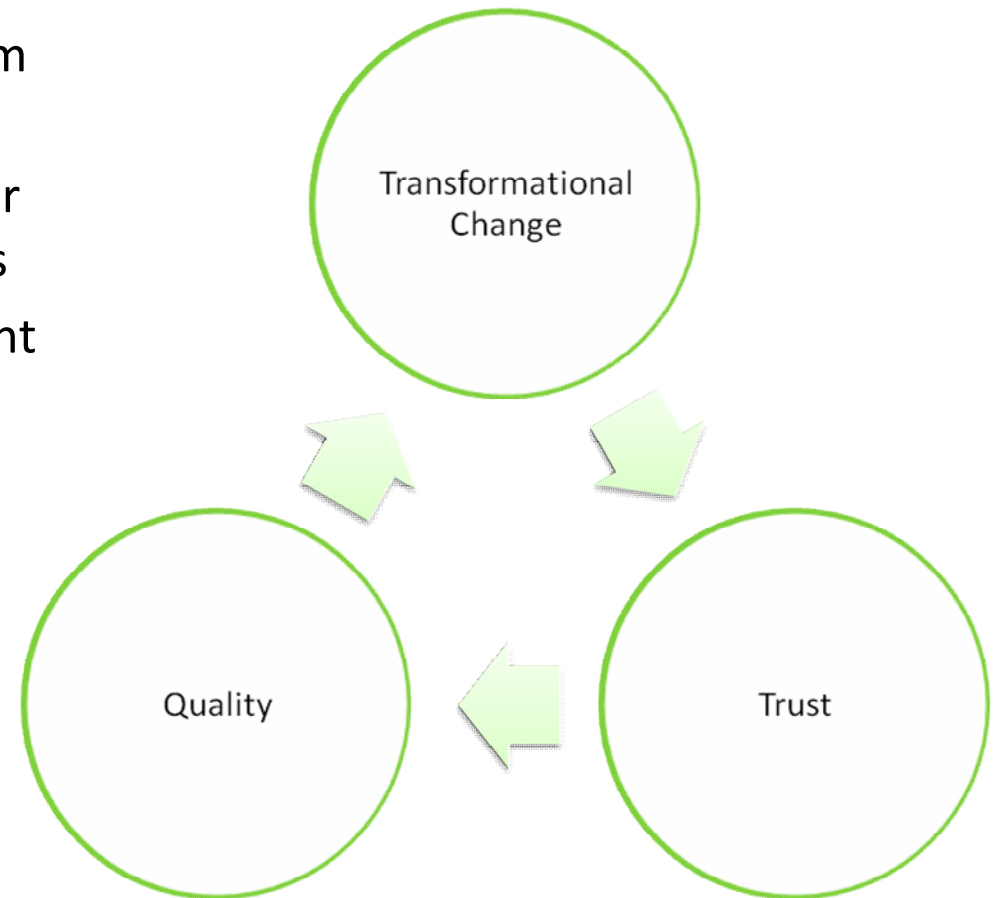
Grow the leadership for future organisations

These principles have been agreed by member practices and shared with patient groups. They will influence and shape our organisational development programme.

Our Emerging Strategy

What have clinicians contributed to system change:

- **Transformational change** as an enabler to replace transactional only processes
- Developing a framework of engagement based on **trust** across the health economy and public
- Commitment to consistently strive for improved **quality**, patient experience and empowerment



Emerging Strategy - HWBB / JSNA

- Shropshire County Health and Wellbeing Board has been established in shadow form, chaired by the leader of Shropshire Council.
- Stakeholder events have been held and the output from these will inform the principles to which the HWBB work
- The initial draft CCG plan will be presented to the HWBB for consideration and input on 17th January 2012
- A Joint Strategic Needs Assessment has been worked upon by the CCG and Local Authority which will inform the priority areas
- The work on the JSNA has been recognised regionally as good practice and has been shared with other PCTs and authorities

Emerging Strategy – Joint Strategic Needs

Assessment

The development of the JSNA is being structured around the Marmot principles, which provide a shared frame of reference for setting priorities across the health and social care system in order to promote health and well being and to reduce health inequalities:

Give every child the best start in life

Enable all children, young people and adults to maximise their capabilities and have control over their lives

