

NHS South East London ICB structure

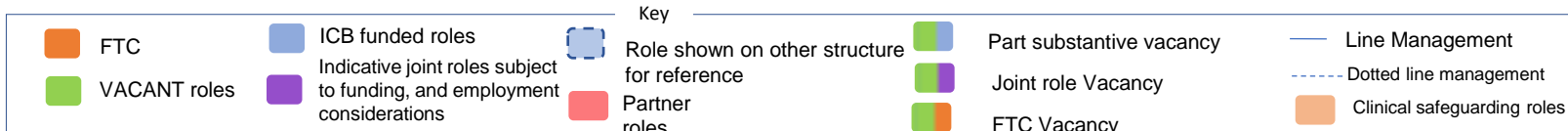
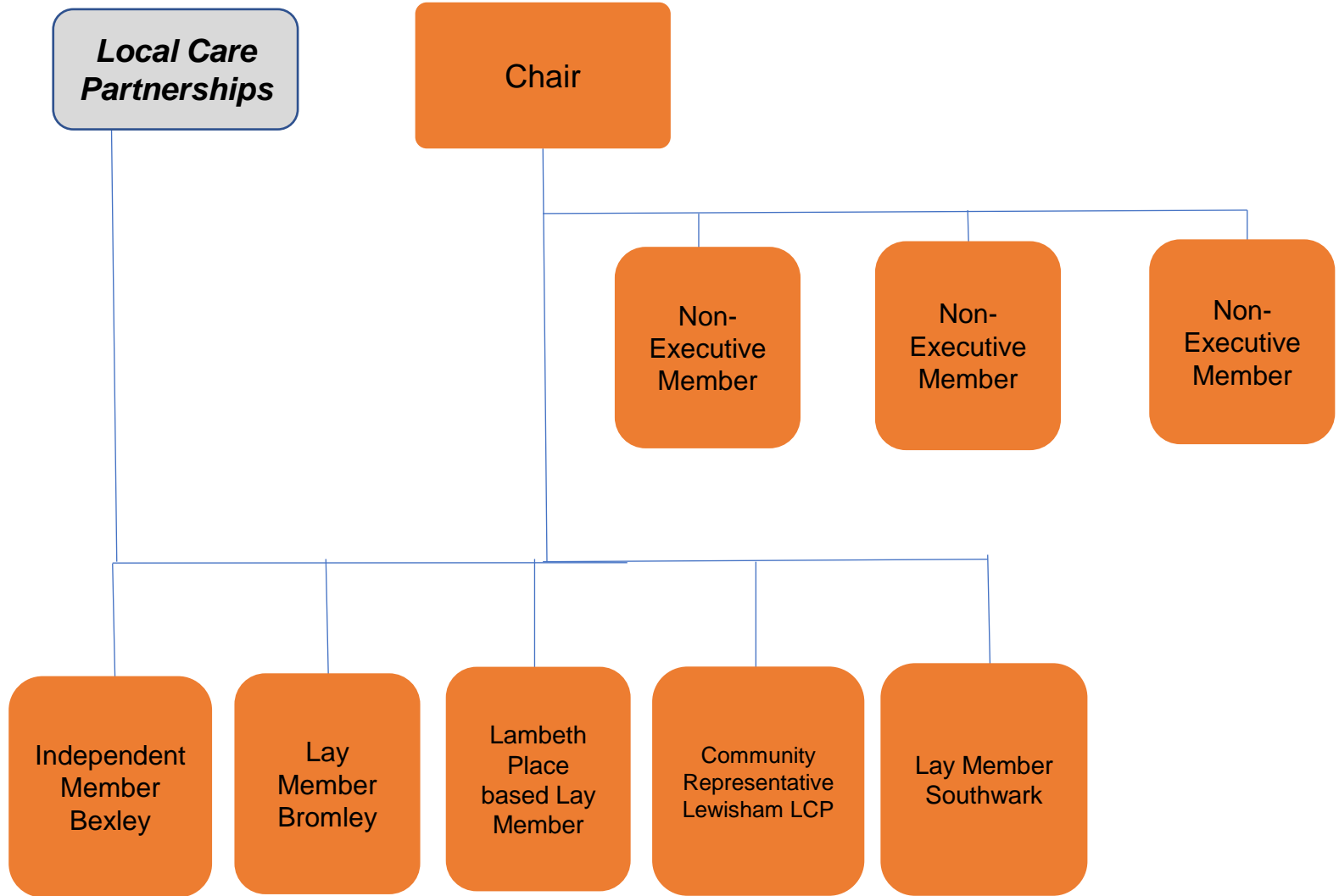
April 2025

This pack shows the proposed South East London ICB structure including FTCs

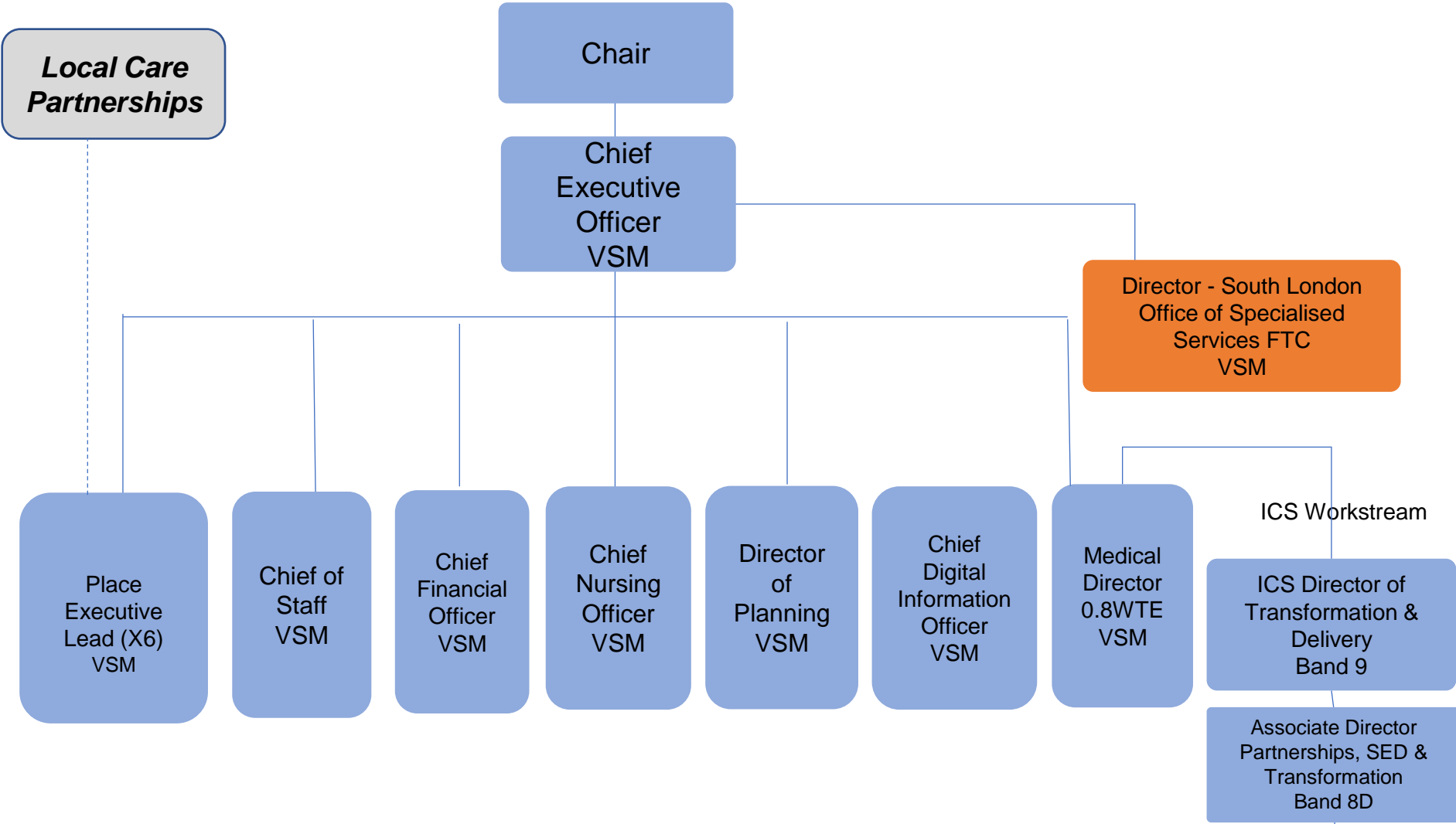
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NHS South East London Board Non-Executives and Borough Lay Members

Board Non-Executives and Borough Lay Members



NHS South East London Executive Team Structure



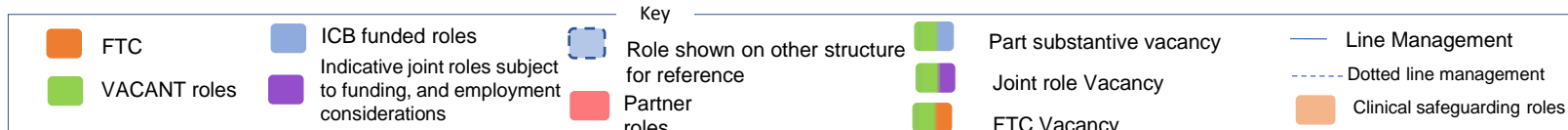
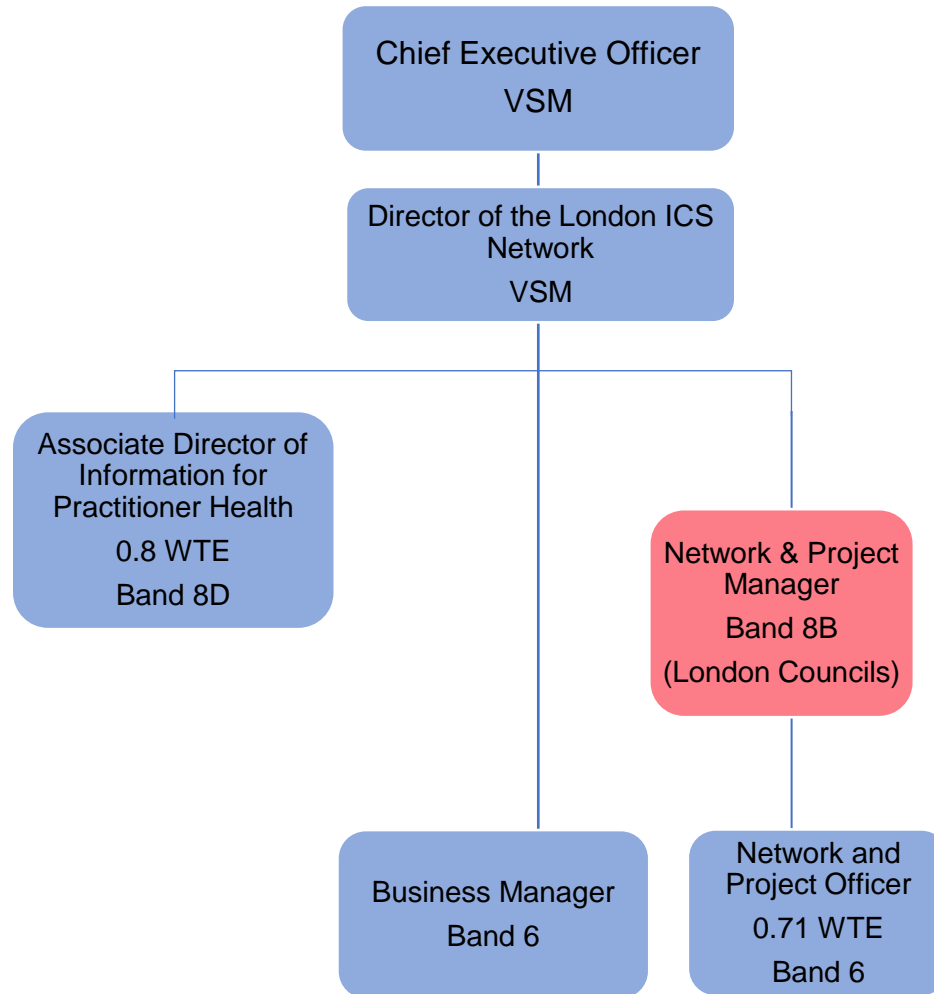
Key

- FTC
- ICB funded roles
- Role shown on other structure for reference
- Part substantive vacancy
- Line Management
- VACANT roles
- Indicative joint roles subject to funding, and employment considerations
- Partner roles
- Joint role Vacancy
- Dotted line management
- FTC Vacancy
- Clinical safeguarding roles

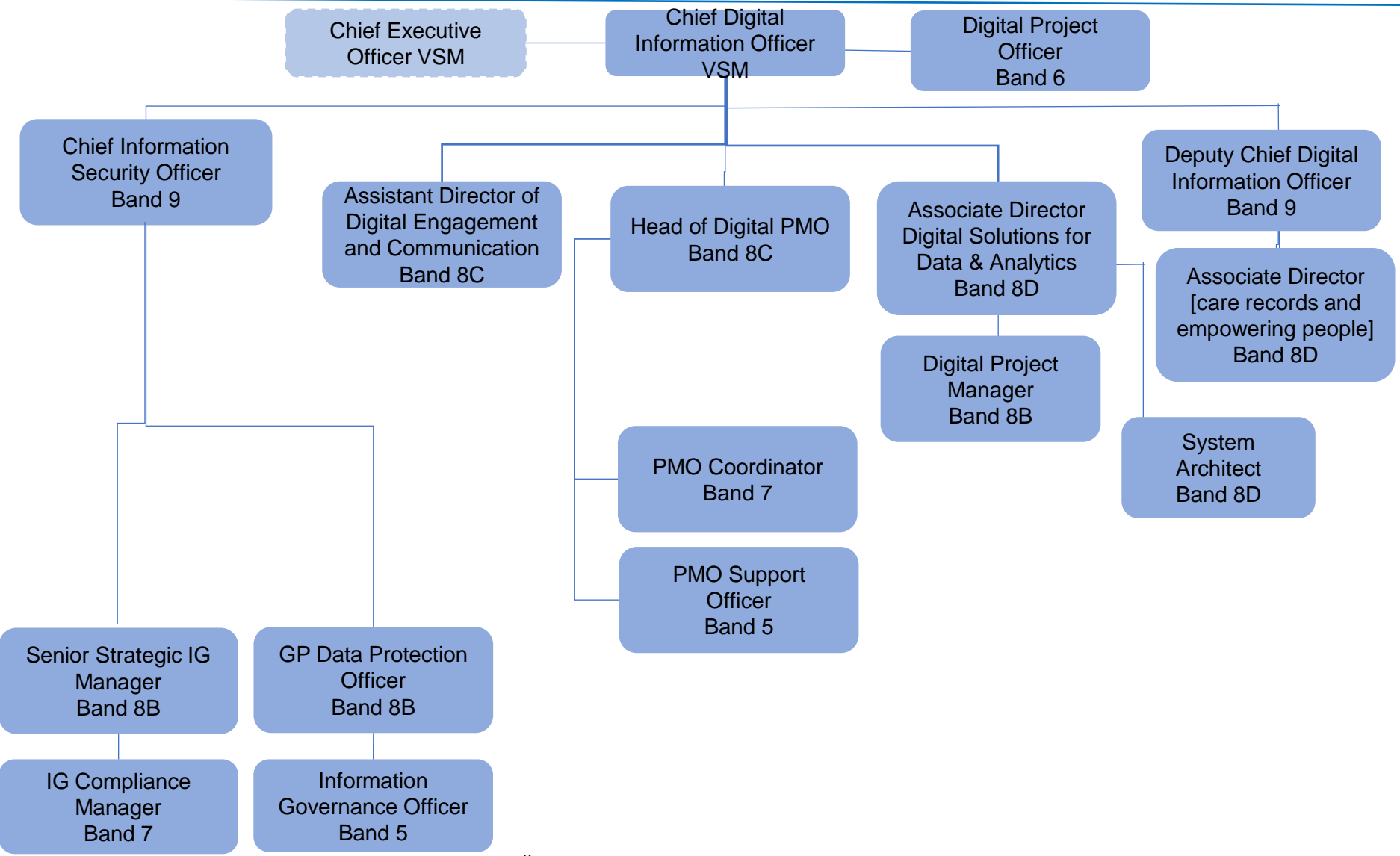
Partnerships Project Lead (2-year FTC) Band 8B

