

Response to the Consultation on the Proposals to re-structure senior leadership team within Bedfordshire Community Health Services

Dear Colleagues,

I am writing to you following the end of the consultation period with staff regarding the proposed organisational change to the **Consultation on the Proposals to re-structure senior leadership team within Bedfordshire Community Health Services**.

The formal consultation process commenced on 11th November 2024 and consultation documents were made available to the staff directly affected as well as the rest of the team. The consultation ended on 10th December 2024. The consultation paper and associated documents were made available on the Trust Intranet. Support measures such as highlighting the availability of the Trust's Employee Assistance Programme and interview preparation was offered.

The purpose of the consultation was to provide staff with an opportunity to consider the proposal and respond with comments and feedback. An open consultation meeting was held MS Teams on 14th December and all staff were invited to attend. Individual meetings were also offered to affected staff. I would like to take the opportunity to thank those that responded to this proposal.

There were no comments received regarding the proposed future structure of the senior leadership team however there were several comments received during regarding the implementation process. The directorate has carefully considered all feedback and responses to themes are set out below:

Capacity

Whilst it was acknowledged that the additional 2.0 8B roles would be beneficial to some concern was raised regarding the split of work across the two places as one of the Associate Director roles is 0.71WTE compared to 1.0WTE in the other. It was agreed that the demand and capacity would be review in 6 months time following implementation to ensure the balance of work is correct.

Recruitment Arrangements

Some queries were raised regarding recruitment to the additional 8B roles. It was advised that the additional therapies role would be recruited into first due to increasing demand in the intermediate care pathway. Reporting arrangements for the additional Band 8B nursing role are being agreed with system partners. The vision is for this role to work in a more integrated way with system partners,



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particularly in unplanned care where a single unscheduled integrated care hub is being developed across Bedfordshire and Luton. A communication on this role will be issued shortly and recruitment for this role will begin shortly after.

Transition into new structure

Queries regarding the transition into the new structure were raised and it was noted that due to the nature of recruiting into the 8b roles the implementation process for the new structure will be phased as the roles are recruited into.

Following the end of the consultation it has been decided that the proposal will go ahead as detailed in the Consultation Document.

The next steps are as follows:

- Arrange for interviews for at risk staff member
- Preferences for staff members being slotted into roles in the new structure be confirmed
- Recruit into additional 8b deputy lead roles
- Agree start date of the new structure implementation following recruitment

If at any time you have concerns or queries regarding the change then please do not hesitate to contact me. I appreciate that this is a difficult process but I want to thank you for your contribution and understanding.

Yours sincerely



Robin Campbell
Service Director – Bedfordshire Community Health Services