Create fair employment and good work for all

Ensure healthy standard of living for all

Create and develop healthy and sustainable places and communities

Strengthen the role and impact of ill health prevention

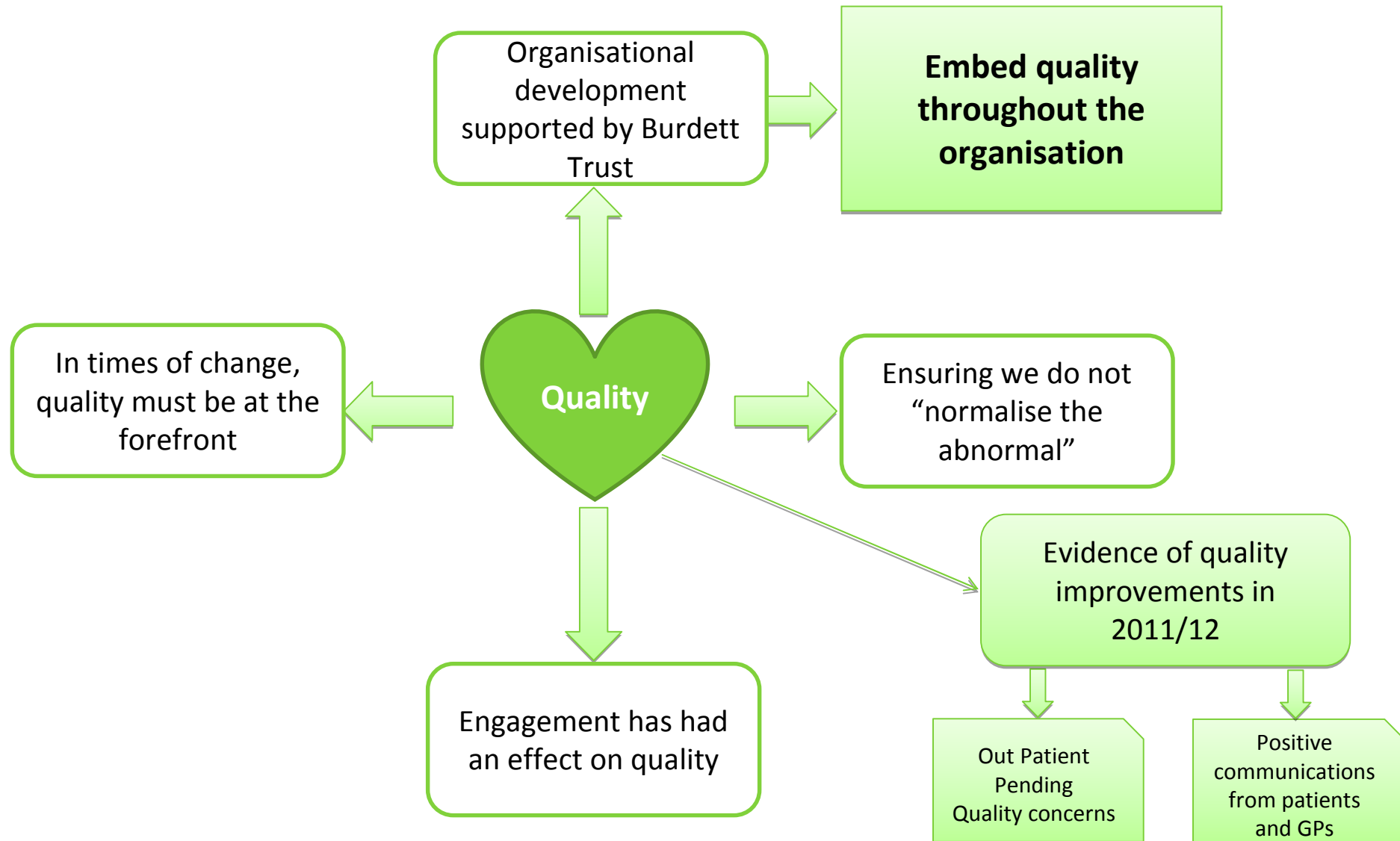
Emerging Strategy - HWBB

- Shropshire HWBB is well established with good engagement from the Council, CCG and PCT.
- In line with the findings from the LGID Peer challenge pilot, the data for the JSNA is being mapped against Marmot themes in line with latest guidance
- Engagement has been undertaken with a wide range of statutory, business and Third Sector stakeholders, with more events are planned
- Work underway to identify local 'softer' intelligence for use in local areas
- Likely priorities emerging from JSNA include:
 - Accessibility of prevention , screening & treatment services in rural settings
 - Our ageing population, particularly in the over 75 years cohort
 - Health inequalities, particularly in men
 - Reduction of obesity and related lifestyle risk factors in children and adults
 - Long term conditions and their impact on services, particularly cancer, CVD and diabetes.

Emerging Strategy – JSNA, Future Themes

- The JSNA will evolve and change over time, it is not an immediate process
- Future vision for Shropshire JSNA:
 - Broader than traditional health and social care information (Marmot themes incorporate wider determinants) and will be web based to enable easier access and updating.
 - To provide an information resource for all strategic plans across different partners from the statutory and community/voluntary sector
 - Be more interactive and user friendly for different audiences
 - Inclusion of Town and Parish Plans and local needs assessments, e.g. GP surgery data.
 - Enable input from different stakeholders – the potential for people and stakeholders to shape future priorities more effectively, e.g. Chambers of Commerce and Job Centre Plus

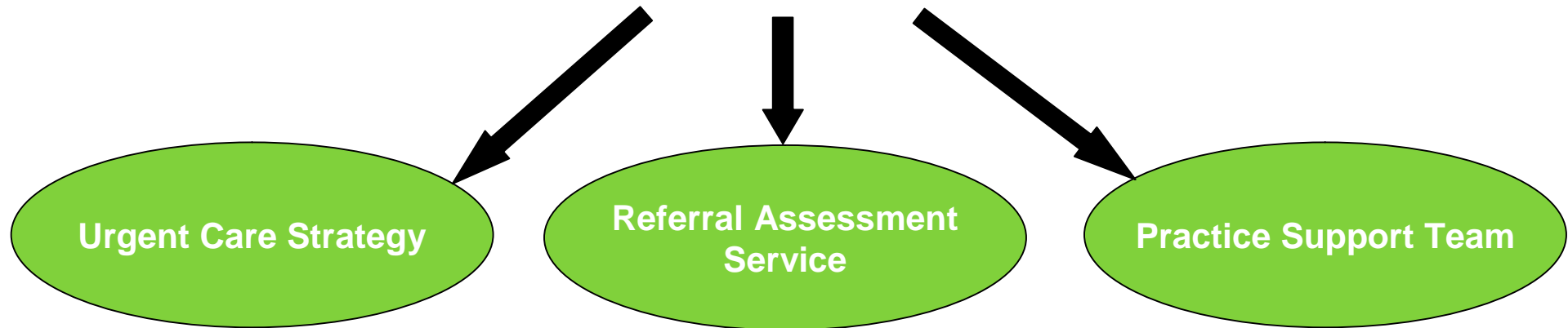
Emerging Strategy - outcomes, quality and patient experience



Emerging strategy - adding value through clinical leadership

Since its formation in April, the CCG has been starting to establish its way of working, developing relationships with member practices and the wider clinical community.

It has led strategy development in urgent care, tackled complex waiting time problems and started to work with GP practices on their local commissioning issues.



Through this work, we are learning how to engage frontline clinicians in commissioning on a practical day to day level and across the county achieving large scale change.

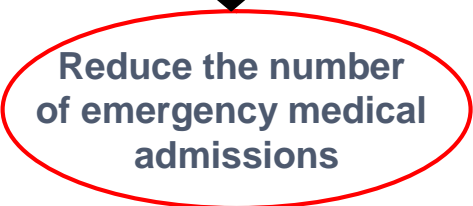
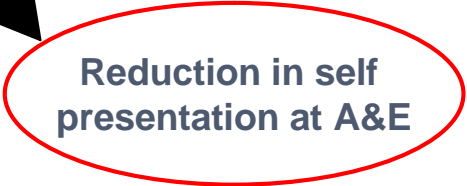
Emerging strategy - adding value through clinical leadership



Developed through patient focus groups and structured from the beginning on patient statements:



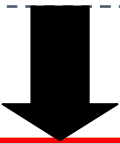
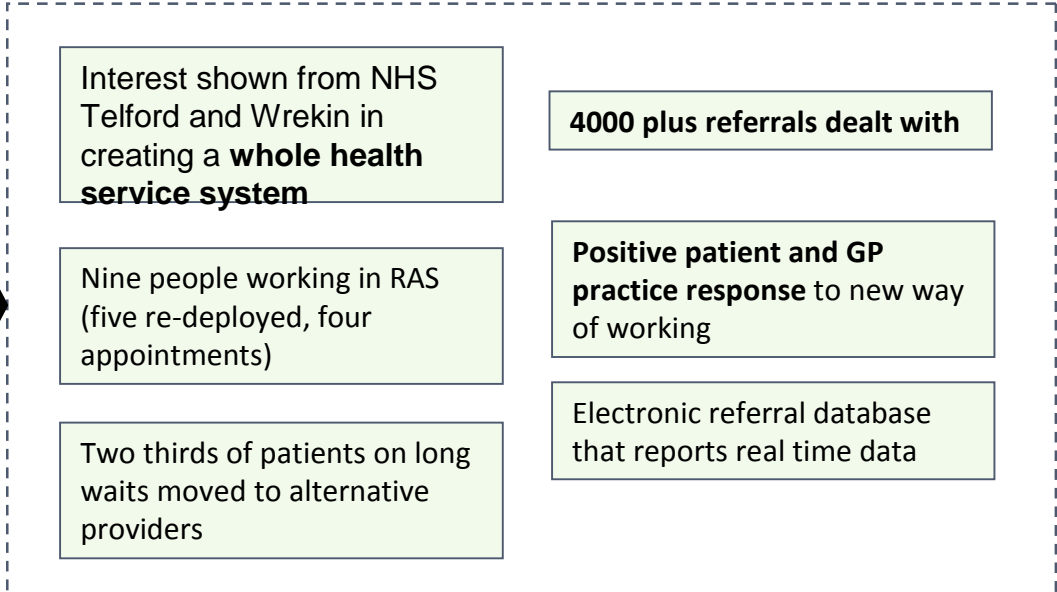
Stakeholder events to align patient statements to commissioner and provider priorities.
Project domains and project groups developed to lead on delivering the step changes



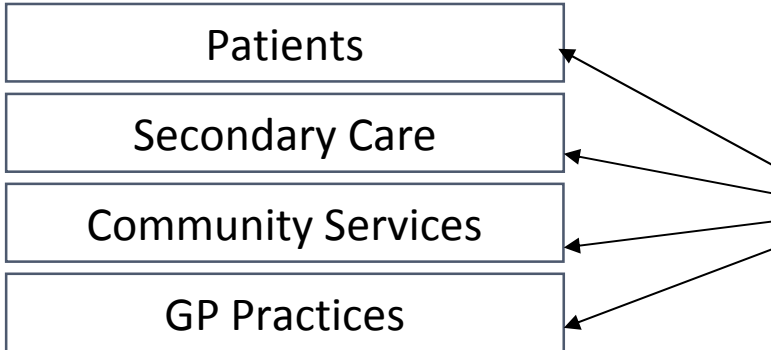
Emerging strategy - adding value through clinical leadership

Set up a Referral Assessment Service

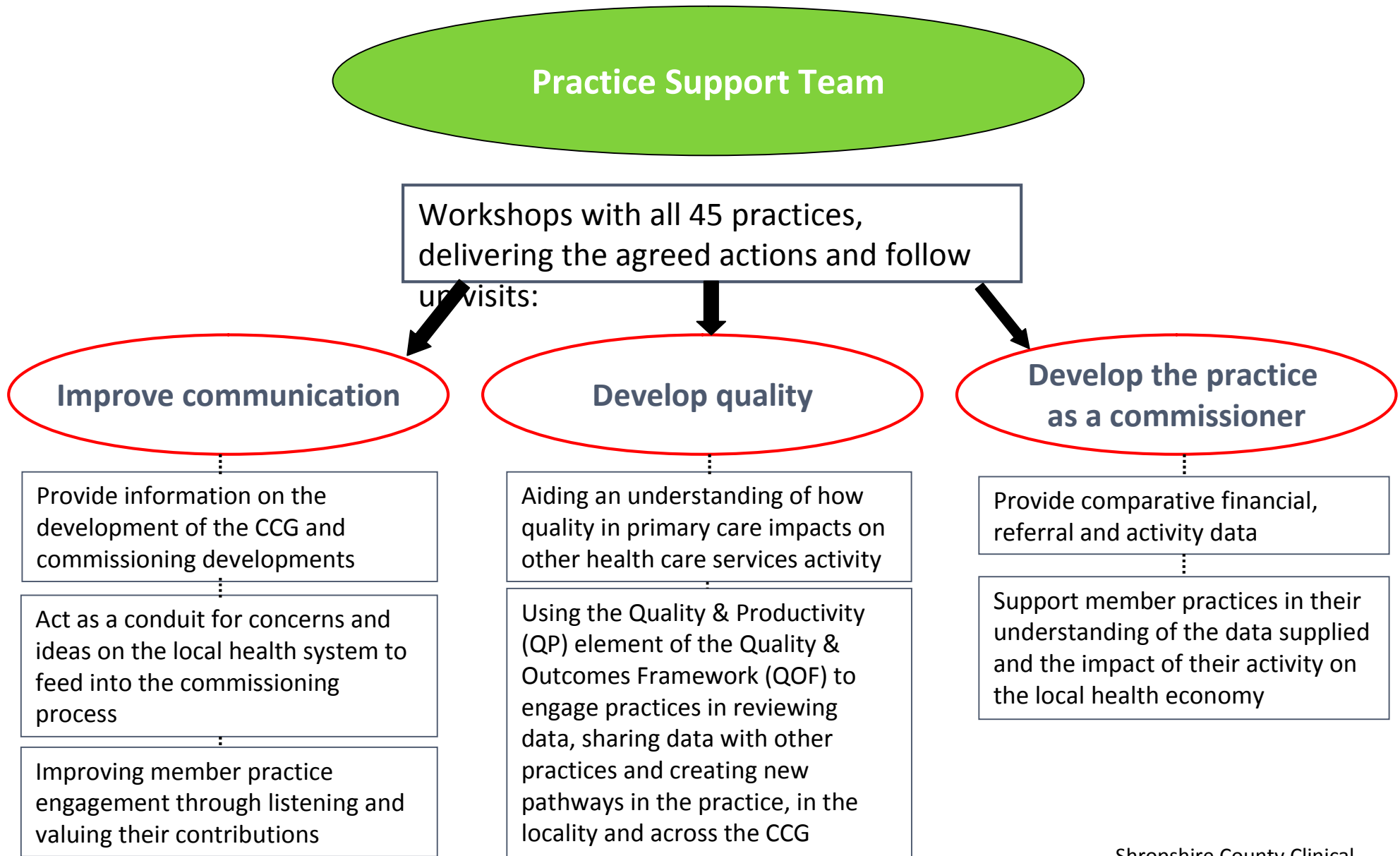
- Aims:**
- Improving electronic referral flows
 - Support patient choice
 - Support capacity issues in SaTH
 - Improve the capture of referral data
 - Support movement of patients through the system



ENGAGEMENT ACROSS THE LOCAL HEALTH ECONOMY



Emerging strategy - adding value through clinical leadership



Emerging strategy - adding value through clinical leadership

Clinical leadership is adding value by:

Re-connecting the disconnect between managers and clinicians

Focussing on relationships, behaviour and process, built around patient pathways and involving front line staff across organisations

Building consensus on what the future could look like and being brave enough to make “step change” routine

Bringing to the job of commissioning a real life knowledge of the patient pathways and experience of using them in their daily lives

Bringing a wider range of styles, skills and experiences to commissioning of services

Challenging traditional ways of doing business

Emerging strategy: A healthy system – mental health

The Local Health Community across Shropshire, Telford and Wrekin have agreed a business case with the Shropshire and Staffordshire Mental Health Foundation Trust for the development of a wide range of community mental health services and the provision of new acute in-patient mental health facilities to replace the Victorian asylum. This was after wide public consultation and part of a wider mental health strategy.