London ICS Network Team Structure

Team hosted by
SEL on behalf of
all London ICSs

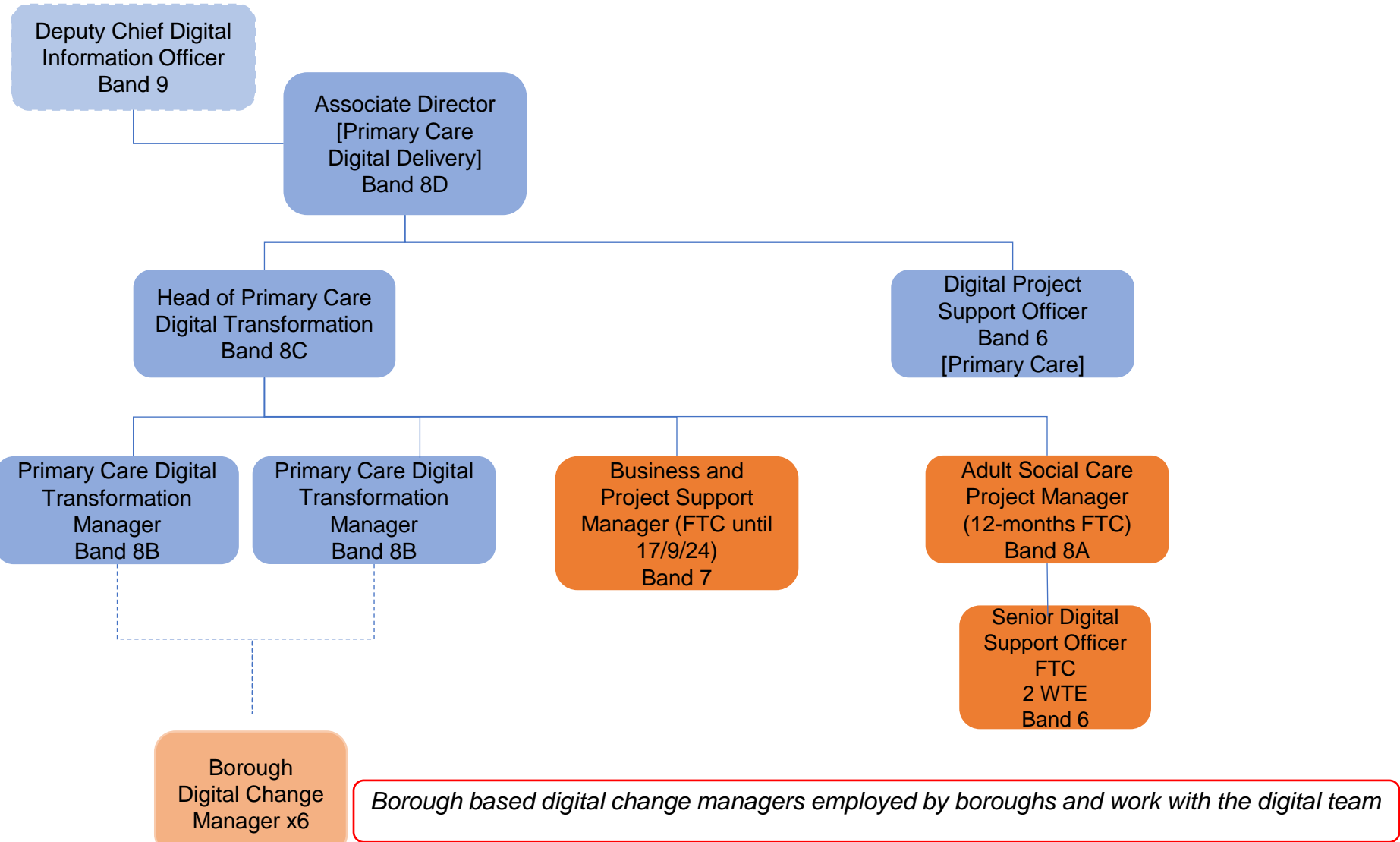


Digital Structure



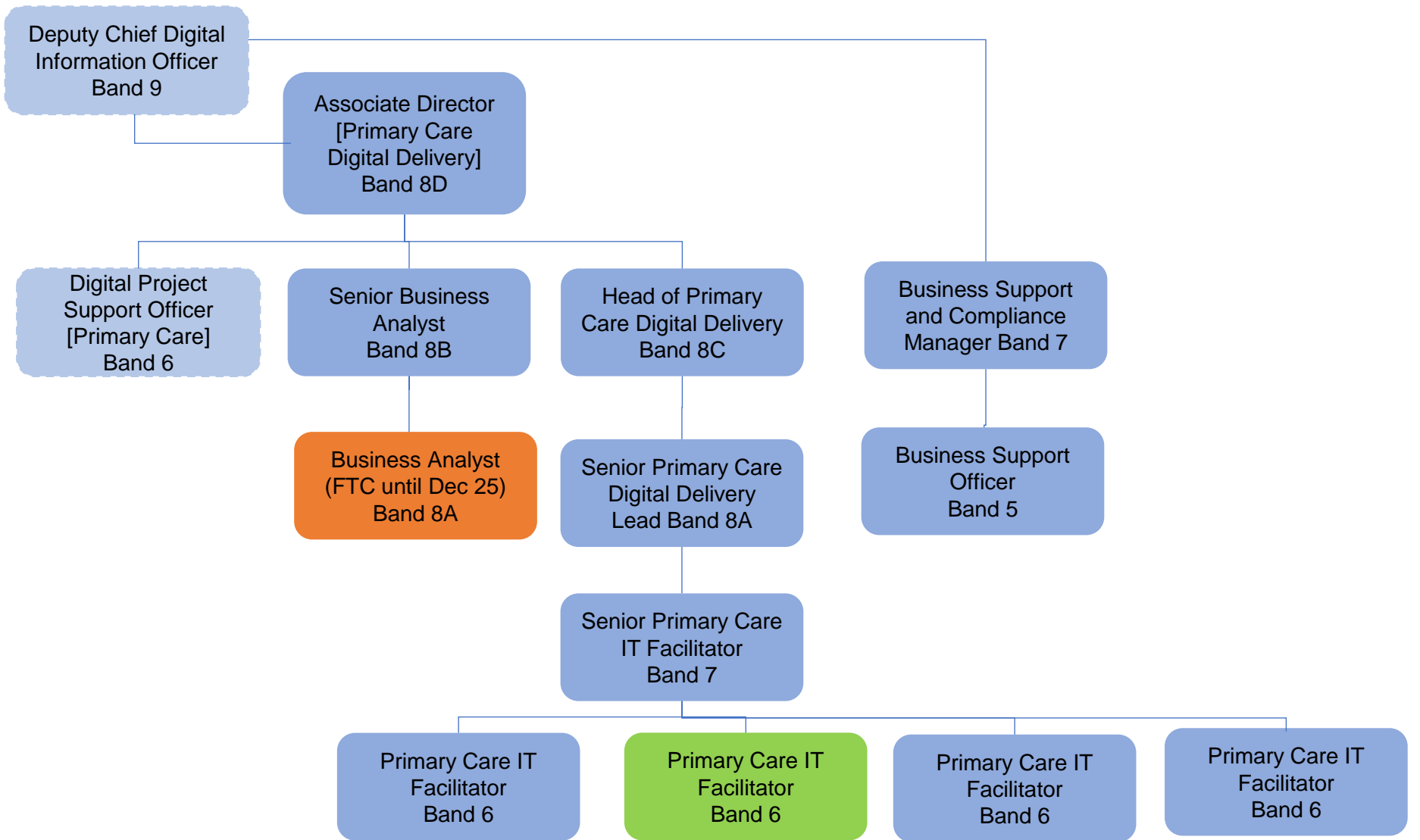
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			FTC Vacancy	Clinical safeguarding roles



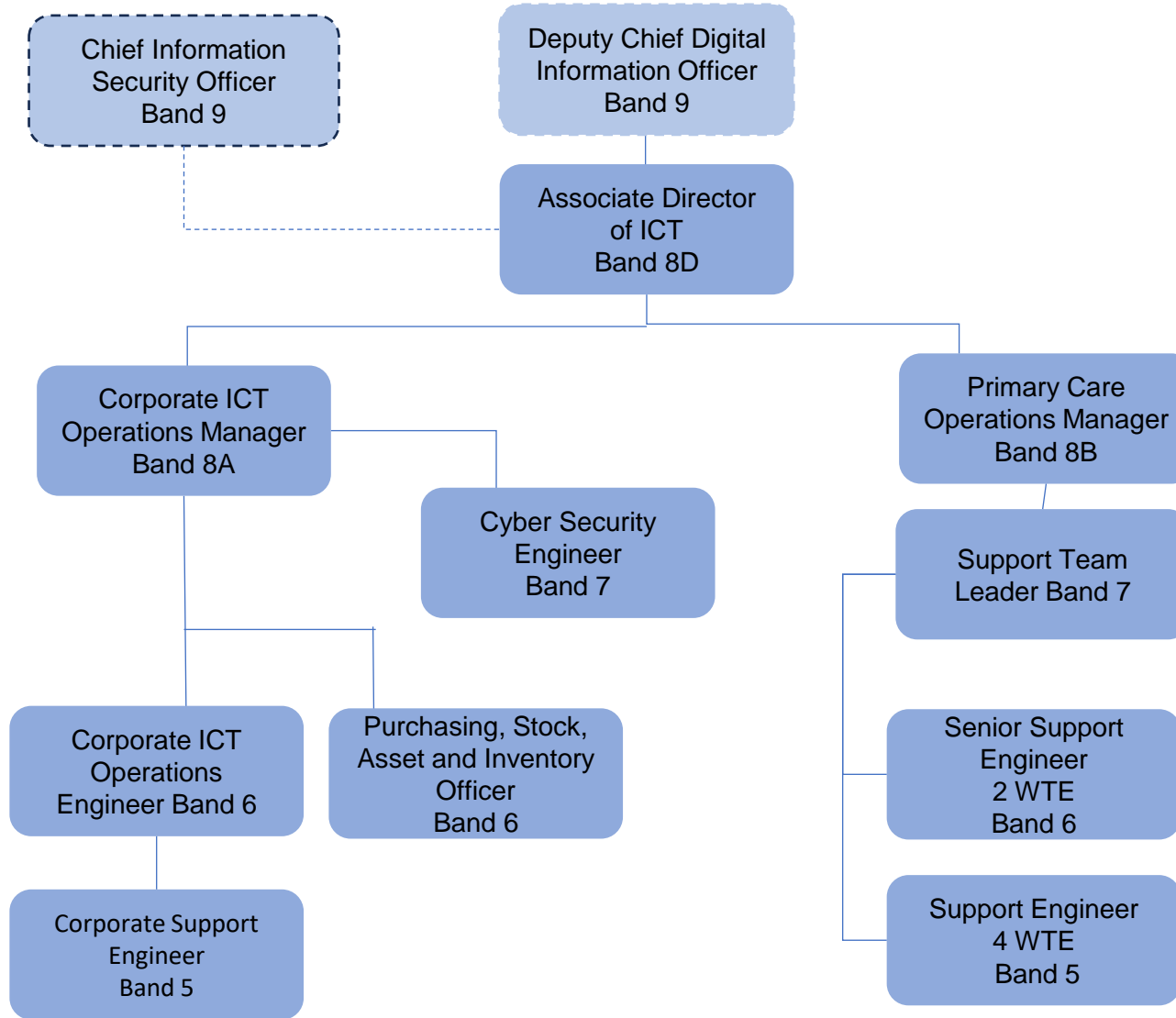
Borough based digital change managers employed by boroughs and work with the digital team

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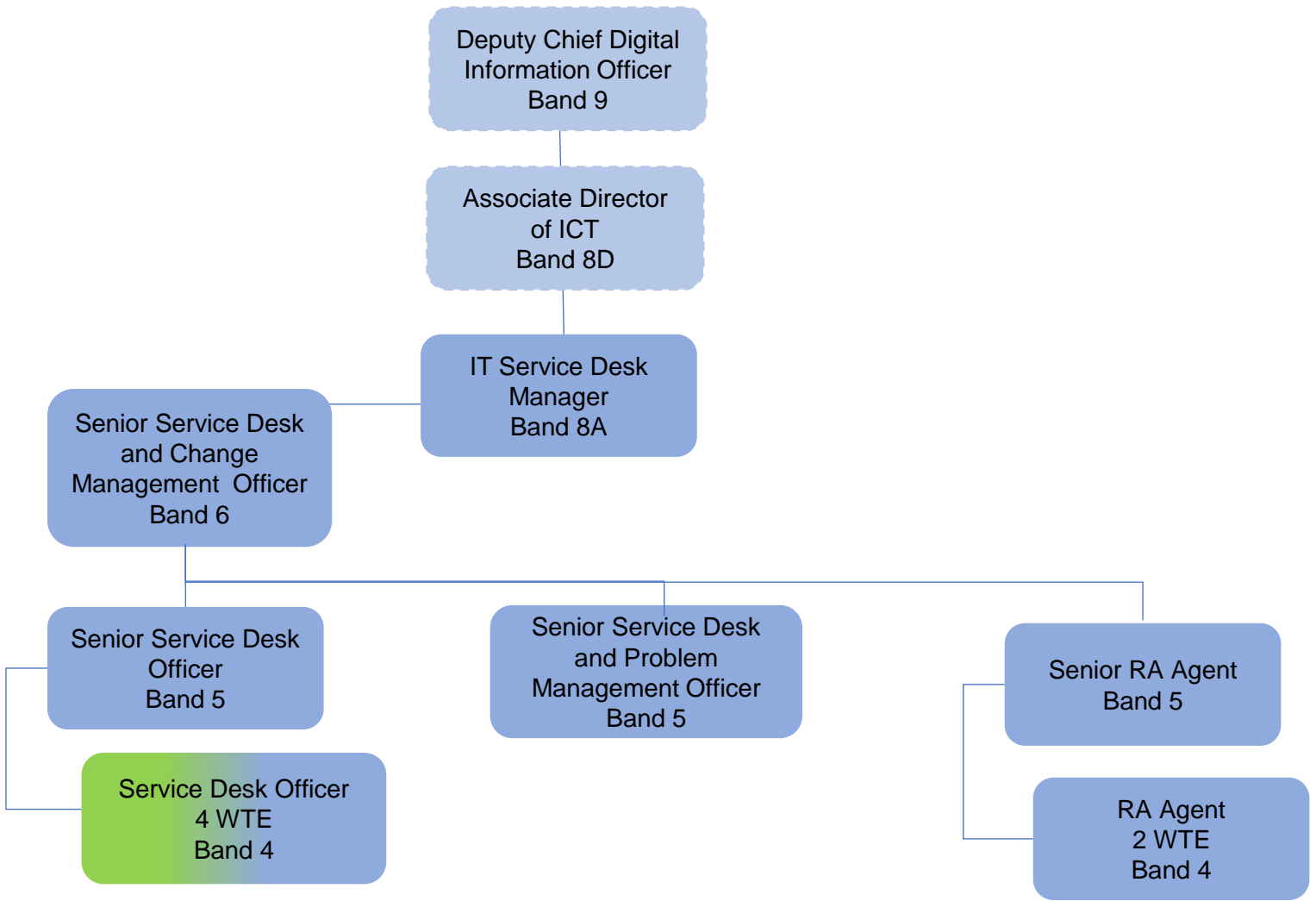
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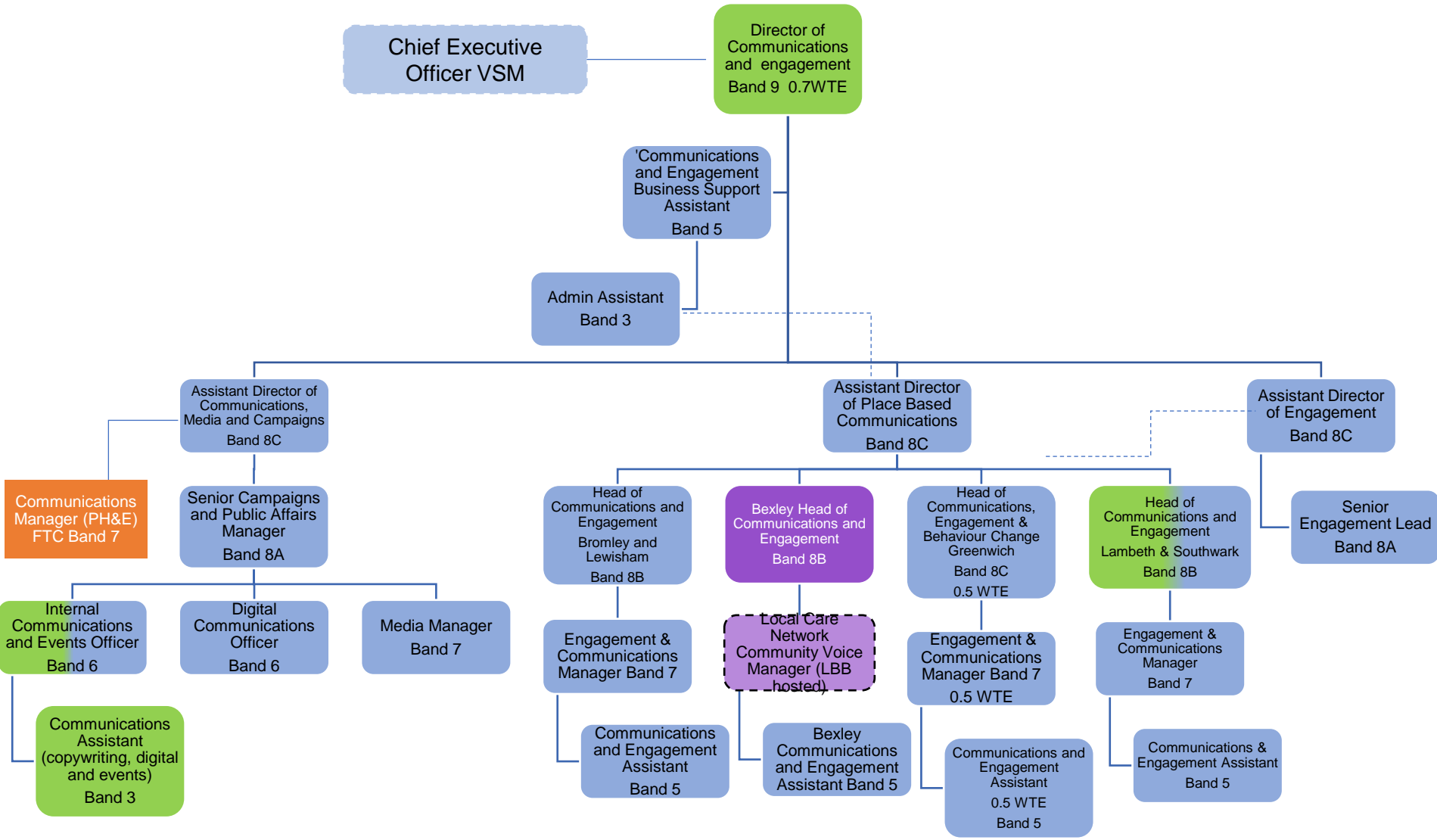
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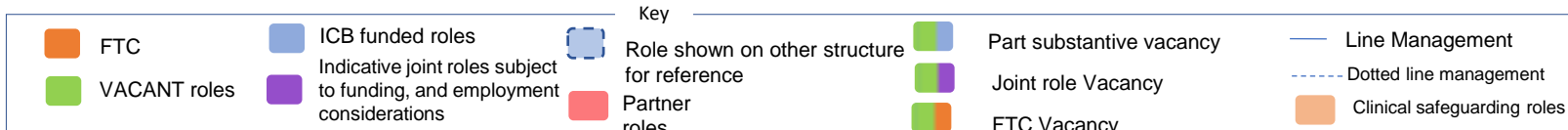
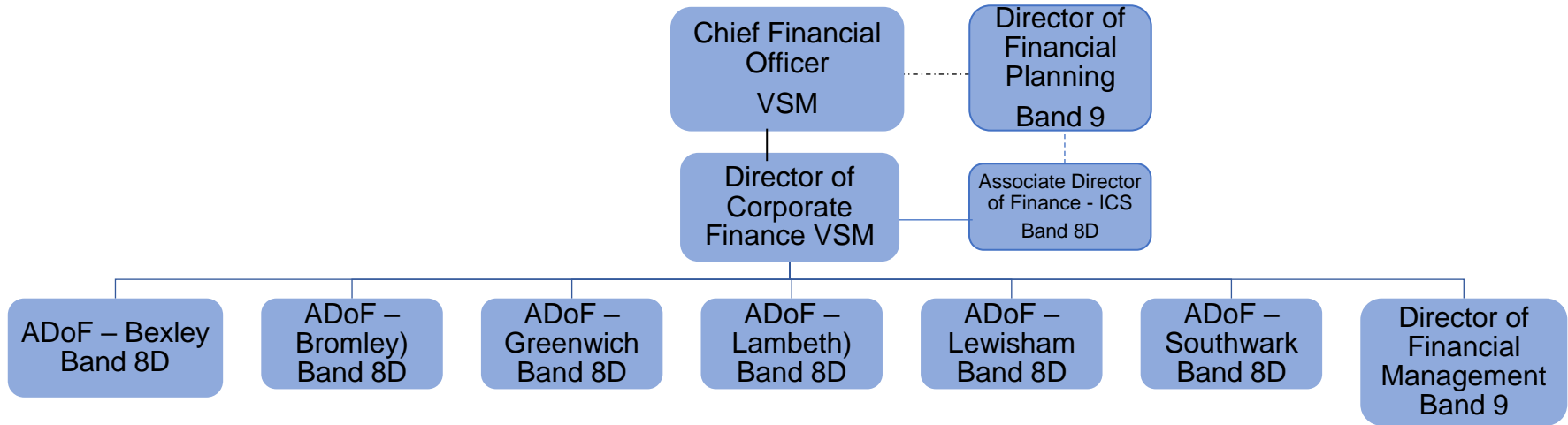
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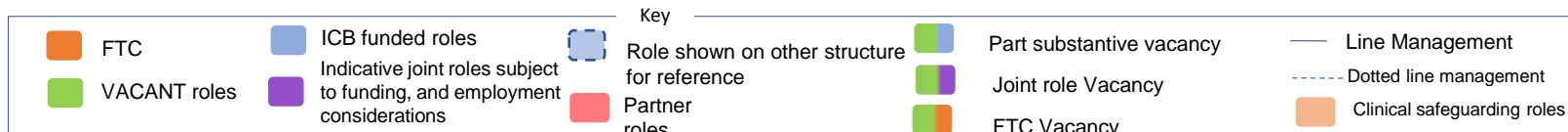
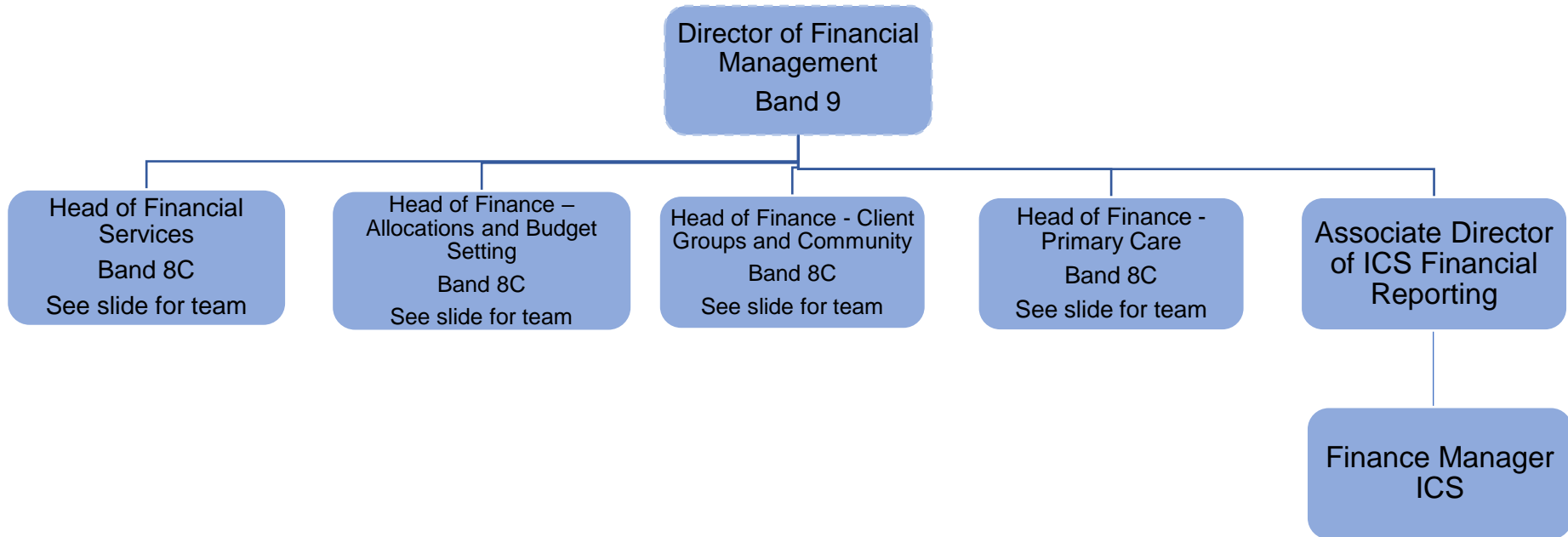
Communications & Engagement Team Structure