This service re-design and implementation is now taking place and due to be completed in March 2013. The completion of the new in-patient unit, The Redwood Centre, is due in late Summer 2012. The QIPP elements of the business case were agreed and signed off as part of the business plan and is now going forward.

- There is effective governance relating to the modernisation programme and monitored through existing contract meetings and service reviews.
- Commissioners are focussing on wider QIPP redesign such as reducing out of area placements.
- The CCG will work to improve Mental Health Liaison with acute providers to support reductions in unscheduled care costs.

Artist's impression
of the new Redwood
Centre



Emerging strategy – working with member practices

All of our GP practices have signed up to a **Compact** that was built on the agreed ethos, principles and vision that was set out collectively at a countywide meeting held at The Albrighton Hall Hotel on 25th November 2010.

The Compact is a framework on which delivery of Transition Board function, accountability and assurance is set out. A task and finish group has been established to look at how the CCG will work as a membership organisation of its 45 GP practices.

3 locality groups have been established that support the local engagement of practices with the work of the CCG.

The Compact sets out

The Transition Board's responsibilities:

- Shared Principles
- Foster Excellence
- Leadership
- Education

GP Member responsibilities:

- Shared Principles
- Supporting the Transition Board
- Leadership
- Education

Emerging strategy – working with patients and the public

Working with our patients and the public has been central to the operation of the CCG to date

*We asked **patients** what they needed to be able to participate fully:*

Develop and support a network of patient voices from a variety of sources for quicker access to views

Supporting involvement through information and education, providing patients' representatives with greater knowledge

Start with the patient view and encourage patients to influence the direction of projects

Example

- Supported the creation of new GP patient groups – 40 patient groups established
- Utilise existing strong networks e.g. voluntary sector assembly

Example

QIPP workshop to inform patients about the process so they have can participate and scrutinise our work from a better foundation of knowledge

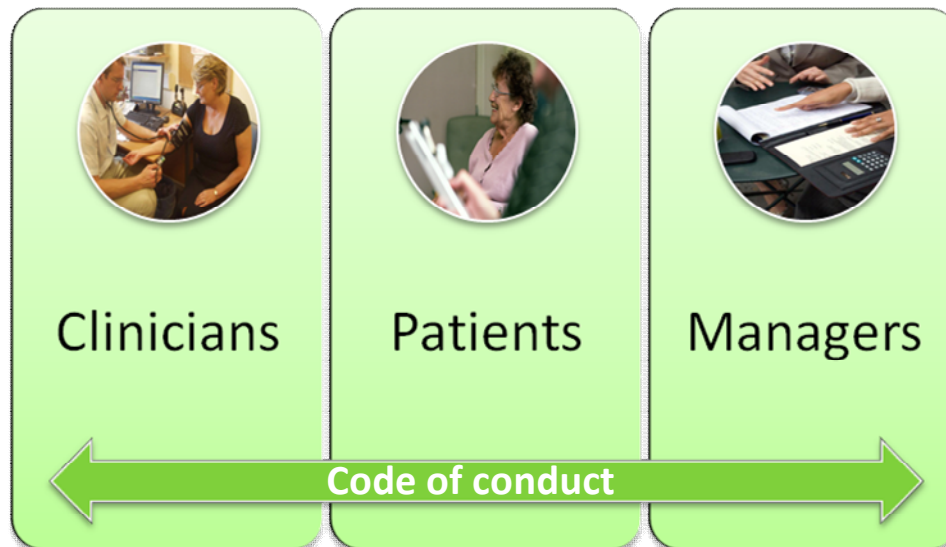
Example

- Urgent Care strategy focus groups
- Scheduled Care re-design: patients reps sit as equals on the steering group, guiding direction with objective observation

Working with patients

- 40 of the 45 practices in Shropshire have patient participation groups
- These groups come together in the localities and as a Shropshire Patients' Group that informs the work of the CCG

- The Shropshire Patients' Group and Shropshire County Clinical Commissioning Group have agreed a Code of Conduct for commissioning in partnership as the basis for a productive relationship
- There are 10 principles that apply to all participants involved in joint working (extract below):



1. *Collective responsibility for local healthcare decisions*
2. *Use experiences and opinions to inform meetings*
3. *Trust each other enough to respect views*
4. *Individual experiences and stories as valid as research*
5. *Use language that empowers other people's contributions*
6. *Attitudes and behaviours that show we are all in this together*
7. *Discuss the boundaries of confidentiality for the specific meeting*
8. *Discussion focused on the objectives of the meeting*
9. *Come to meetings prepared*
10. *Adhere to methods available for conflict resolution*

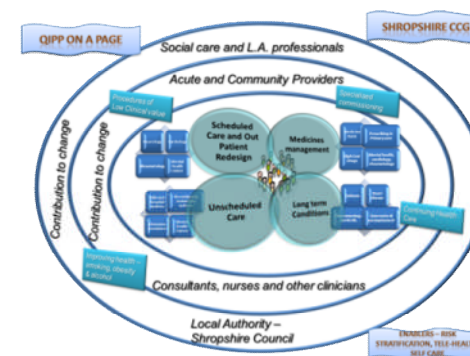
Emerging strategy: A healthy system – collaboration & partnership

Collaboration and partnership across Shropshire is emerging as organisations change and develop. The strategy will mature over the coming months. The CCG is working closely with the newly formed HWBB to make this a reality.