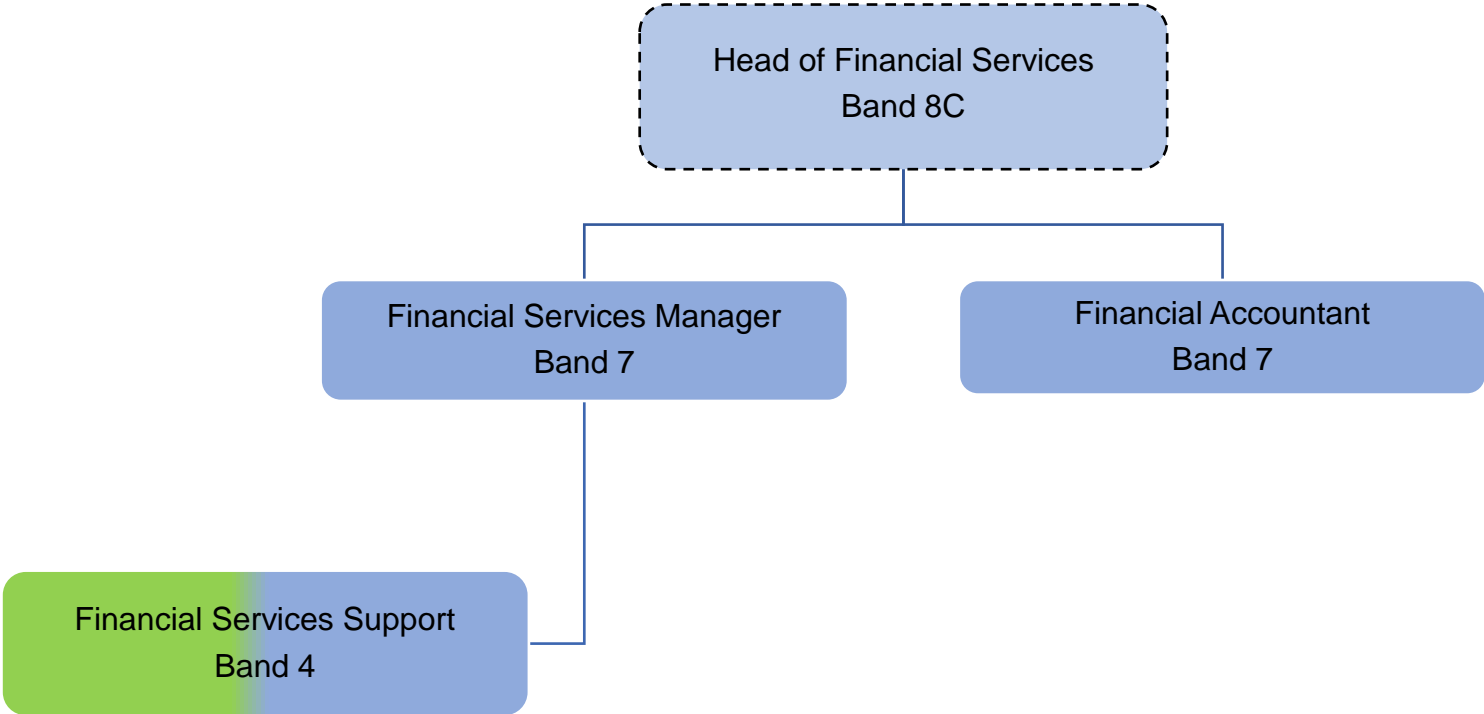


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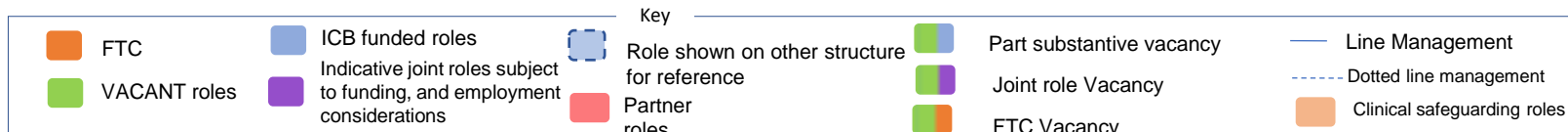
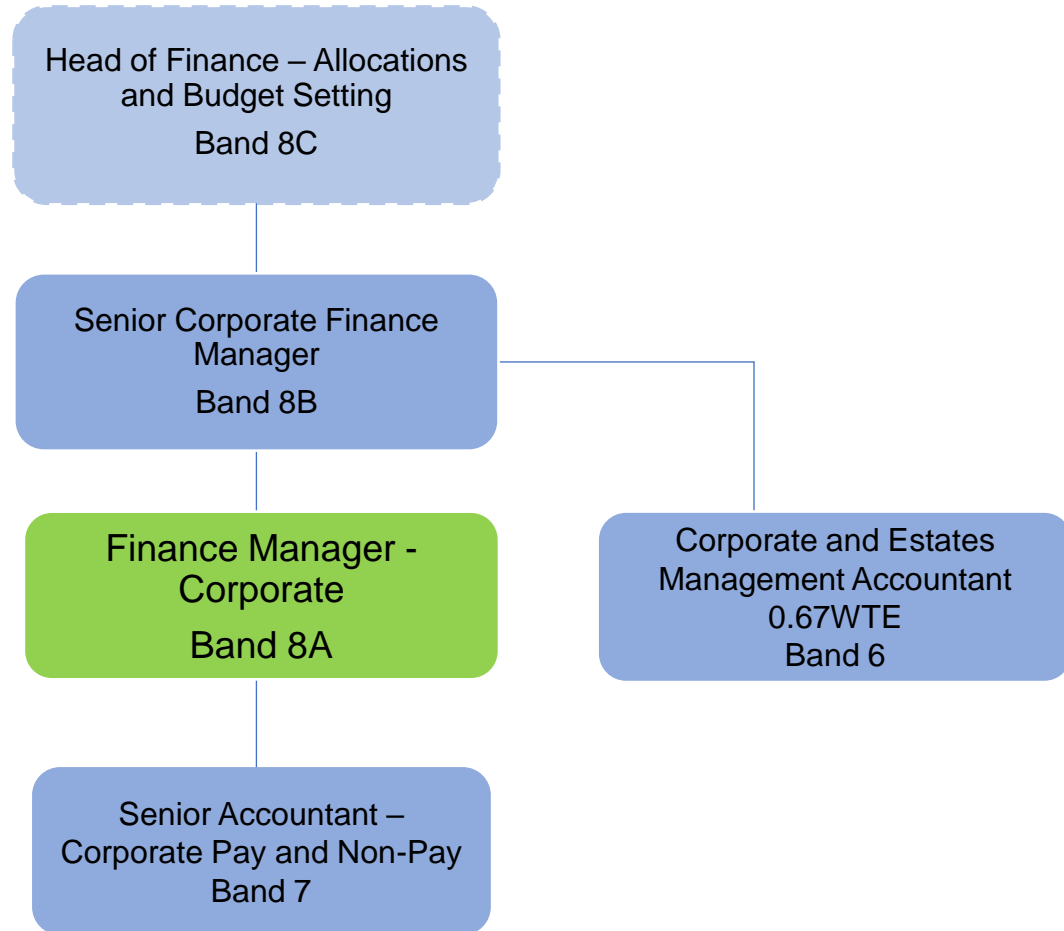
Finance Team Structure

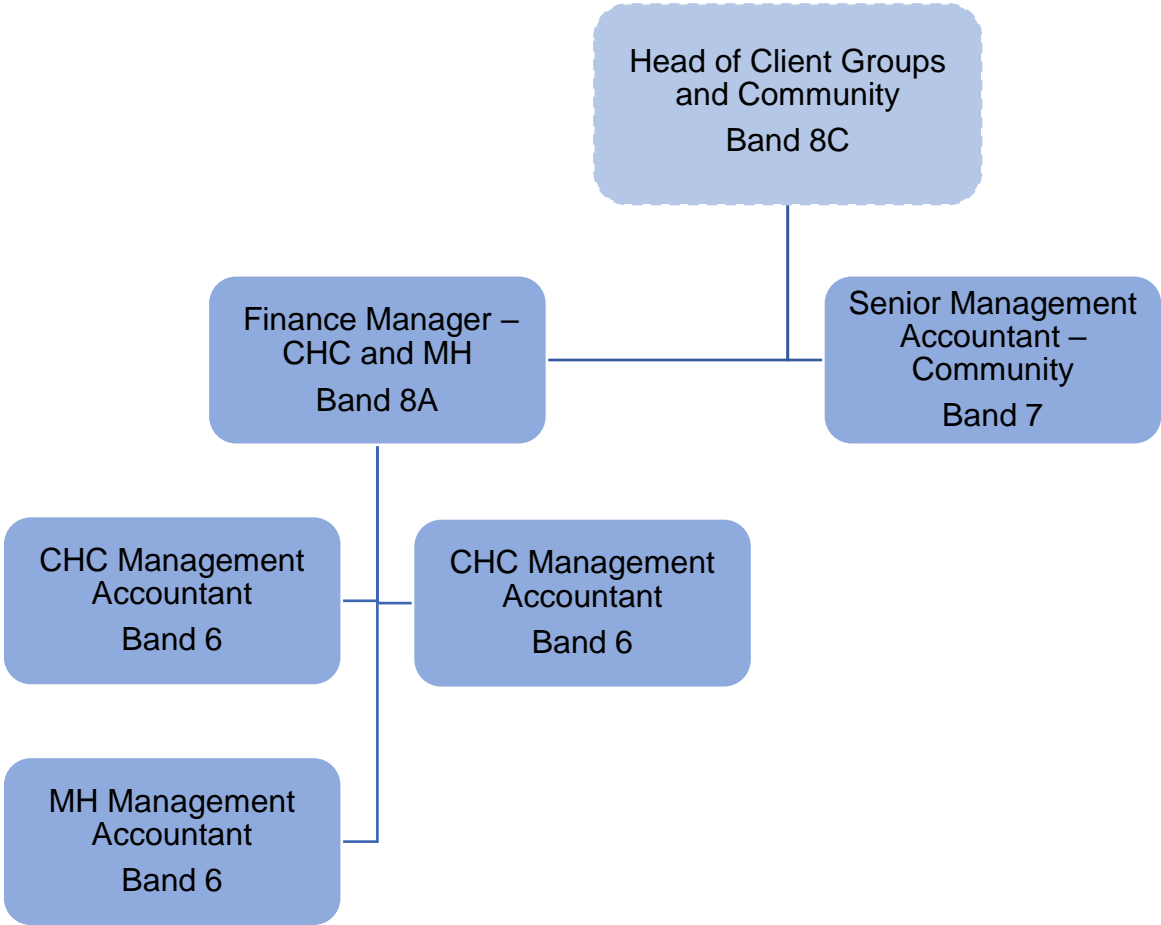




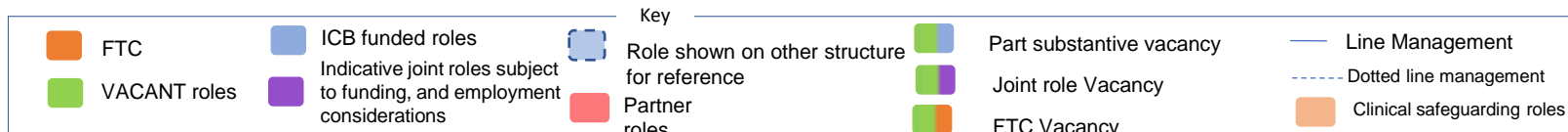
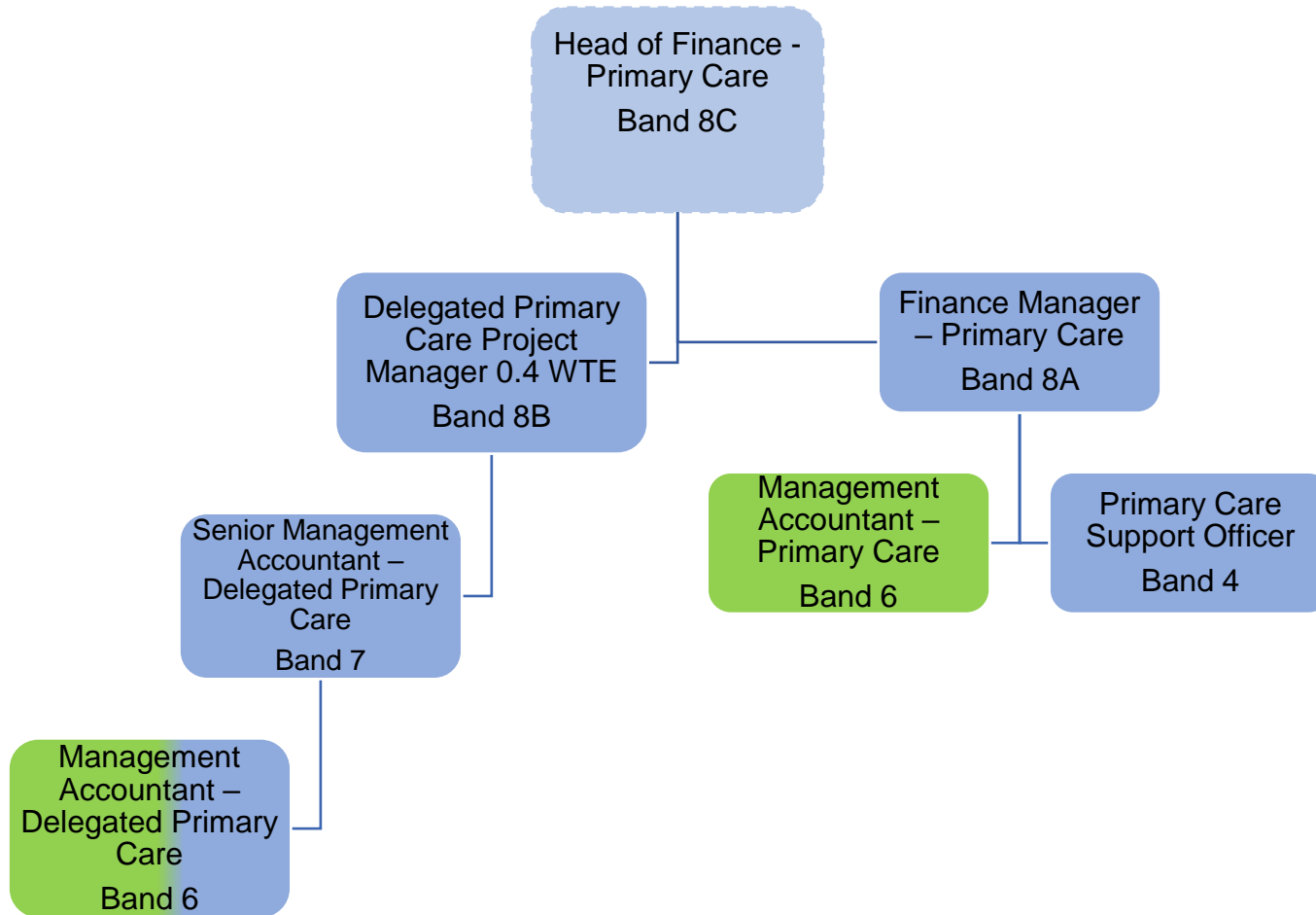


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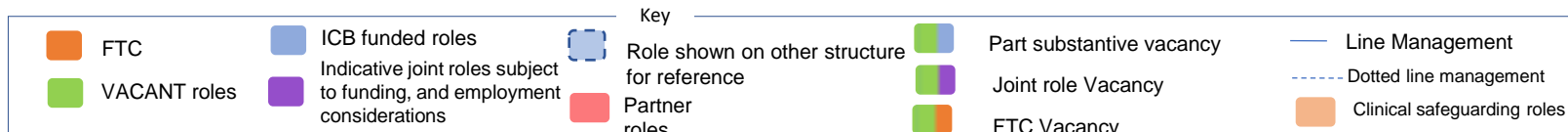
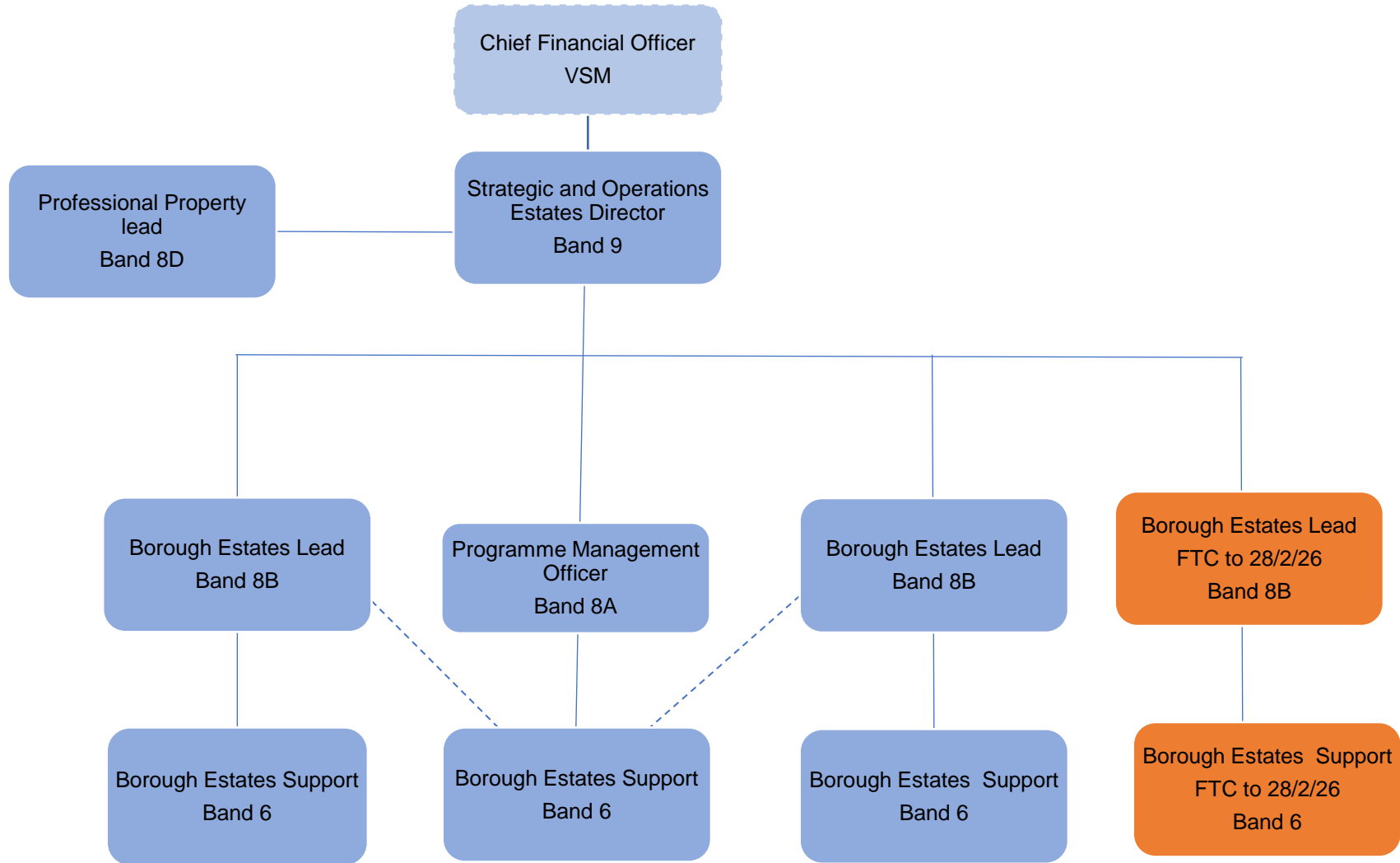