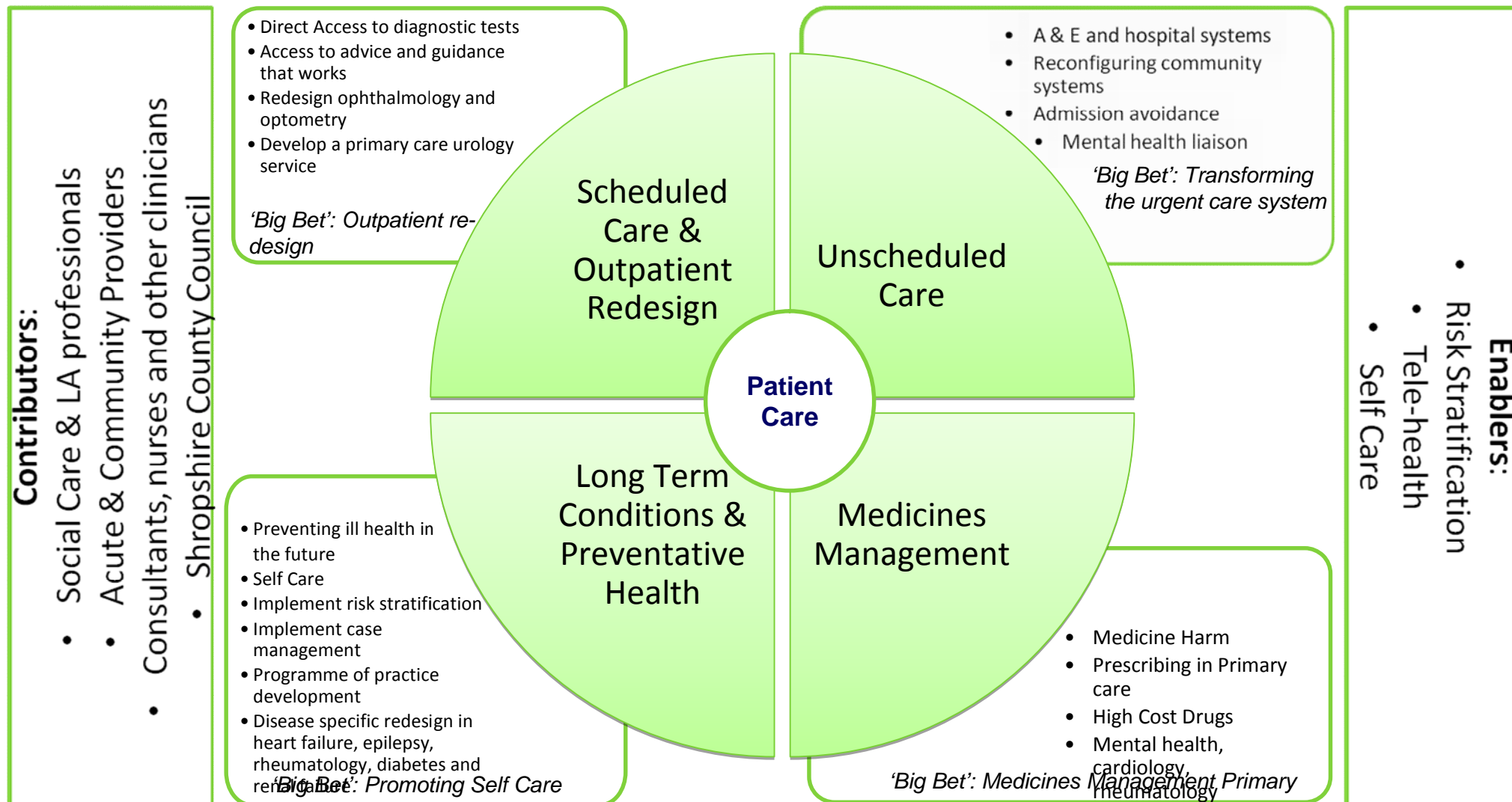


QIPP Priorities

- Our QIPP programme has been developed in broad consultation and balances the need for providing effective healthcare at the point of need with value for money and efficiency in execution. Where investments have been required to gain longer term returns these have been factored in and considered at Board level. As with our philosophy with healthcare in our area we have the patients' needs at the heart of our considerations when formulating our QIPP programme.
- We work in a wide and productive partnership with contributors to our QIPP programme ensuring those most directly able to effect change in the delivery, management or oversight of our provision are fully engaged.
- Our priorities for our QIPP programme have been developed with local clinical knowledge and benchmarking and reflect the needs of our area now and in the future, these are:
 - Medicines Management
 - Scheduled Care and Outpatient Redesign
 - Unscheduled Care
 - Long Term Conditions



Our QIPP programme on a page



Medicines Management

Now: We have

- Instigated a patient reference group for medicines optimisation to be champions within their local communities on good outcomes and reducing waste where medicines are used
- Seen a step change in genuine clinical involvement in medicines management, with each locality involved in the development of a CCG formulary
- Developed robust monthly prescribing information packs which are actively used by practices and locality meetings
- Continued to reduce prescribing spend year on year

2012/13: We will

- Support practice, locality and CCG level service redesign in scheduled and unscheduled care
- Continue to develop and implement a CCG-wide drugs formulary (linked to GP computer systems) integrated into other strategies for long term conditions
- Continue to give practical support to GP practices in 'better-value' drug changes
- Continue to ensure robust and appropriate data and health intelligence is provided to practices, localities and CCG on medicines prescribed
- Continue to support care homes around medicines optimisation and consolidate further clinical support - especially in relation to prescribing and education on dementia care (reducing anti-psychotic prescribing by two thirds as per NHS Operating Framework)
- Save £1.5 million on drugs bill
- Continue the development of our patient reference group for medicines optimisation and work with the champions to continue reducing waste in medicines

Future Vision: We aspire to

- Use medicines that are cost effective, offer good quality outcomes and have a strong evidence base
- Work with patients to enable high patient compliance to taking the medicines prescribed and a greater understanding of their effects
- See medicines management as an integral part all sectors of the health economy, with opportunities to vire funds between medicines usage into service development (where an alternative is possible through service redesign)
- Minimise the instances of medicine related admissions through understanding and managing risk

Medicines Management – QIPP Schemes

Project Name	Project Ref	Project Owner	2012/13 gross saving	2012/13 new investment (TBC)	2012/13 Net Saving
Reducing medicines related admissions to hospital (HARMS)	MM1	Trish Campbell	(390)		(390)
Medicines Management Primary, including Practice Support Team advice and guidance	MM2	Tracy Savage	(1,957)	45	(1,912)
Total			(2,347)	45	(2,302)

Scheduled Care and Outpatient Redesign

Now: We have

- Established a referral assessment service for 5 specialties
- Reviewed referrals into 9 specialities to inform the programme of pathway redesign and its impact
- Supported the Acute Trust in finding solutions to the mismatch of capacity and demand
- Developed clinical relationships for the future
- Implemented new pathways in cardiology incorporating advice and guidance and access to diagnostics