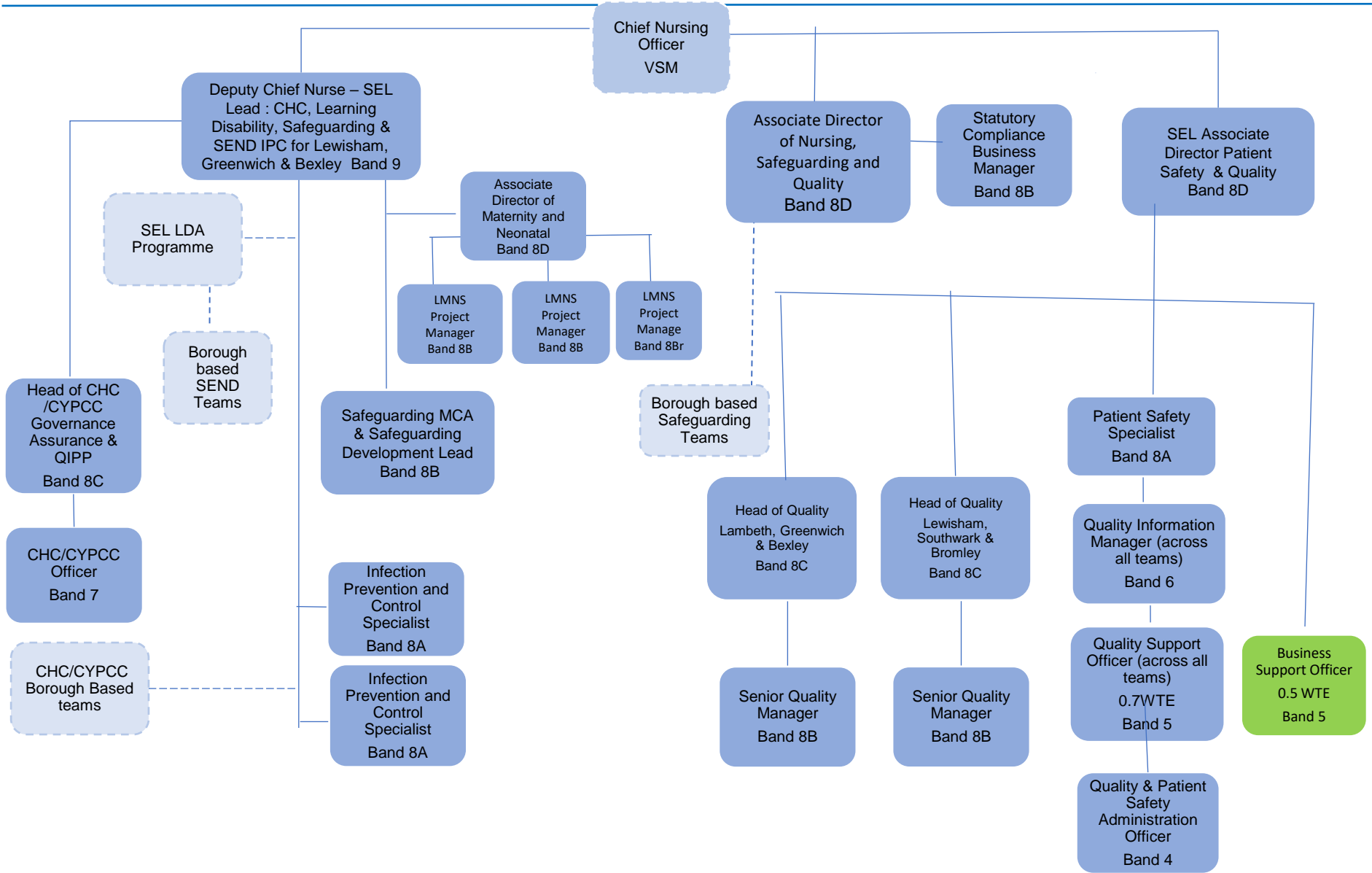
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Estates Team Structure



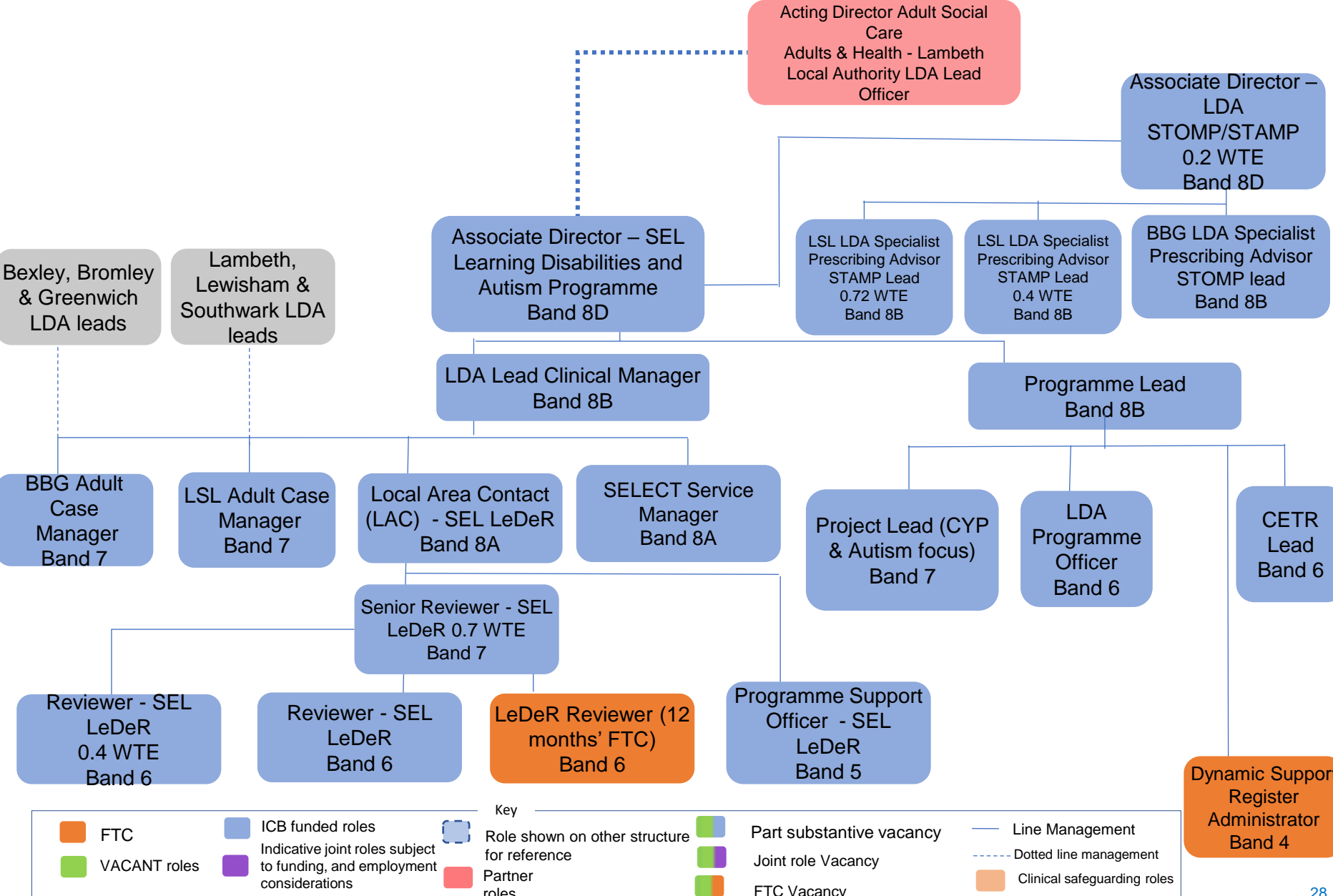
Quality & Nursing Structure



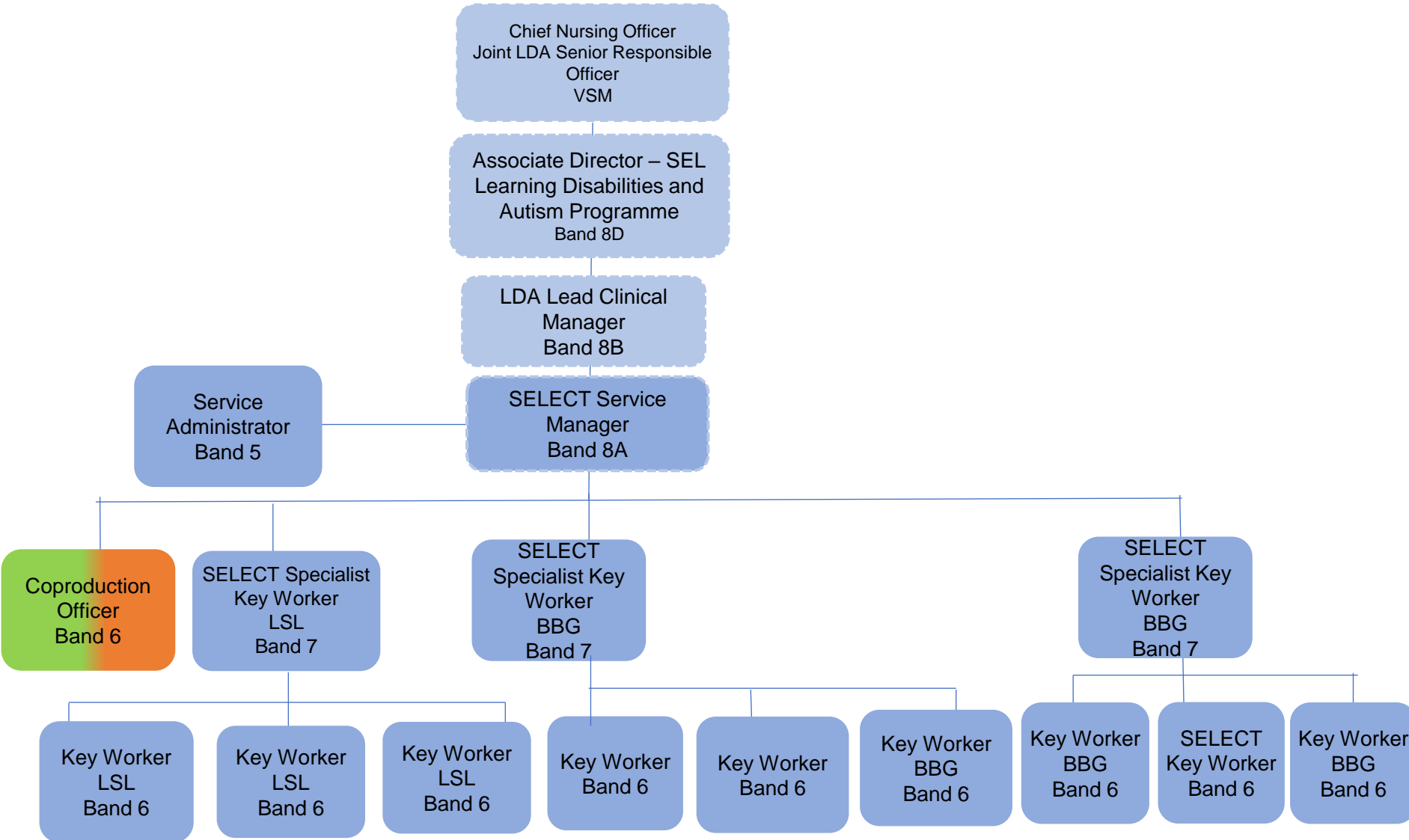
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SEL ICS Learning Disability and Autism Programme including LeDeR & SELECT (SEL but hosted by Quality & Nursing) 1/2



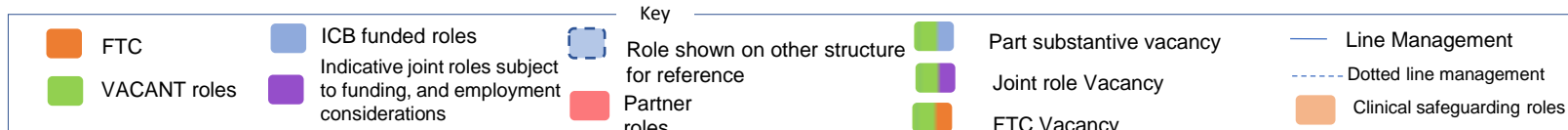
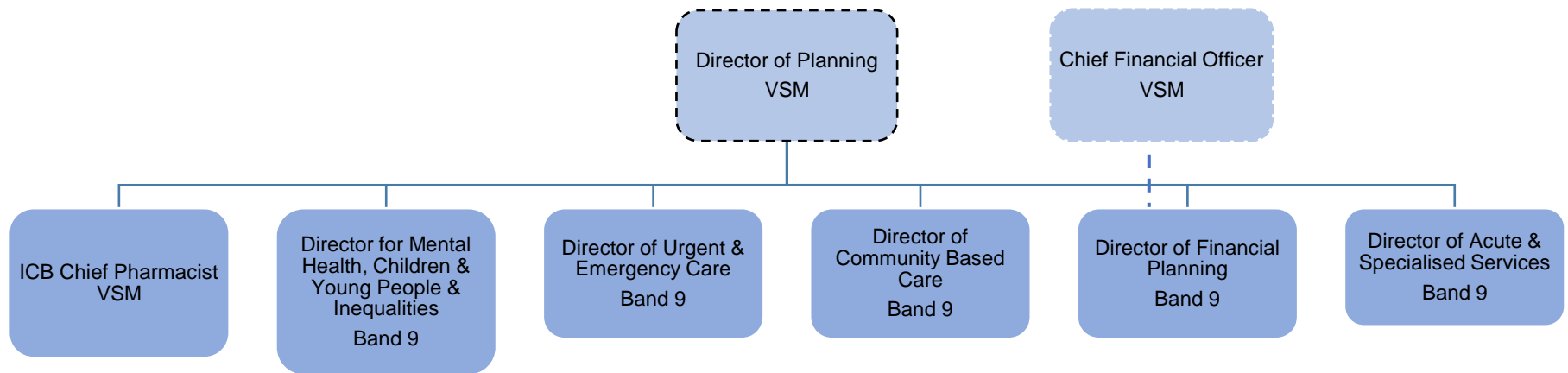
SEL ICS Learning Disability and Autism Programme including LeDeR & SELECT (SEL but hosted by Quality & Nursing) 2/2

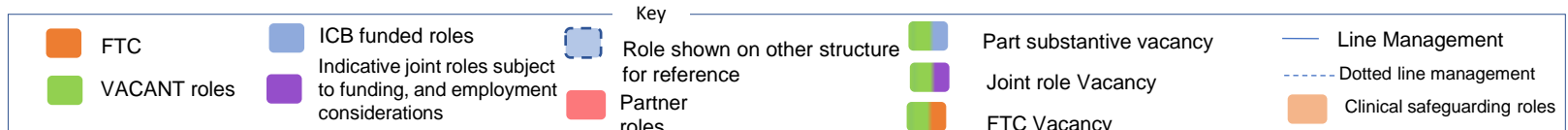
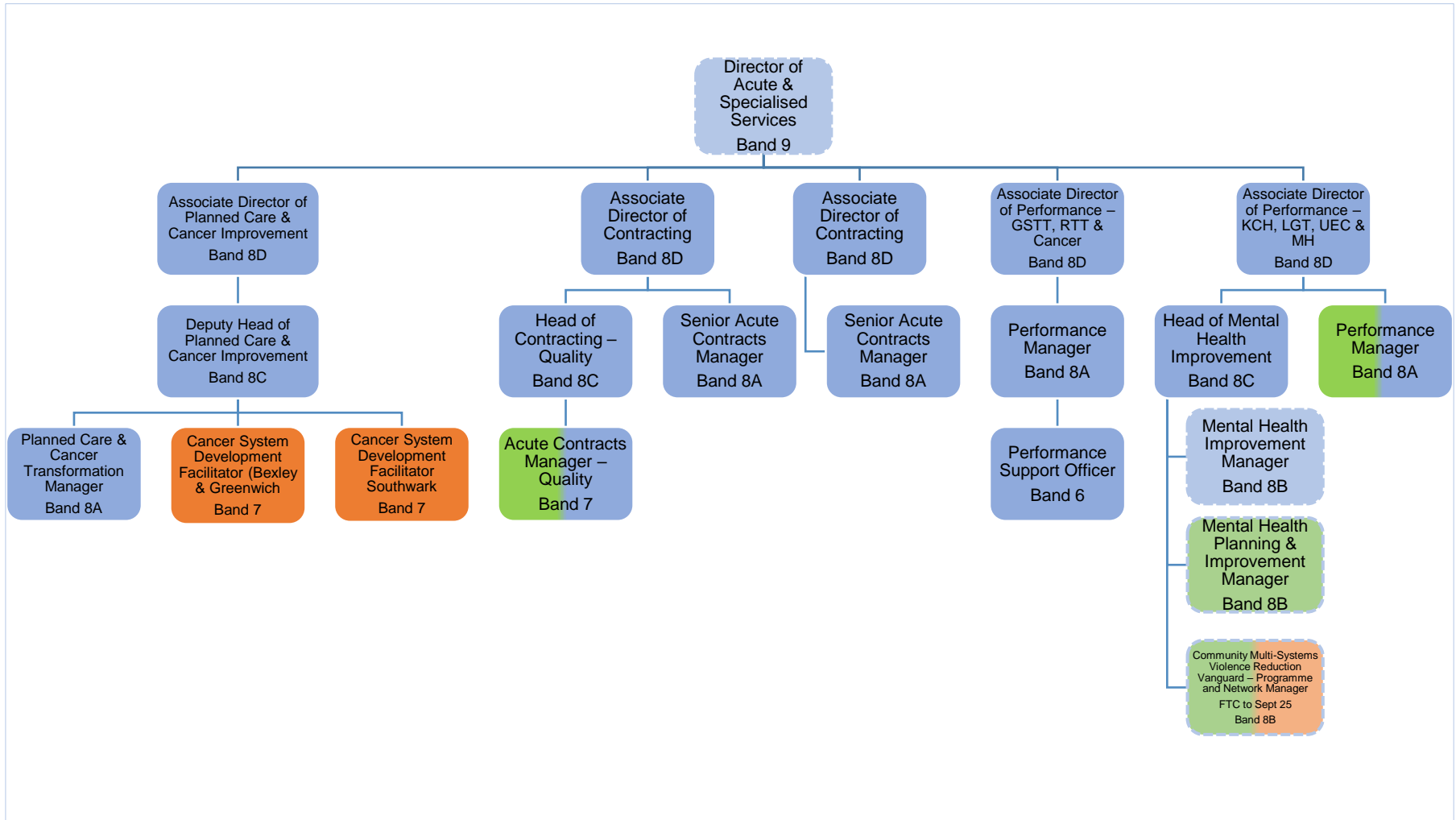