2012/13: We will

- Evaluate the referral assessment service and extend (as appropriate)
- Introduce additional procedures of Limited Clinical Value based on the Herefordshire model
- Complete 3 further referral reviews and extend to include reviews of follow up
- Embed the consultant to consultant policy
- Further develop access to advice and guidance, diagnostics and community clinics
- Introduce a community based system for pre-operative assessments
- Continue the work of the Practice Support team to support practices in alternatives to referral

Future Vision: We aspire to

- Only ask patients to attend hospital when there is no alternative in the community or through the use of technology
- Consultants working to offer advice, guidance and support to patients and primary care clinicians on how to best treat patients
- Commission services that are as efficient as the top 10% nationally
- Engage with patient stakeholders to help make the system easier for patients to navigate and understand
- Commission services that have a strong evidence base, are equitable and offer choice to the whole of our population

Scheduled Care and Outpatient Redesign – QIPP Schemes

Project Name	Project Ref	Project Owner	2012/13 gross saving	2012/13 new investment (TBC)	2012/13 Net Saving
Procedures of Low clinical value and planned care reductions	SC1	Paul Haycox	(250)		(250)
ECG / MIU Decommissioning (Bridgnorth, Ludlow & Whitchurch)	SC2	Lorraine Tomlinson	(153)		(153)
Outpatients re-design	SC3	Wendy Southall	(398)	141	(257)
Total			(801)	141	(660)

Unscheduled Care

Now:
We have

- Involved patients in shaping the heart of the urgent care strategy through patient statements
- Developed and aligned stakeholder priorities around the patient statements
- Co-produced an urgent care strategy across the Local Health Economy
- Created 19 project groups with a clinical leader, project manager and members representing all stakeholders
- Created a change culture, that is backed with a project structure, sound metrics and financial modelling
- Commenced delivery of a patient led education campaign; revised pathways; a prototype ambulatory care model; primary care audit; a prototype communications hub

2012/13:
We will

- Work together to 'join up' the urgent care service across the county
- Reduce the number of A&E attendances
- Reduce the number of emergency medical admissions
- Introduce ambulatory care
- Improve systems and processes around discharge to increase the number of patients seen, treated and discharged within 72 hours
- Ensure we do the 'basics' extraordinarily well

Future
Vision: We
aspire to

- Embed the assumption that an unplanned admission for an underlying condition is a system failure
- Transform urgent care so that services are designed around the patient, not the organisation
- Reduce the need for so many hospital beds by improving the efficiency of the whole service
- Increase the amount and range of care offered in the community
- Full equity of access to care
- More responsible use of resources

Unscheduled Care – QIPP Schemes

Project Name	Project Ref	Project Owner	2012/13 gross saving	2012/13 new investment (TBC)	2012/13 Net Saving
10% Reduction in presentation in A & E	US1	Carol McInnes	(170)	45	(125)
Reduce emergency admissions on selected HRGs by 20%	US2	Carol McInnes	(1,228)	TBC	(1153)
Move from non-elective admissions to AEC (Ambulatory Care)	US3	Carol McInnes	(865)	TBC	(865)
Reduction of discharge days from 3 to 2	US4	Carol McInnes	(1,500)	TBC	(1,500)
50% decrease in excess bed days for frail & vulnerable patients	US6	Carol McInnes	(290)	113	(177)
50% decrease in excess bed day payments for remaining HRGs	US8	Carol McInnes	(105)	38	(67)
Cost Control / non-recurrent CIP		Donna McGrath	(1500)		(1500)
Total			(5658)	196+	(5,387)

Long Term Conditions

Now: We
have

- GP practices catalysing networks of local people to support the communities' health and care
- Developed a health economy vision for the use of assistive technology
- Further refined services in the community to treat patients in their own home to avoid hospital admissions
- Introduced a system of health checks for patients in primary care
- Began to review services and whether they meet the needs of patients and the future vision
- Supported primary care to improve management of patients with long term conditions through the best use of the Quality and Outcomes Framework
- Programmes for prevention in alcohol, smoking and obesity

2012/13:
We will

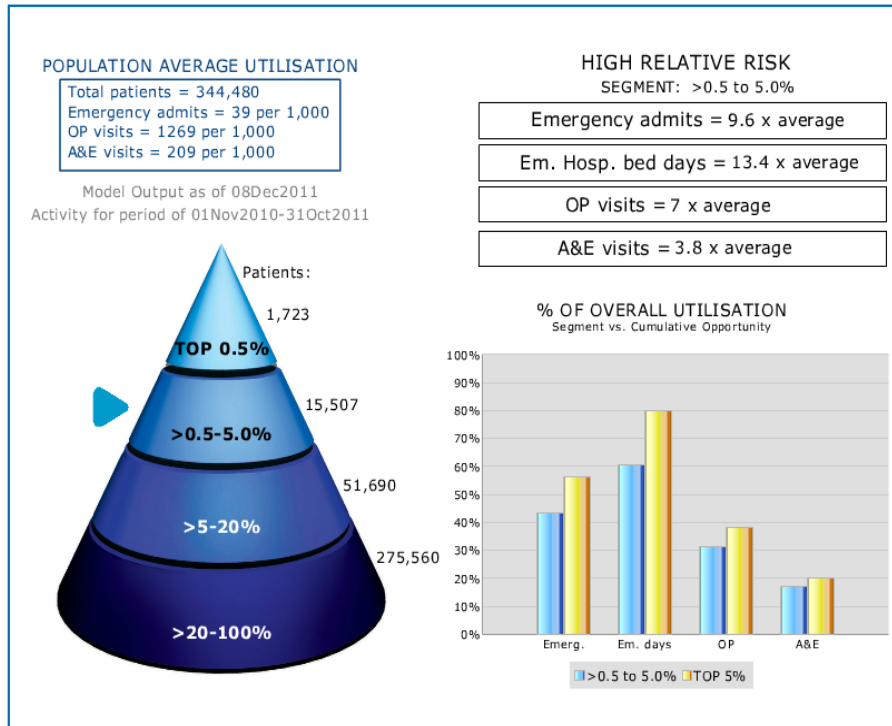
- Agree a final future commissioning model with all stakeholders for the management of long term conditions
- Test this model across communities to improve integration, quality and cost effectiveness of care
- Learn from, and build on, existing networks so that **every** practice community has the foundation on which to further grow patient networks to support patients with long term conditions
- Embed risk stratification through practices and community services
- Expand the engagement and involvement of local people in the Compassionate Communities initiative

Future
Vision:
We aspire
to

- Re-balance the investment between preventing and treating illness
- Optimise care for those most at risk
- Increase capacity and skills in primary care so that patients receive the care they need in the most appropriate place
- Support people to help themselves, and others in the community, through local networks
- Use technology to bring expert opinion into the community
- Empowering patients to remain at home

Long Term Conditions – using risk stratification

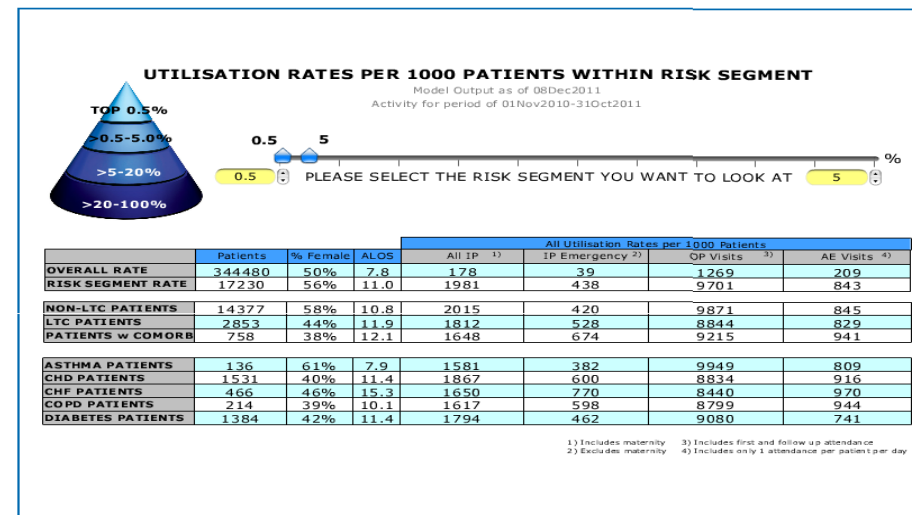
Shropshire (5M2)



The CCG is using Risk and Utilisation rate reports based on the latest Shropshire data to help appraise the population and plan for optimising resources. Some data issues mean more accurate information will be available early in 2012. By applying further analysis it makes it possible to design interventions in response to the information.

Utilisation Rates

Shropshire (5M2)



All figures are indicative only

Long Term Conditions - QIPP Schemes

Project Name	Project Ref	Project Owner	2012/13 gross saving	2012/13 new investment (TBC)	2012/13 Net Saving
Upstream Interventions:					
Brief Interventions in Alcohol	LT1	Rod Thomson	(50)		(50)
Obesity - Tiers 1 & 2	LT2	Rod Thomson	(100)		(100)
Self Care	LT3	Rod Thomson	(277)		(277)
Smoking cessation / tobacco control	LT4	Rod Thomson	(150)		(150)
Long Term Conditions:					
Continuing Healthcare - Case Reviews and Price Negotiation	LT5	Chris Morris	(1,160)		(1,160)
Total			(1,737)	-	(1,737)

Preventive Health

Now: We have

- Supported implementation of the NHS Health Check within GP practices
- Established the Help2Slim Tier 2 weight management programme in primary care
- Developed plans for commissioning Tier 3 weight management services
- Exceeded quitter targets through the NHS stop-smoking services
- Commissioned community brief interventions for alcohol misuse
- Introduced the physical activity pathway 'Let's Get Moving' into practices
- Supported the Abdominal Aortic Aneurysm Screening Programme and the NAEDI lung cancer prevention initiative

2012/13: We will

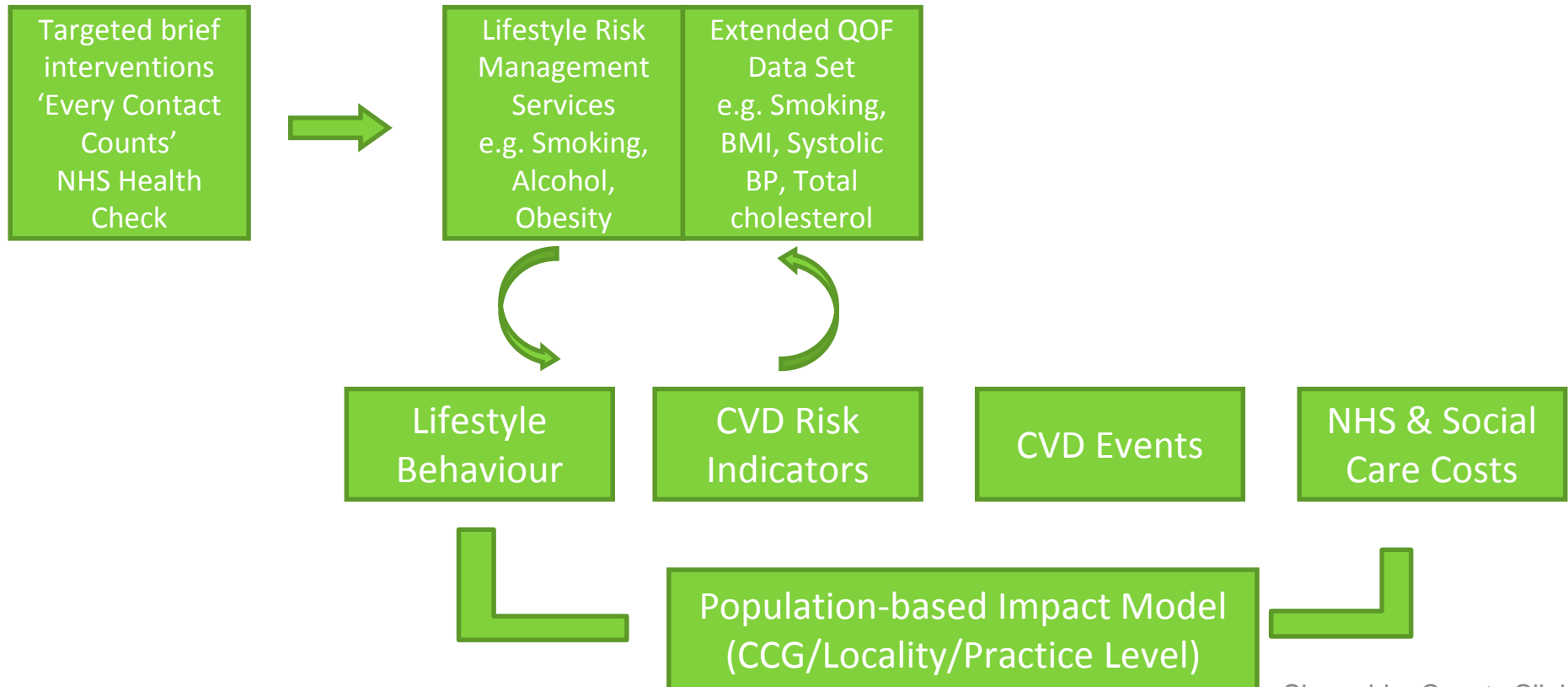
- Use population risk factor modelling to predict future CVD-related hospital activity and care costs
- Incentivise enhanced recording of risk factors in primary care, and intervention 'beyond QOF'
- Provide public health support at practice level, including analysis of population health risk
- Complete the full rollout of the NHS Health Check programme
- Expand the alcohol harm reduction programme
- Develop an evidence-based Payment by Results tariff for weight management services
- Support the Healthy Living Pharmacies pathfinder project