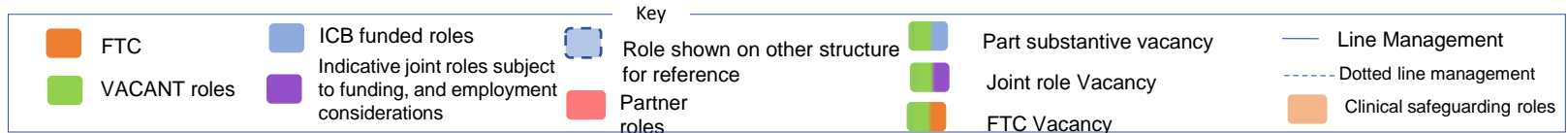
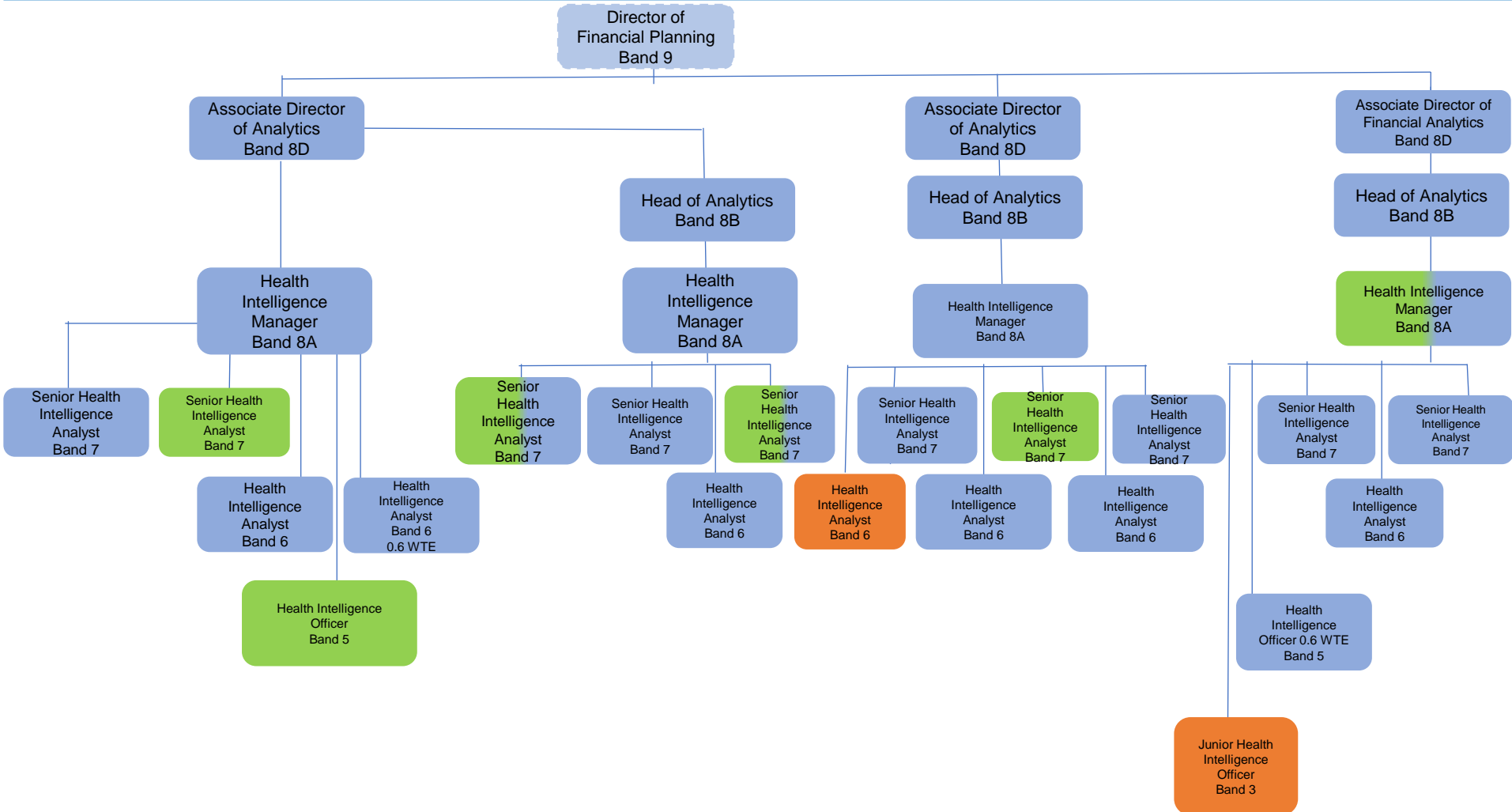
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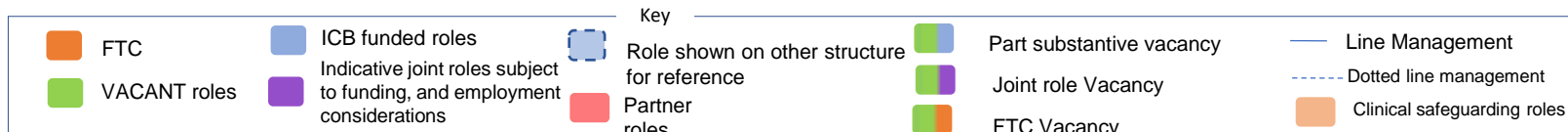
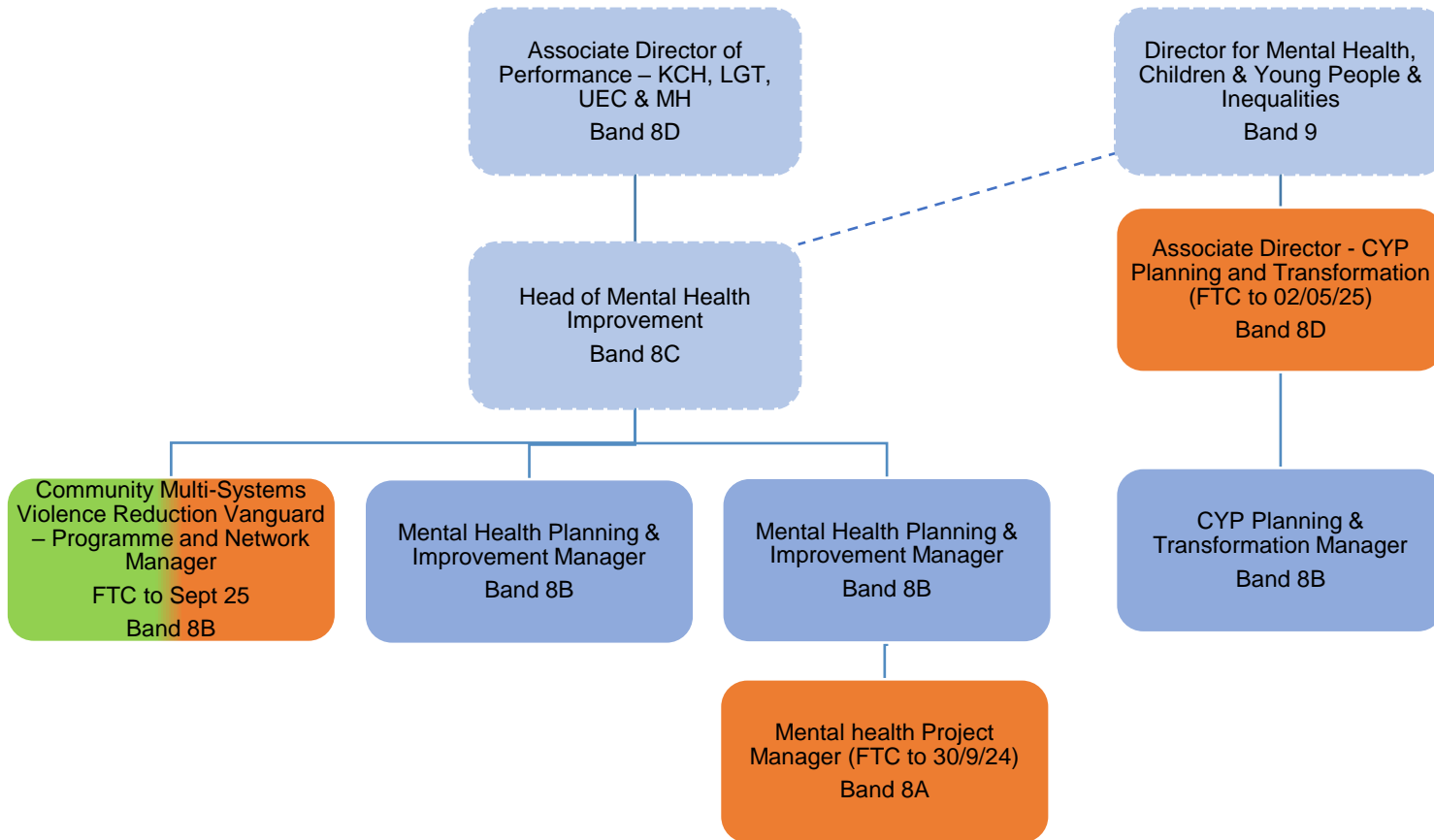
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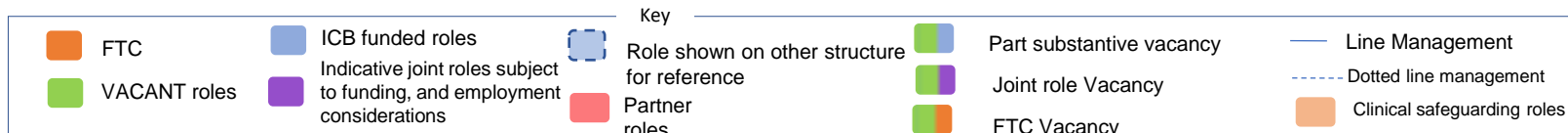
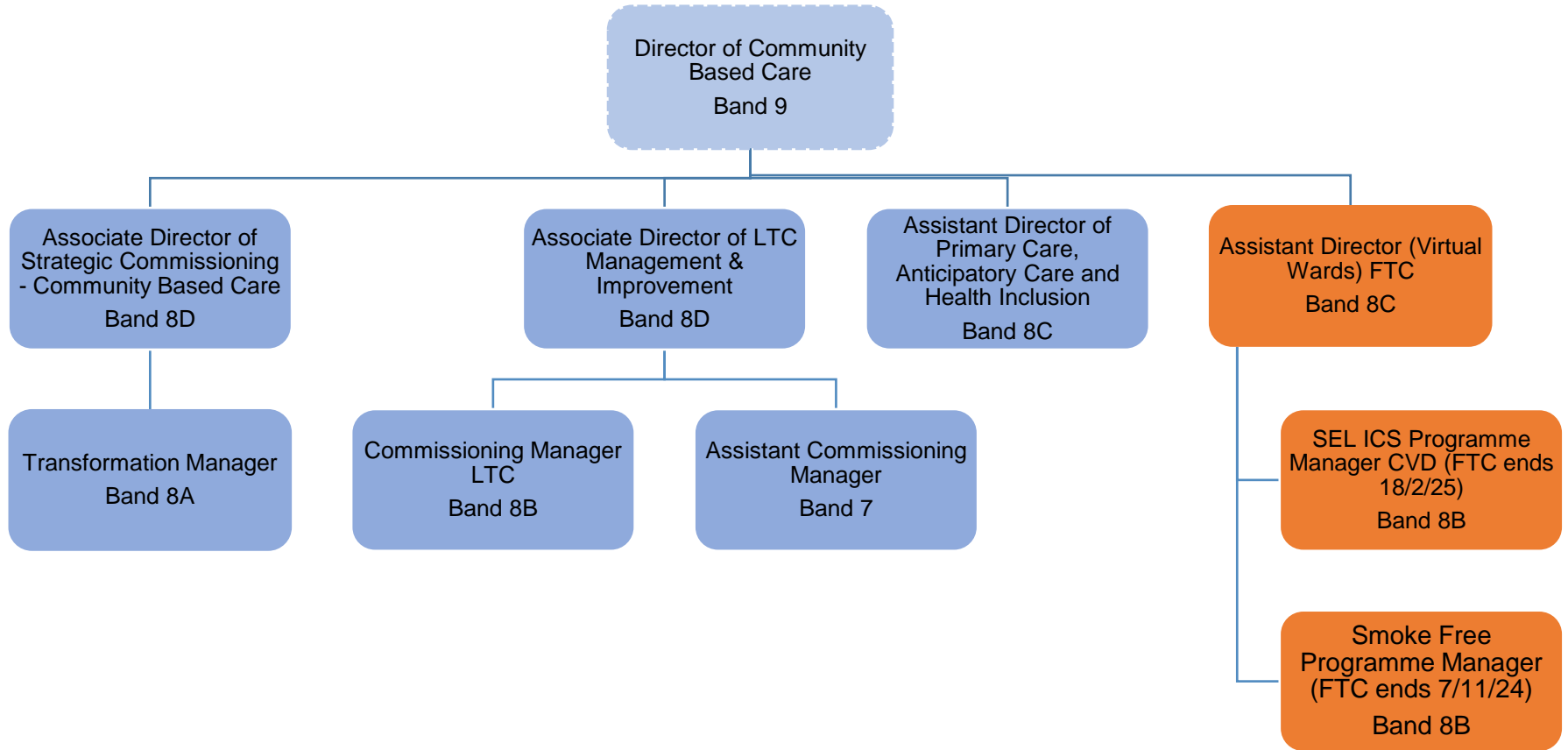
Planning Team Structure

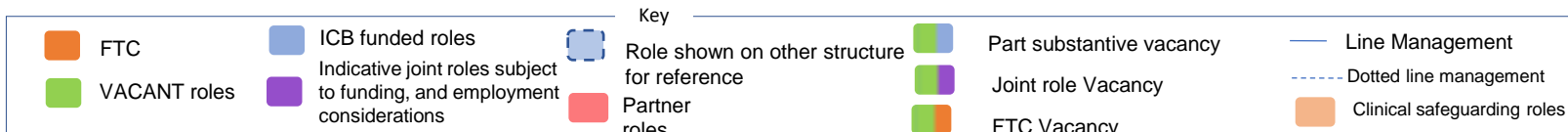
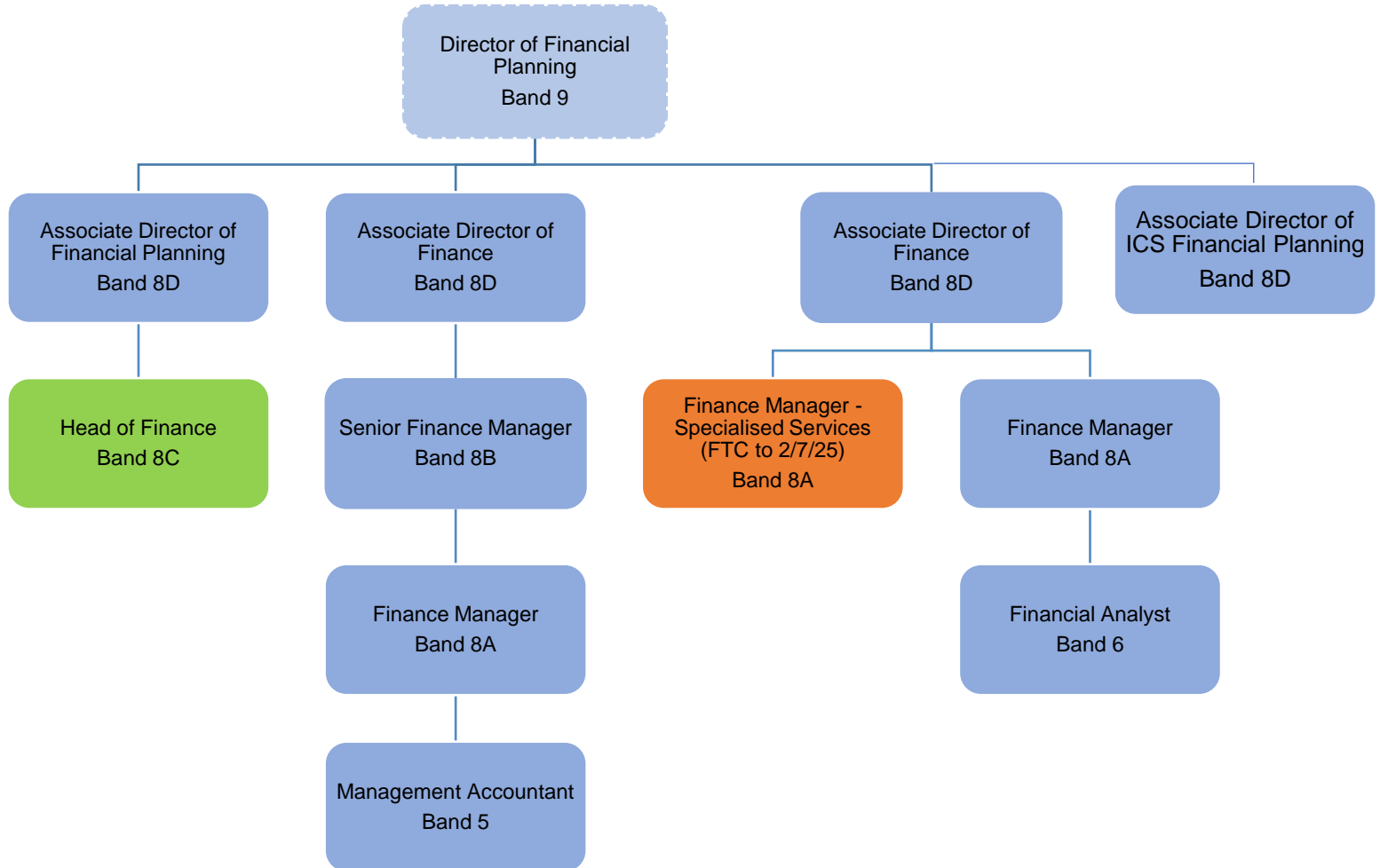


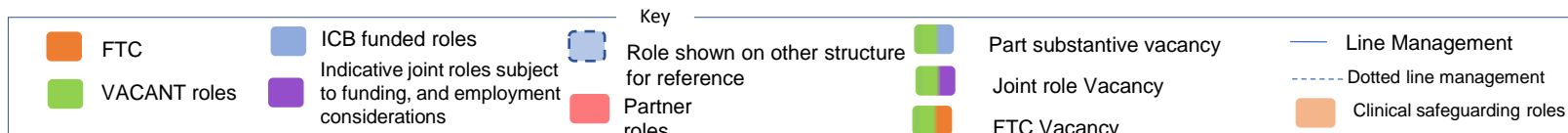
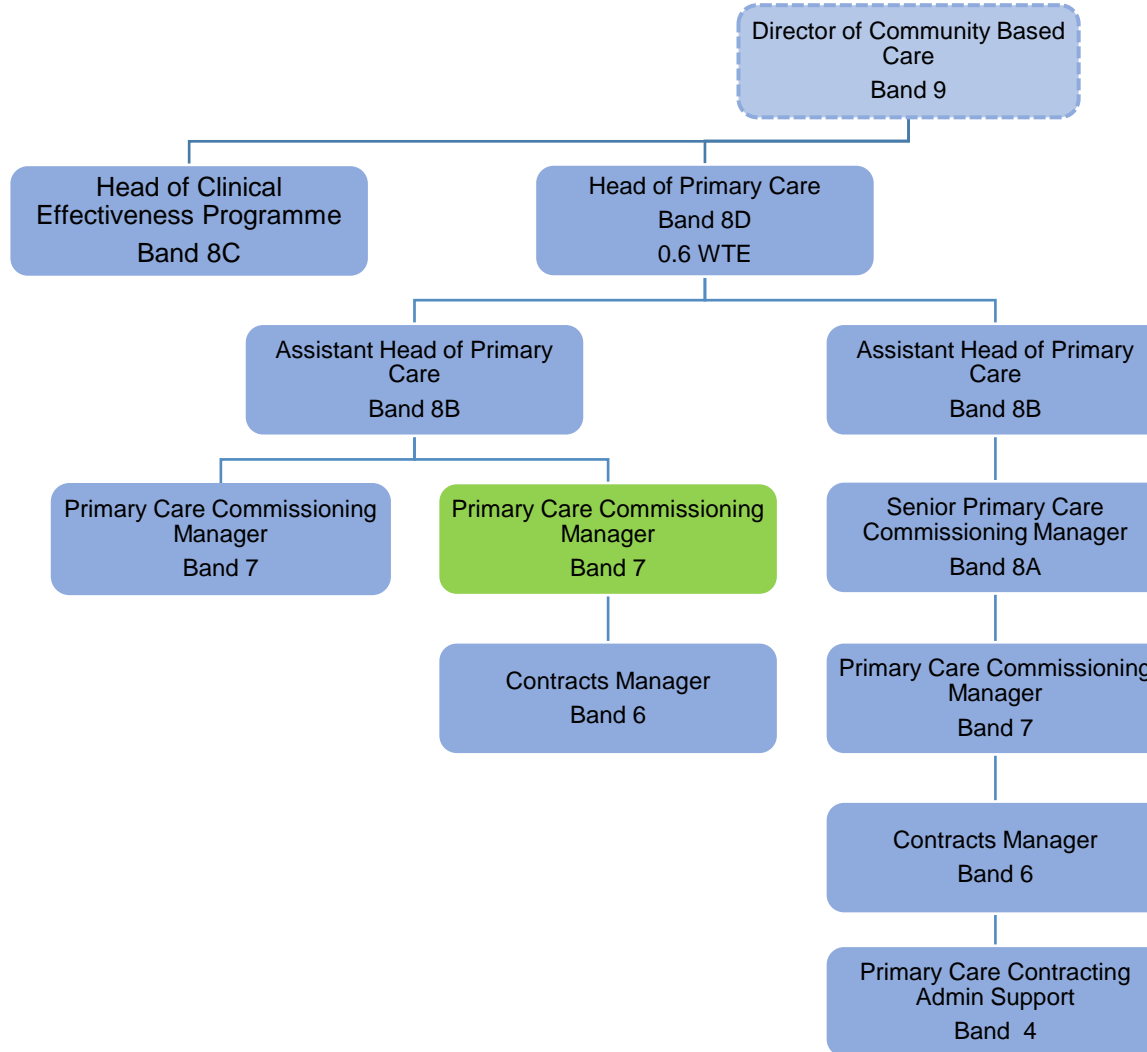


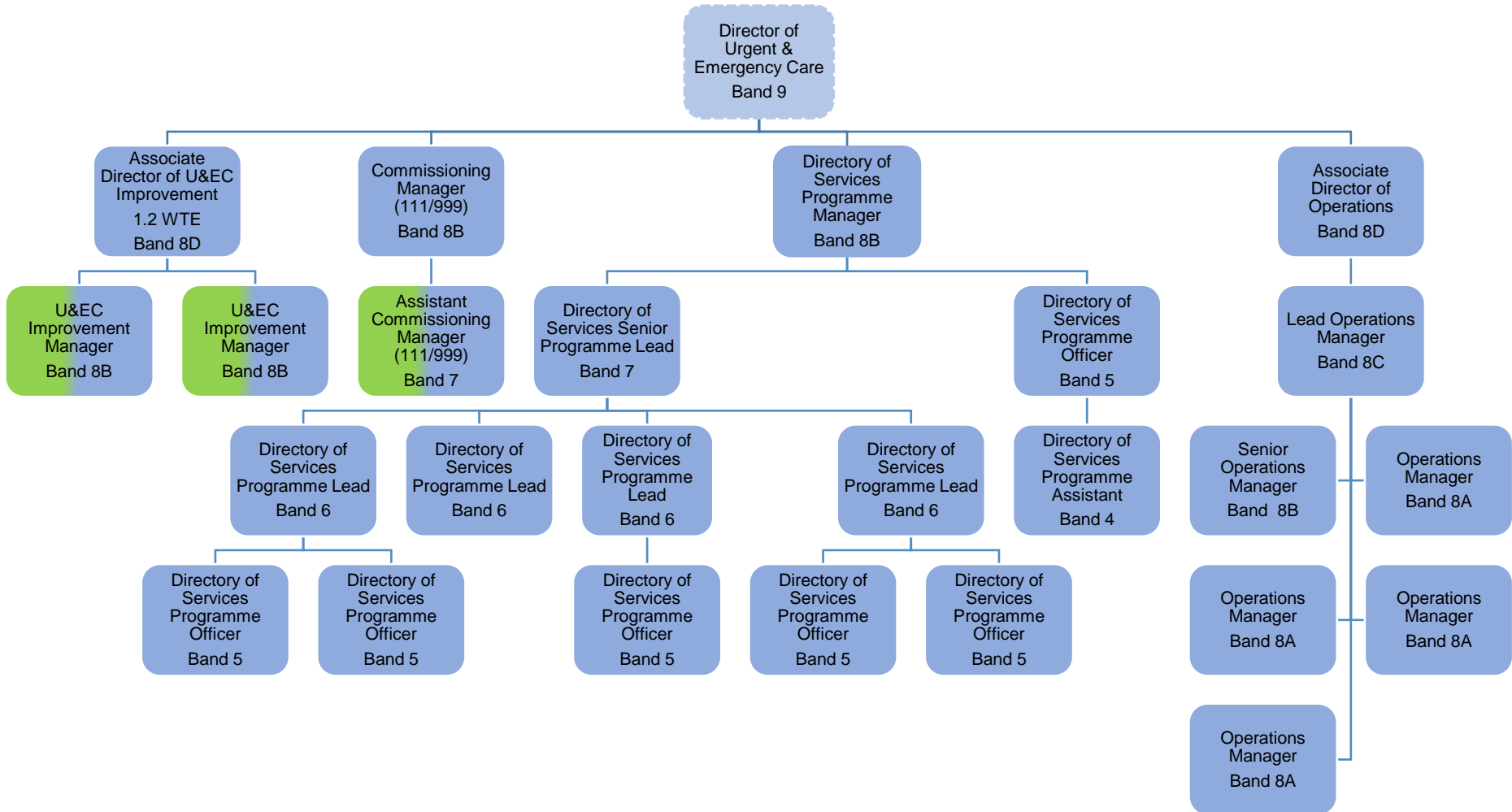




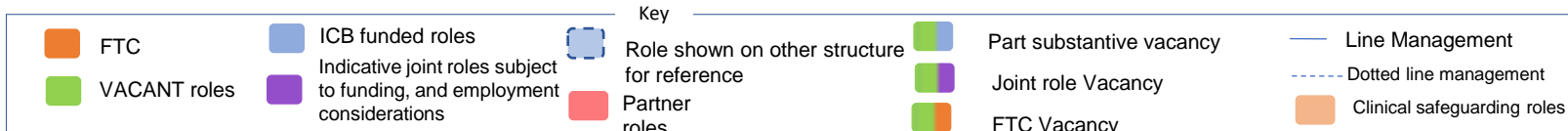








* Note that the Directory of Services team is a London-wide function hosted by SEL ICB, and 80% funded by other ICBs *

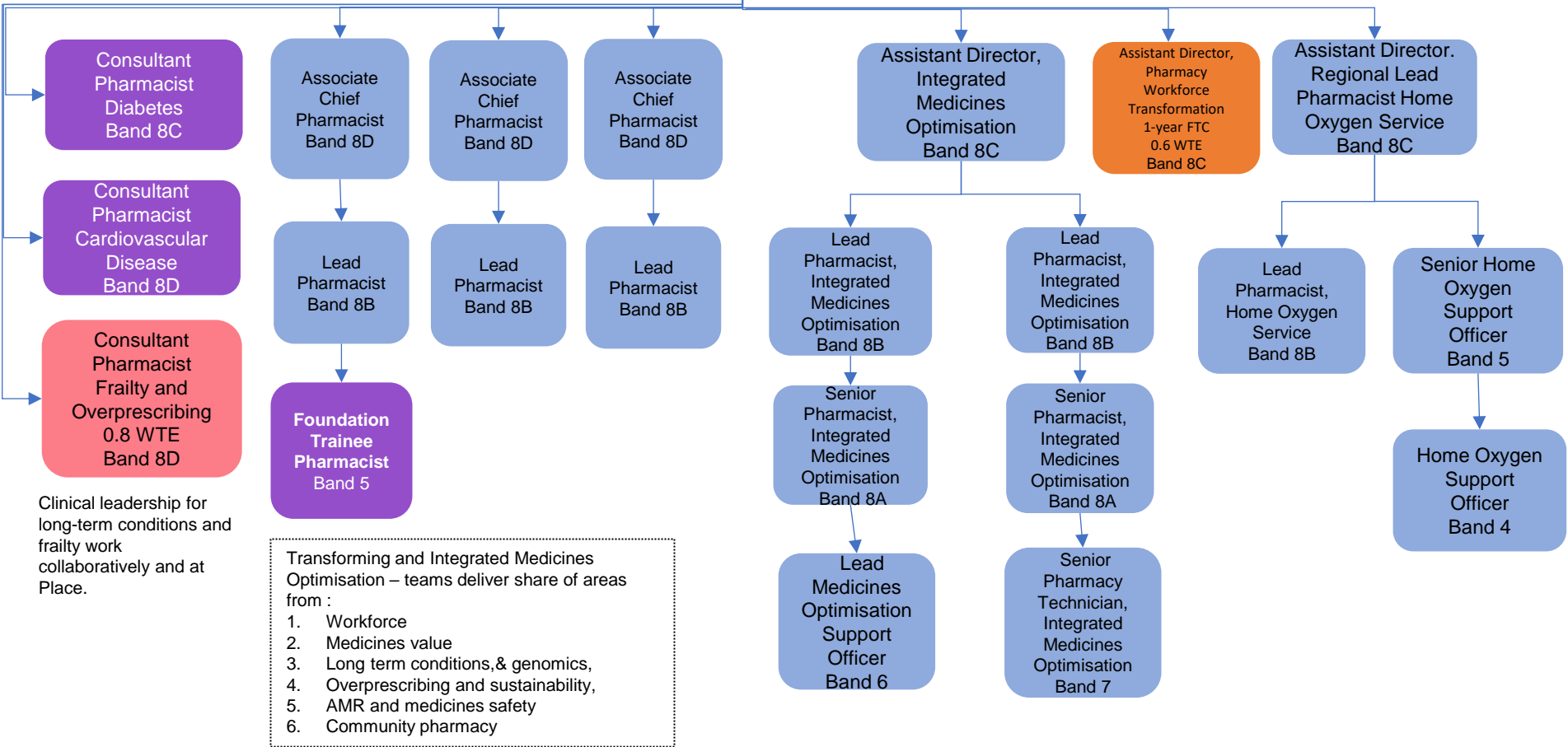


Medicines Optimisation Team Structure

Medicines Optimisation Team (1 of 4)

ICB Chief Pharmacist VSM

Works with Place Executive
Leads for delegated primary care budget elements



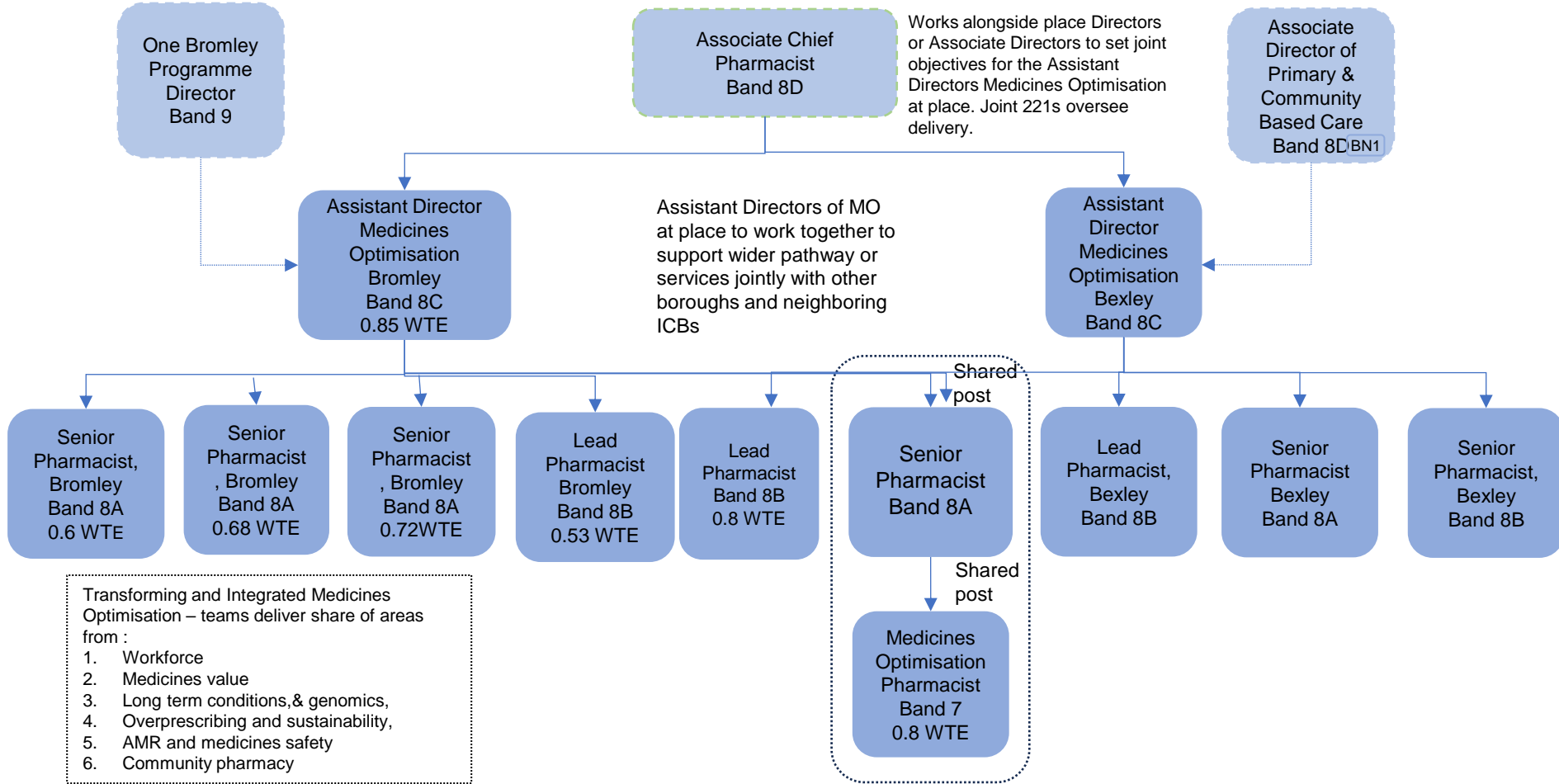
Clinical leadership for long-term conditions and frailty work collaboratively and at Place.

- Transforming and Integrated Medicines Optimisation – teams deliver share of areas from :
1. Workforce
 2. Medicines value
 3. Long term conditions, & genomics,
 4. Overprescribing and sustainability,
 5. AMR and medicines safety
 6. Community pharmacy

Key

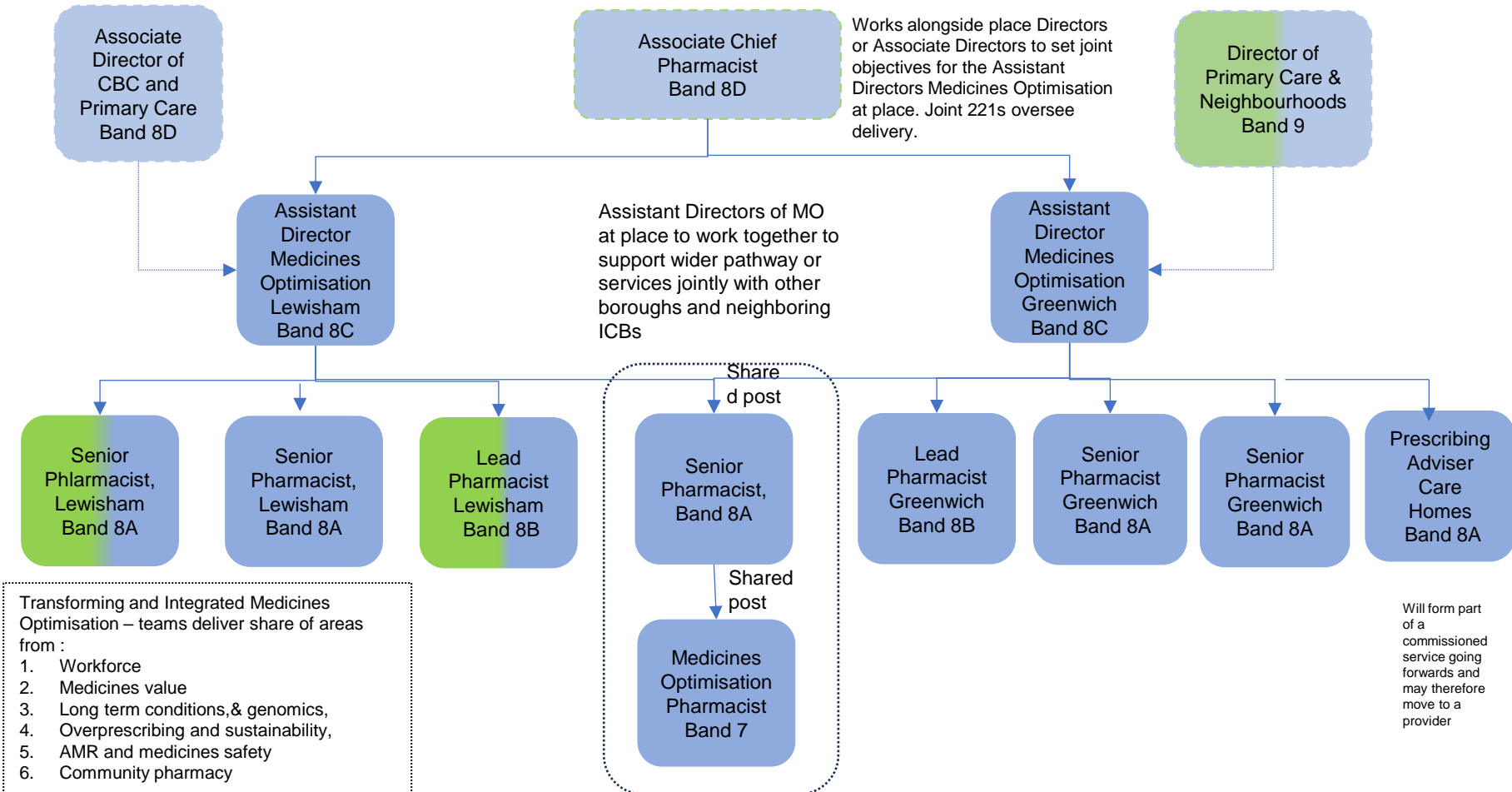
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Medicines Optimisation Team (2 of 4)



Develop integrated pharmacy roles with PCNs and providers.