Future Vision: We aspire to

- Deliver on 'Every Contact Counts'
- Provide access to a full range of services that support health-related behaviour change
- Target interventions to minimise health inequalities
- Invest in children and families as a key means of improving future health
- Focus on healthy life expectancy (including years free from disability)
- Work closely with Shropshire Council, patient participation groups, the community sector and other key partners
- Ensure that savings made through upstream investment are re-invested in prevention initiatives where possible

Preventive Health – Predictive Modelling

The CCG is working with Public Health colleagues on a population risk management programme, targeting risk factors for CVD and long-term conditions. Modelling is being used to predict the impact of changes in risk factors on hospital admissions and long-term care costs. This complements the risk stratification programme, and will help the CCG to plan longer-term investment in prevention (over a 5 year period).



Preventive Health – Every Contact Counts

The CCG is working with Public Health colleagues to ensure that ‘Every Contact Counts’ in the NHS. This means making preventive health core business for health and allied professionals, and ensuring that no appropriate opportunity for raising lifestyle issues and referring to support services is missed.

There will be a particular focus on tackling the four main lifestyle risk factors: smoking, alcohol, diet and physical activity. Approximately 80% of heart disease, stroke and diabetes, and 35% of cancer, is attributable to these risk factors.

“This is potentially one of the great challenges of our generation – how we can create a public health service, not just a national sickness service.”

(Public Health White Paper, ‘Healthy Lives, Healthy People’)

Activity Plans and growth assumptions

Activity	Baseline	2012/13 Growth	Post QIPP Growth %	QIPP Change
	Acute - Outpatients		1.4%	
Acute - Elective and Day Case		1.4%		-3,544
Acute - Non-Elective		1.4%		-384
Excess Bed Days				-4,824
Acute - Other		1.4%		

	Demand Growth		QIPP Scheme impact	Finance
	Baseline £'000	2012/13 %		
Prescribing	53,423	2.0%	1,068	
Mental Health and Learning Disability	35,205	0.0%	0	
Continuing Care	28,612	4.0%	1,144	
Acute - Outpatients	30,702	1.4%	414	
Acute - Elective and Day Case	50,846	1.4%	686	
Acute - Non-Elective	56,946	1.4%	769	
Acute - A&E	5,330	1.4%	72	
Acute - Other	38,189	1.4%	516	
Ambulance Services	8,625	3.1%	267	
Community Services	51,167	0.6%	307	
Other Commissioning Expenditure	7,609	1.4%	86	
Other	4,300	0.0%	0	
Total	370,954		5,330	

2012/13 CCG Financials

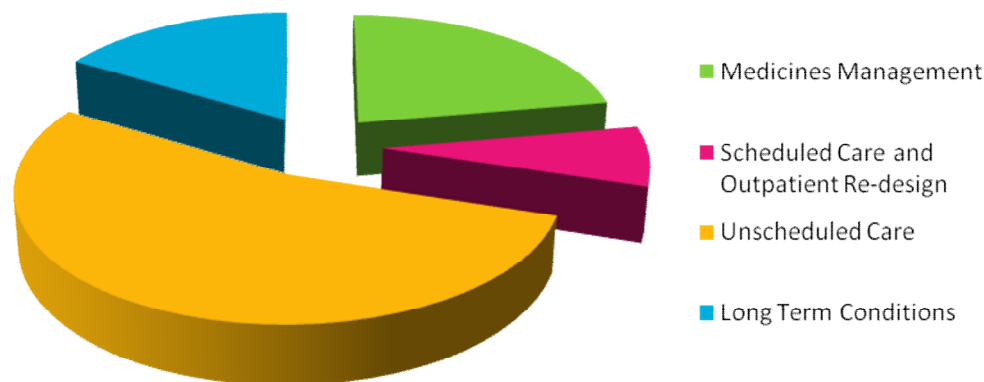
	£m
CCG Allocation	346,027
CCG 1st draft planned Expenditure*	356,570
Savings requirement / 'gap'	(10,543)
QIPP Schemes (Gross Saving):	(10,543)
Forecast Outturn	0

* Includes investment funds for potential investment in QIPP schemes

2012/13 QIPP Schemes (summary)

Priority Area	2012/13 gross saving	2012/13 new investment (TBC)	2012/13 Net Saving
Medicines Management	- 2,347	45	- 2,302
Scheduled Care and Outpatient Re-design	- 801	141	- 660
Unscheduled Care	- 5,658	196	- 5,462
Long Term Conditions	- 1,737	-	- 1,737
QIPP Scheme Total	- 10,543	382	- 10,161

2012/13 gross saving



Delivering the QIPP Plan

- We are taking a whole organisation approach to the delivery of the QIPP, including member practices.
- A programme management approach is embedded within the organisation.
- This approach is well advanced for unscheduled care and medicines management.
- It is developing in scheduled care and Long Term Conditions.
- Each priority area has a named clinical lead and a named managerial lead.
- The overall programme monitoring system has been overhauled to ensure improved monitoring linked to contractual performance and to support clearer reporting across the LHE.

Delivering the QIPP Plan – Milestones

Month	Milestone
Jan	Approve QIPP Plan, circulate to localities, constituent practices and HWBB
Mar	Finalise QIPP Plan, agree investments and QIPP schemes Finalise monitoring system
Jul	Deep dive assessment of performance
Sept	Formal review of plan progress with CCG Board
Dec	Interim review of performance Begin 2013/14 planning
Apr	Assessment of full year performance

Developing the CCG

An Organisational Development (OD) plan is being drafted for the CCG currently (due 20th January). This document will outline the key elements and activities necessary for the CCG to become fully effective. Included in the plan will be the operational areas relevant to ensuring the successful delivery of the QIPP plan and, where relevant, this plan will be revised and updated to reflect the OD plan.

This plan will be shared and approved within the CCG to ensure full buy in, agreement and commitment to its contents.