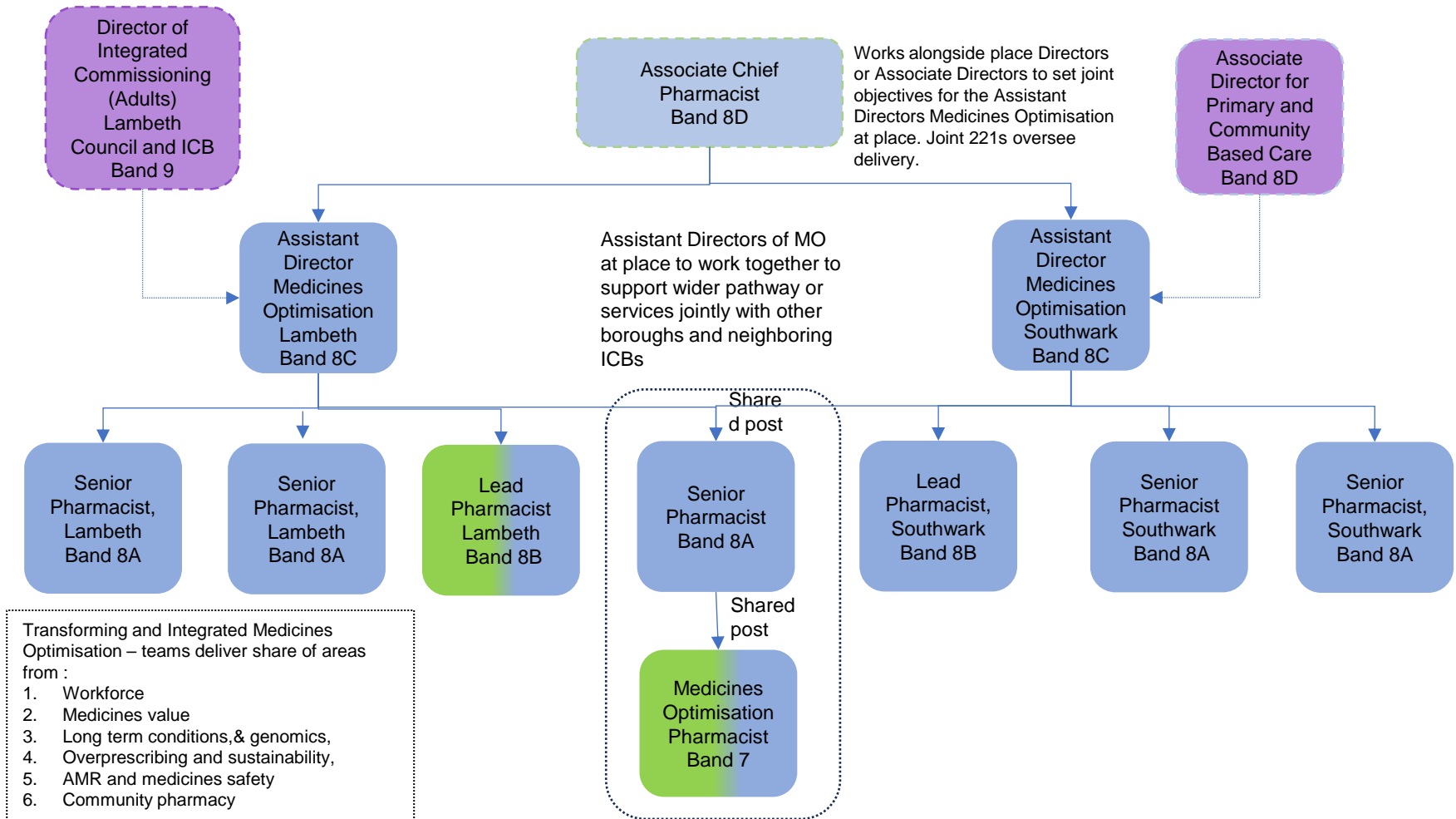
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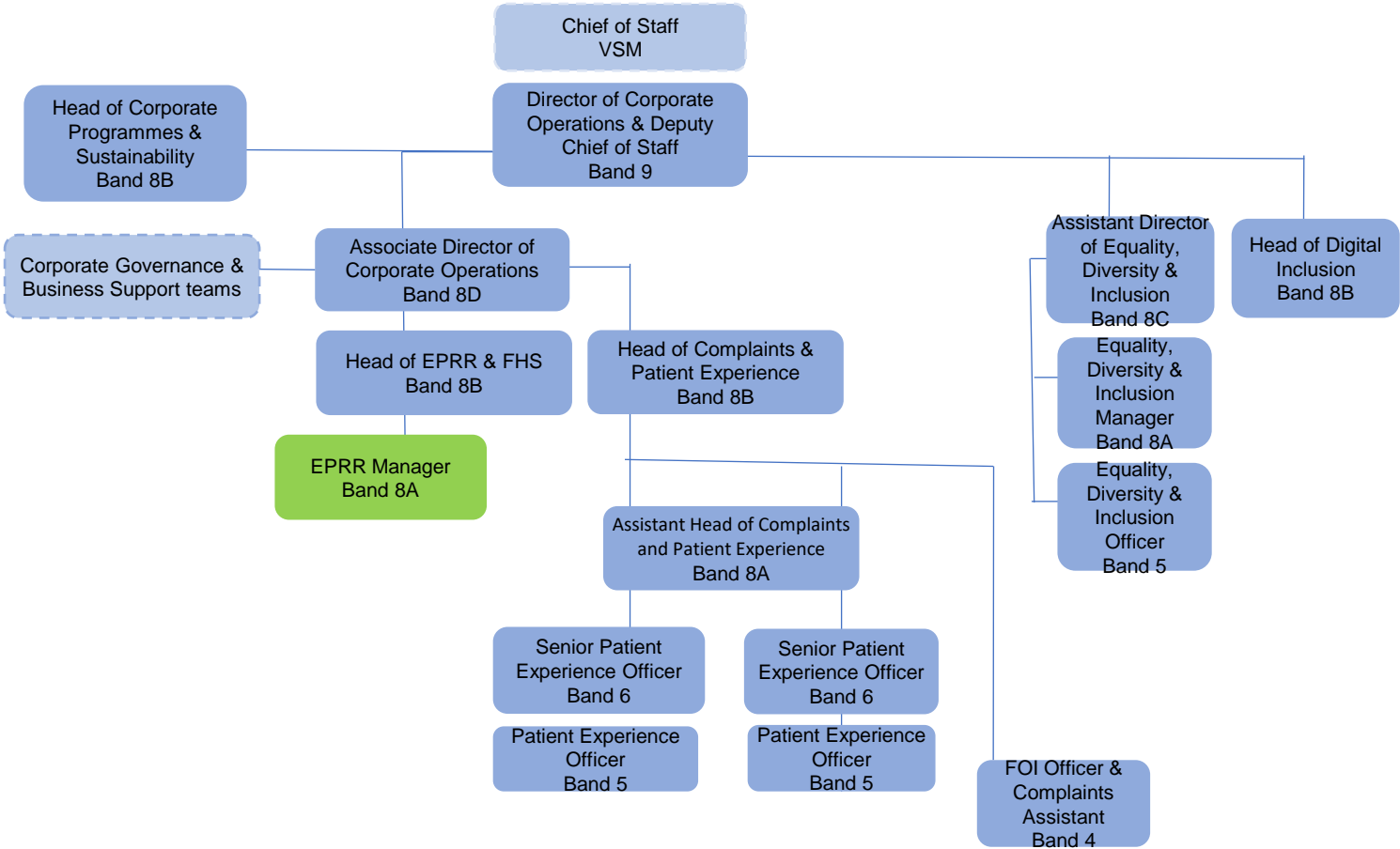
Medicines Optimisation Team (4 of 4)



Develop integrated pharmacy roles with PCNs and providers.

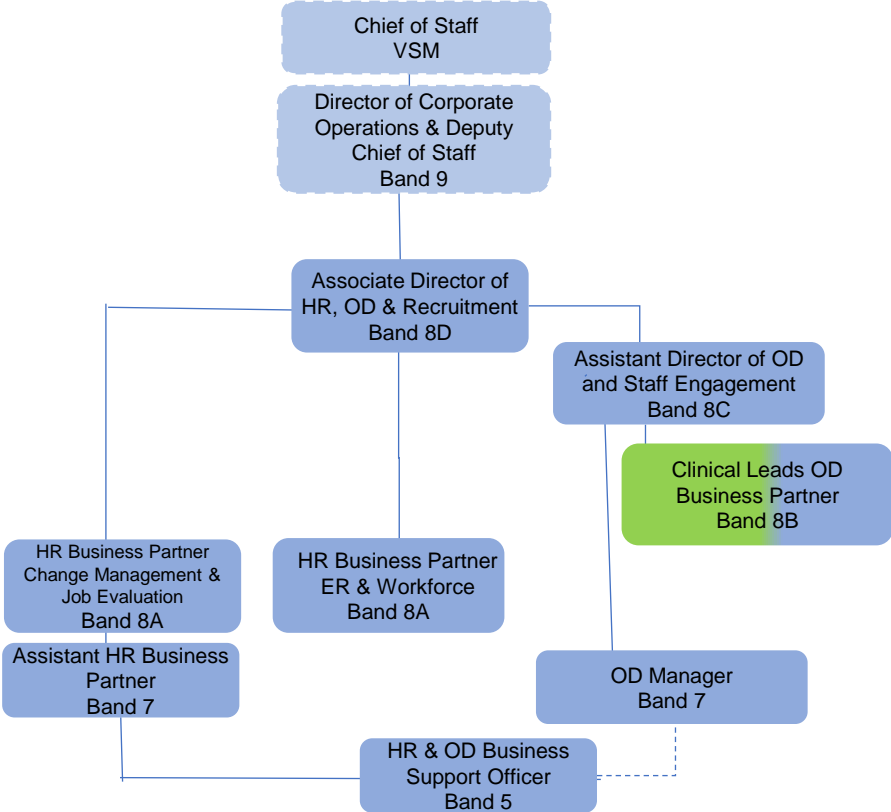
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Corporate Team Structure

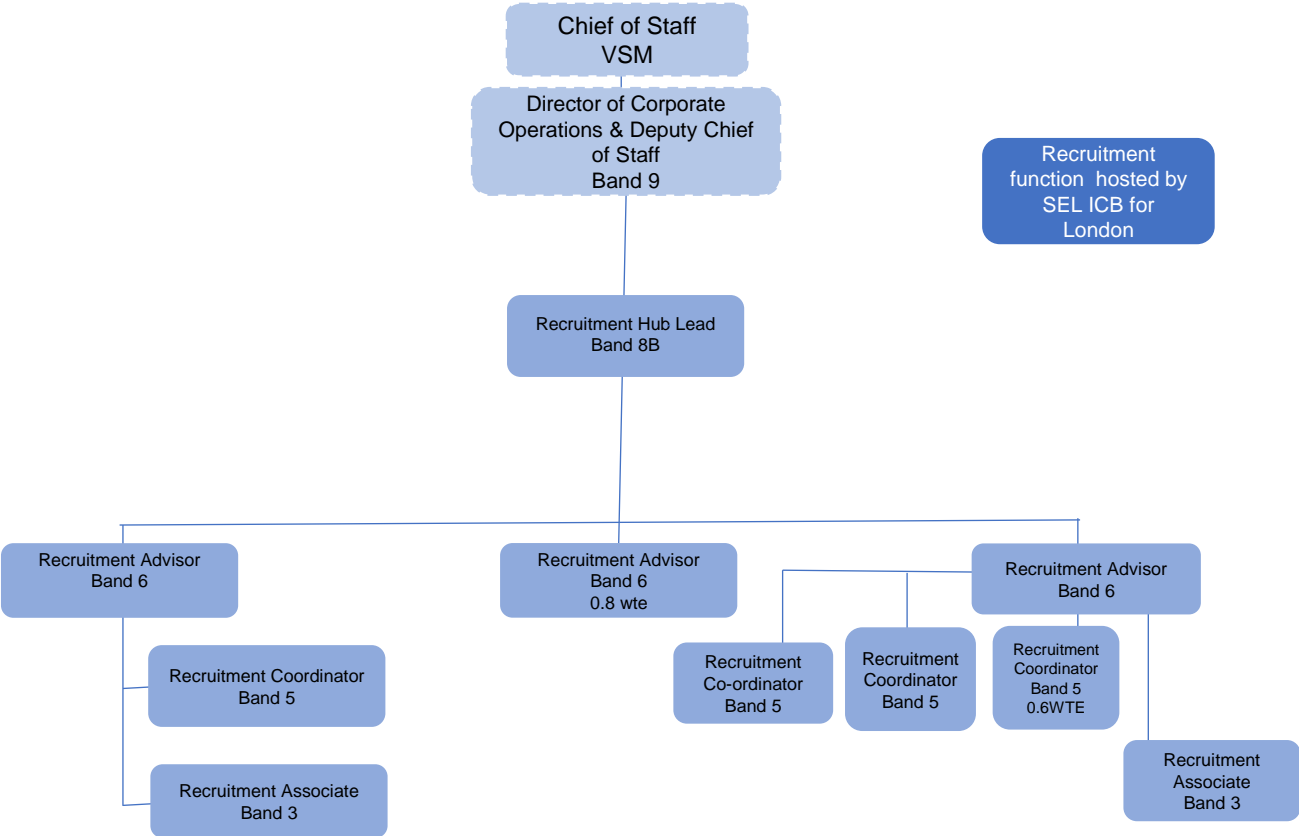


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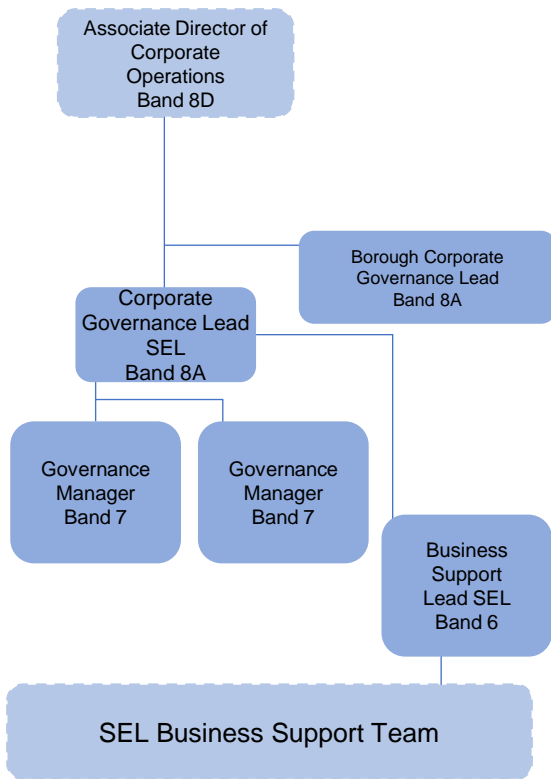


Recruitment function hosted by SEL ICB for London

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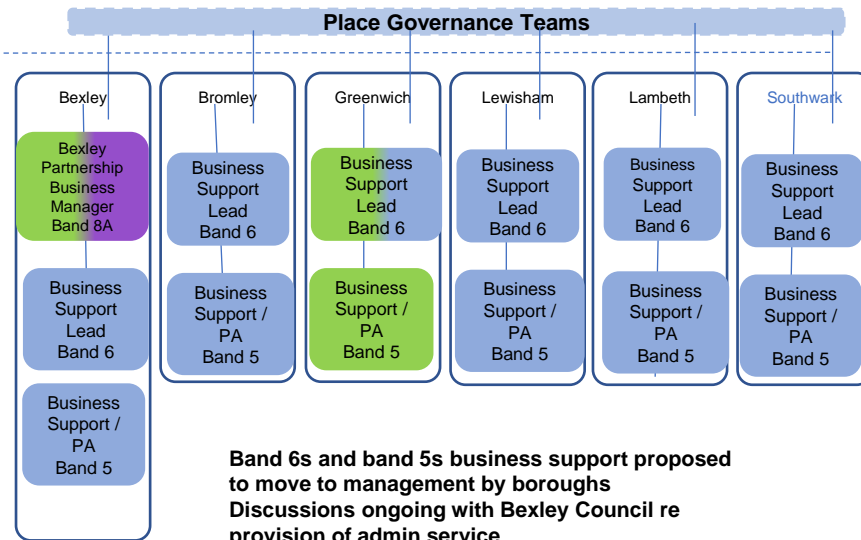
Principles – Place Governance Teams

1. Responsibility for LCP committee governance; minutes, papers, arrangements and forward planners
2. Accountability for professional standards, which will be set consistently by the A4C Band 8(a) role in line with SEL ICB Policy across the 6 places
3. Not embedded, A4C Band 5/6 become part of the place budget/line management
4. Provides the opportunity to move to integrated arrangements for business support with Local Authorities, recognising the different starting points for boroughs
5. A4C Band 8(a) for SEL led work – links to place teams:
 - Health & safety
 - EPRR
 - Risk
 - Point of contact for corporate estate



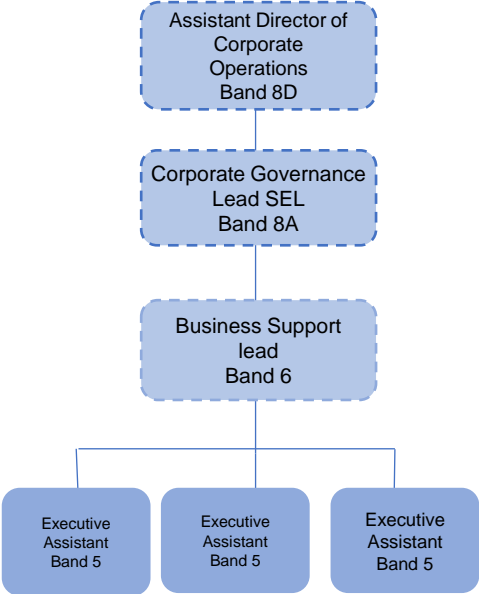
Functions across the six

- Professional governance support is needed:
- Coordination and 'do once' across six – **dotted line** to each place governance team
 - Ensure professional standards are met – so place teams are accountable for that.
 - COI rules are met
 - Health service governance, 'fit & proper person test'
 - Policy Management, advice
 - Quality of minutes, papers etc to good standard
 - Training, professional development

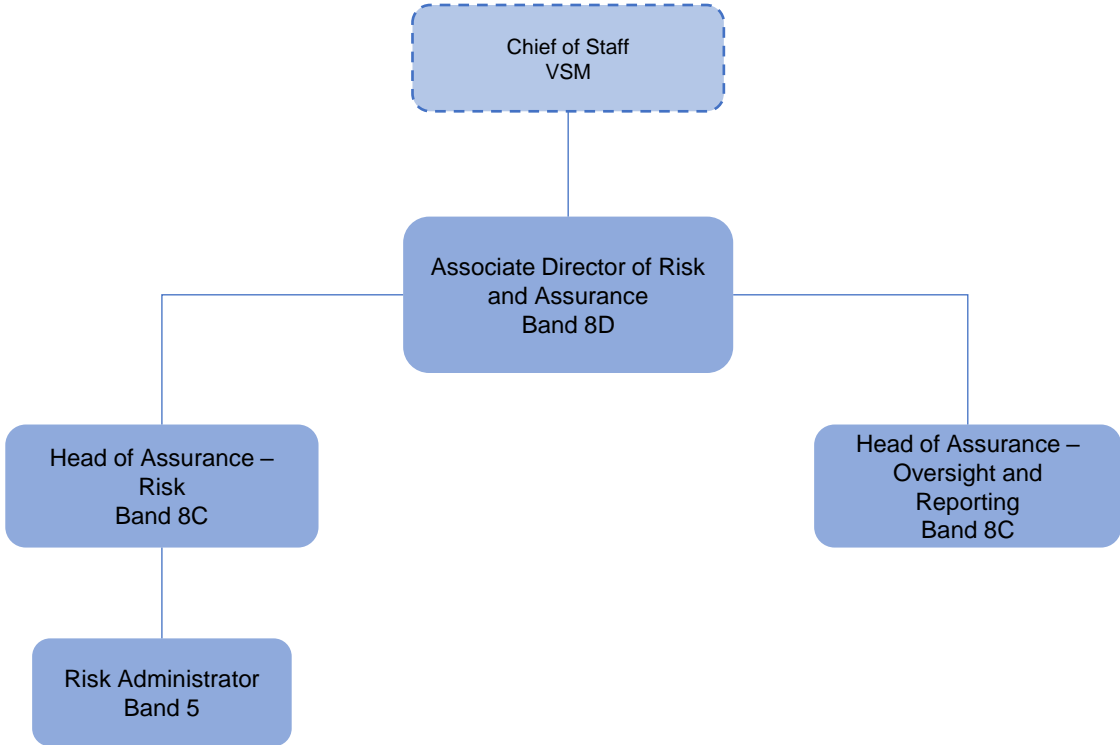


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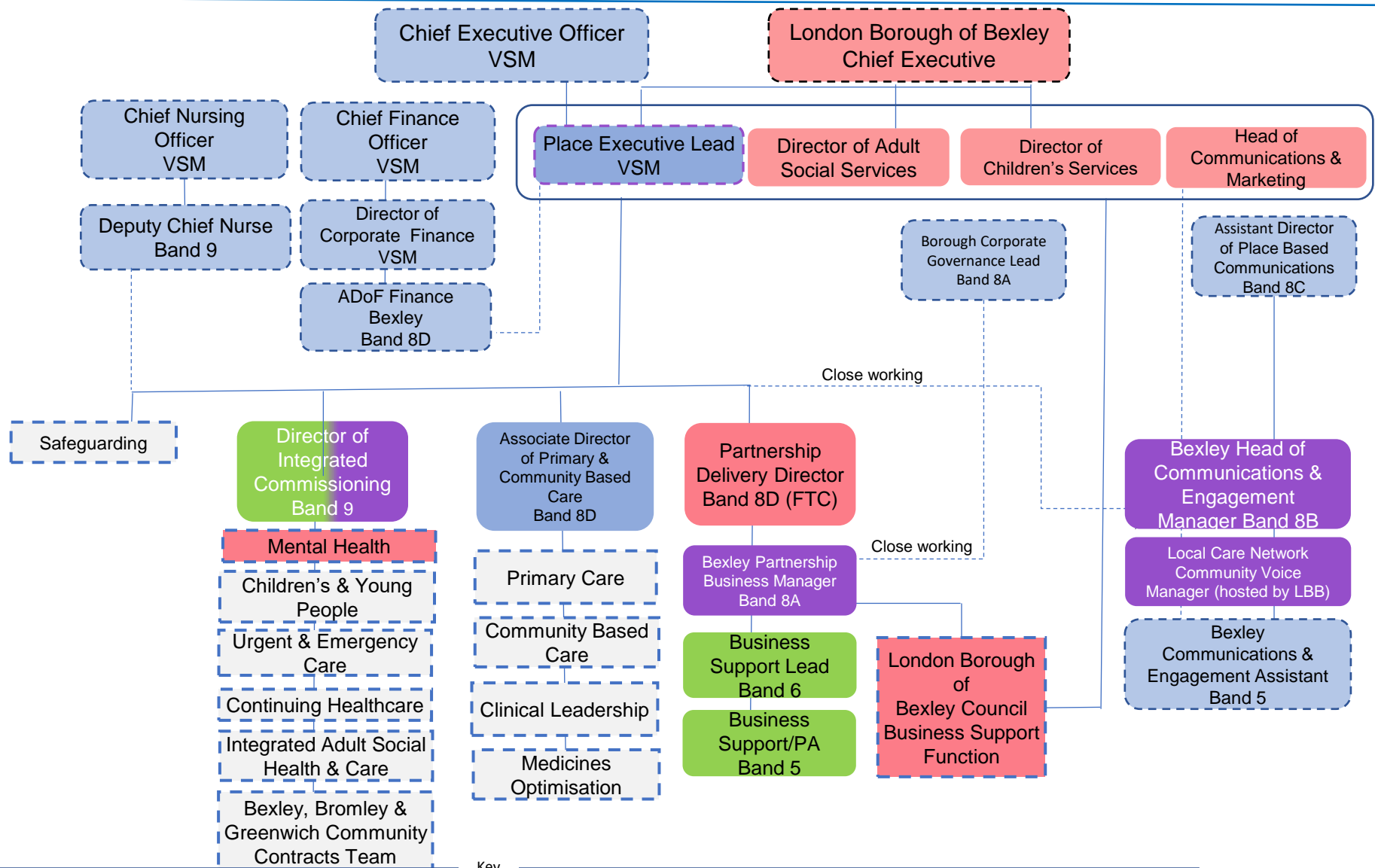
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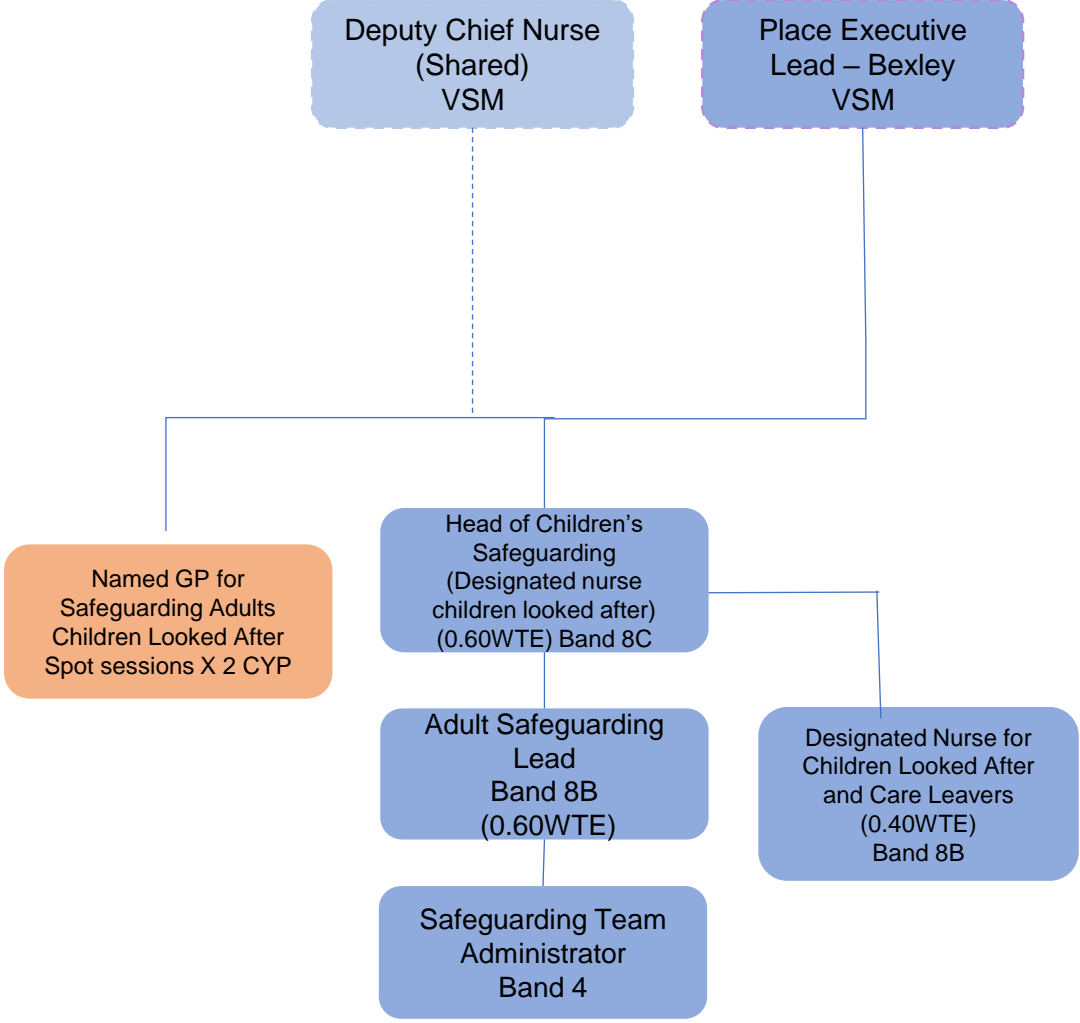
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Bexley Structure

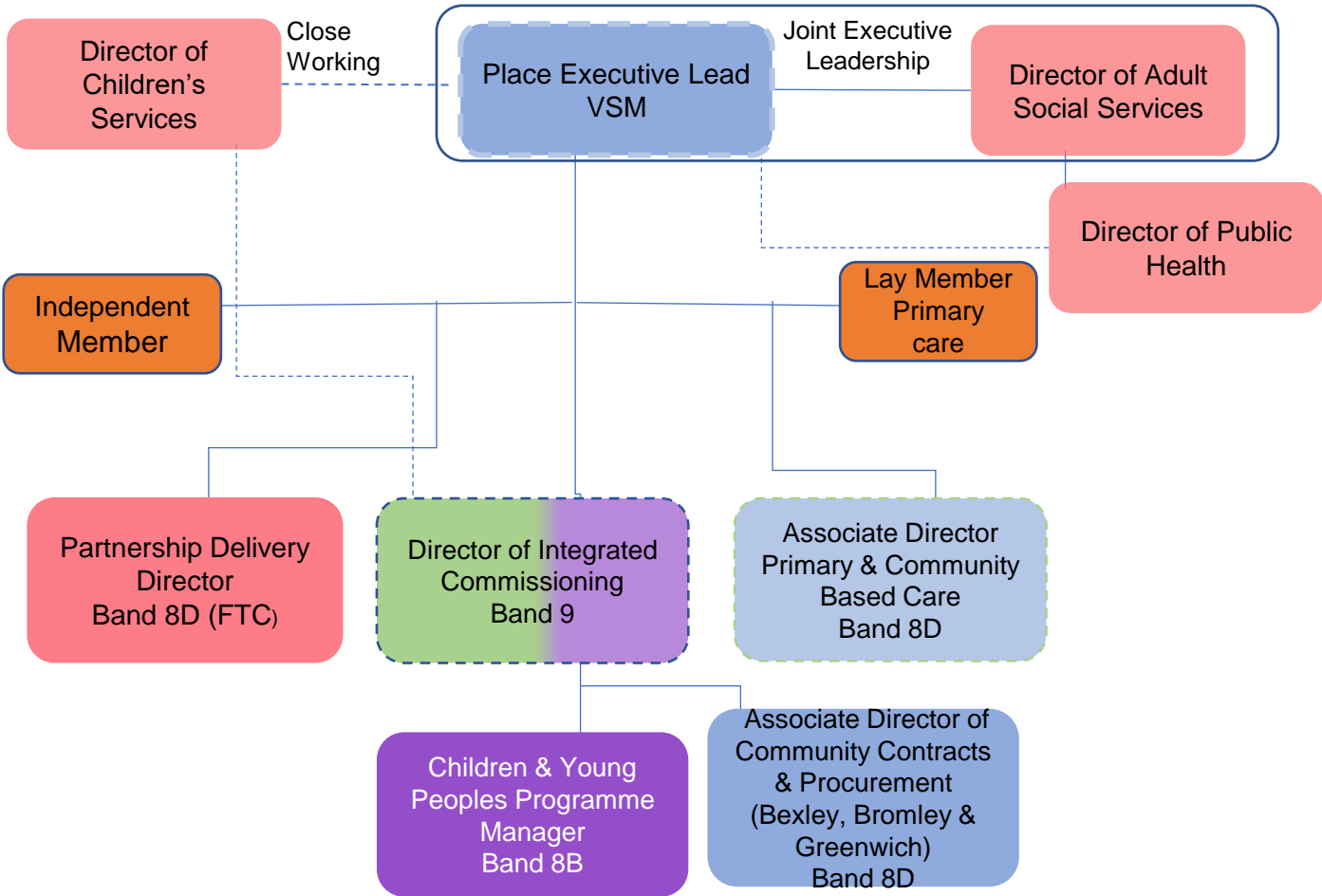


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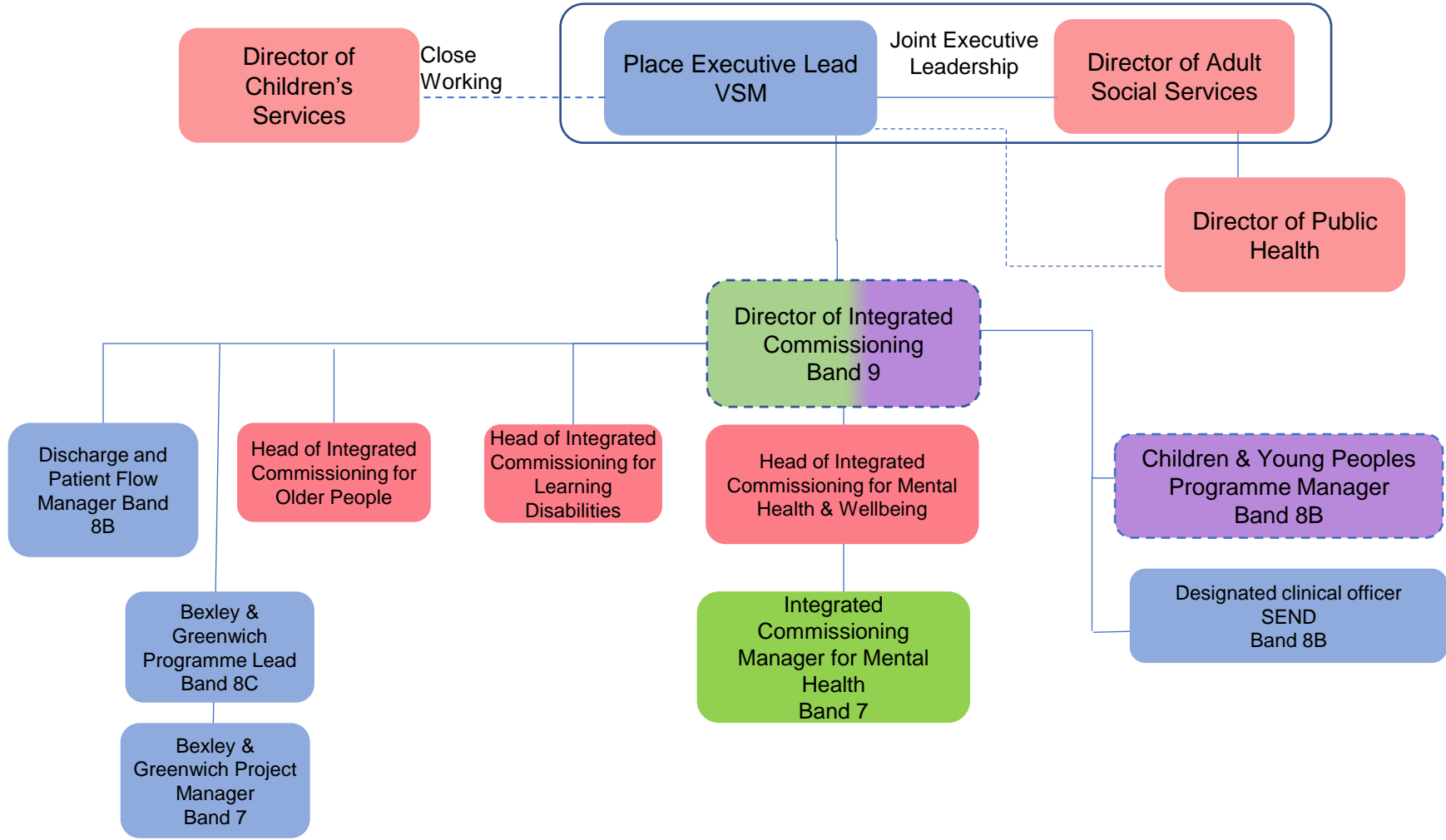
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- Joint role Vacancy
- FTC Vacancy
- Clinical safeguarding roles
- Line Management
- Dotted line management



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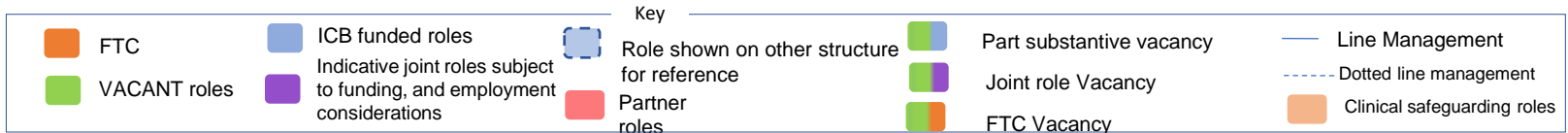
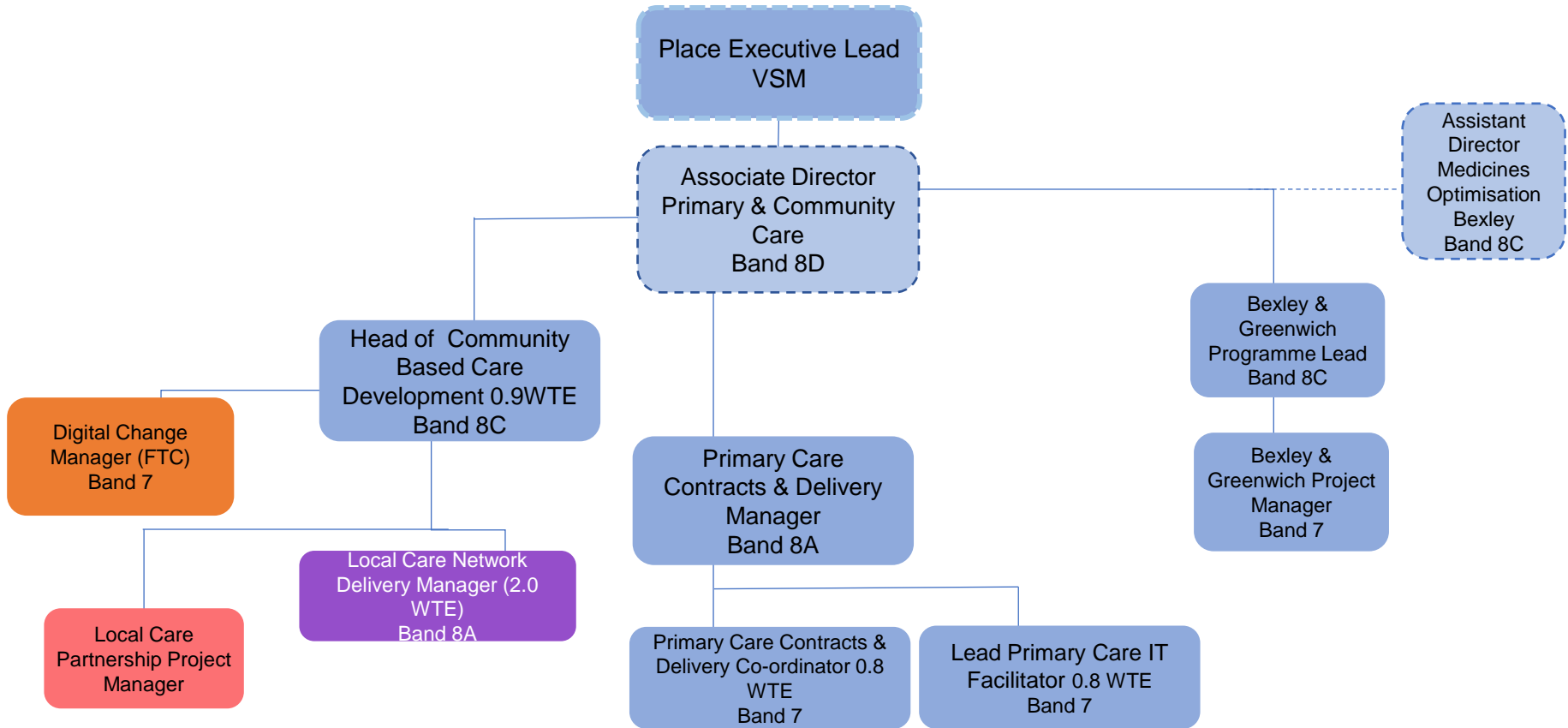


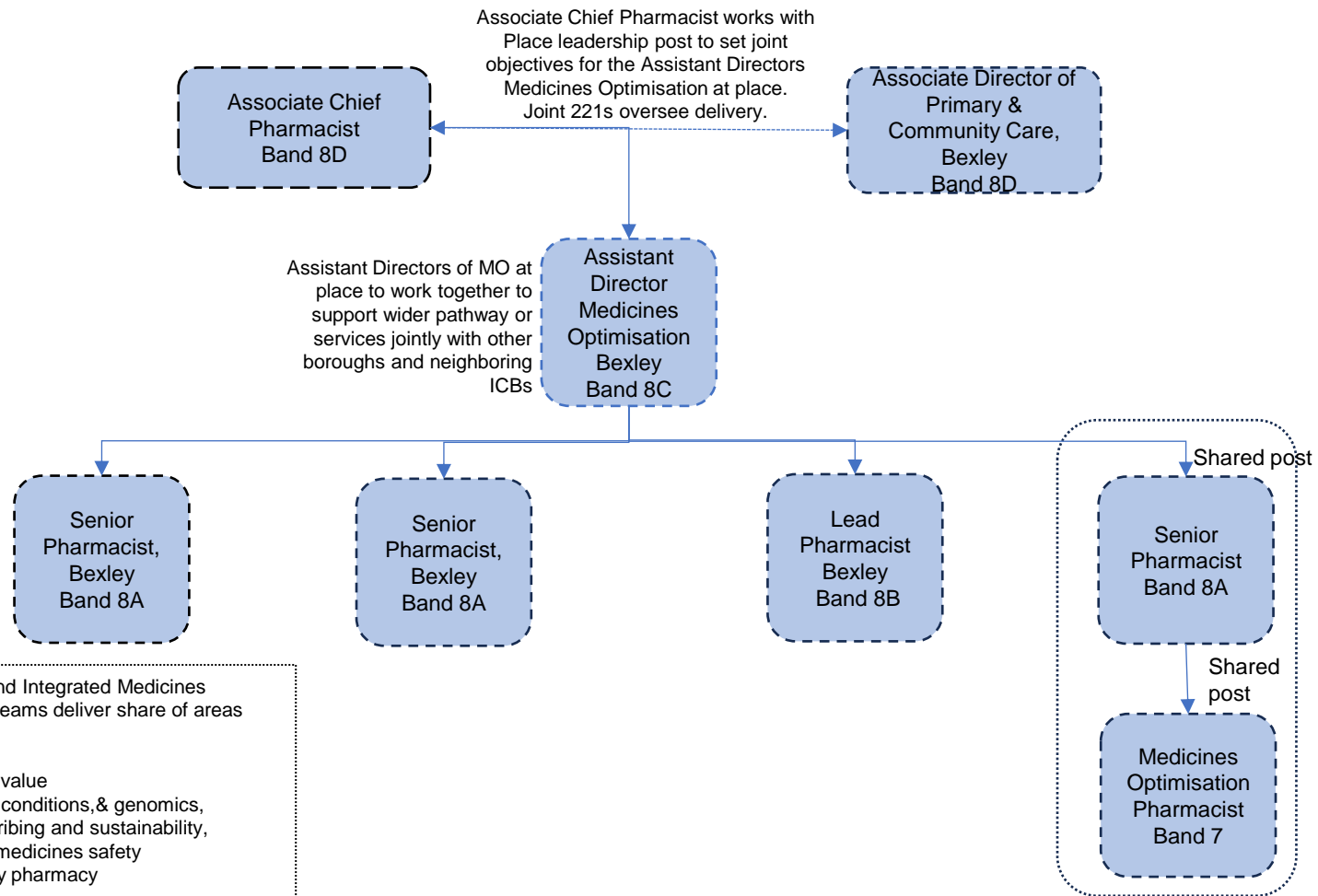
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Community Based Care Team Structure

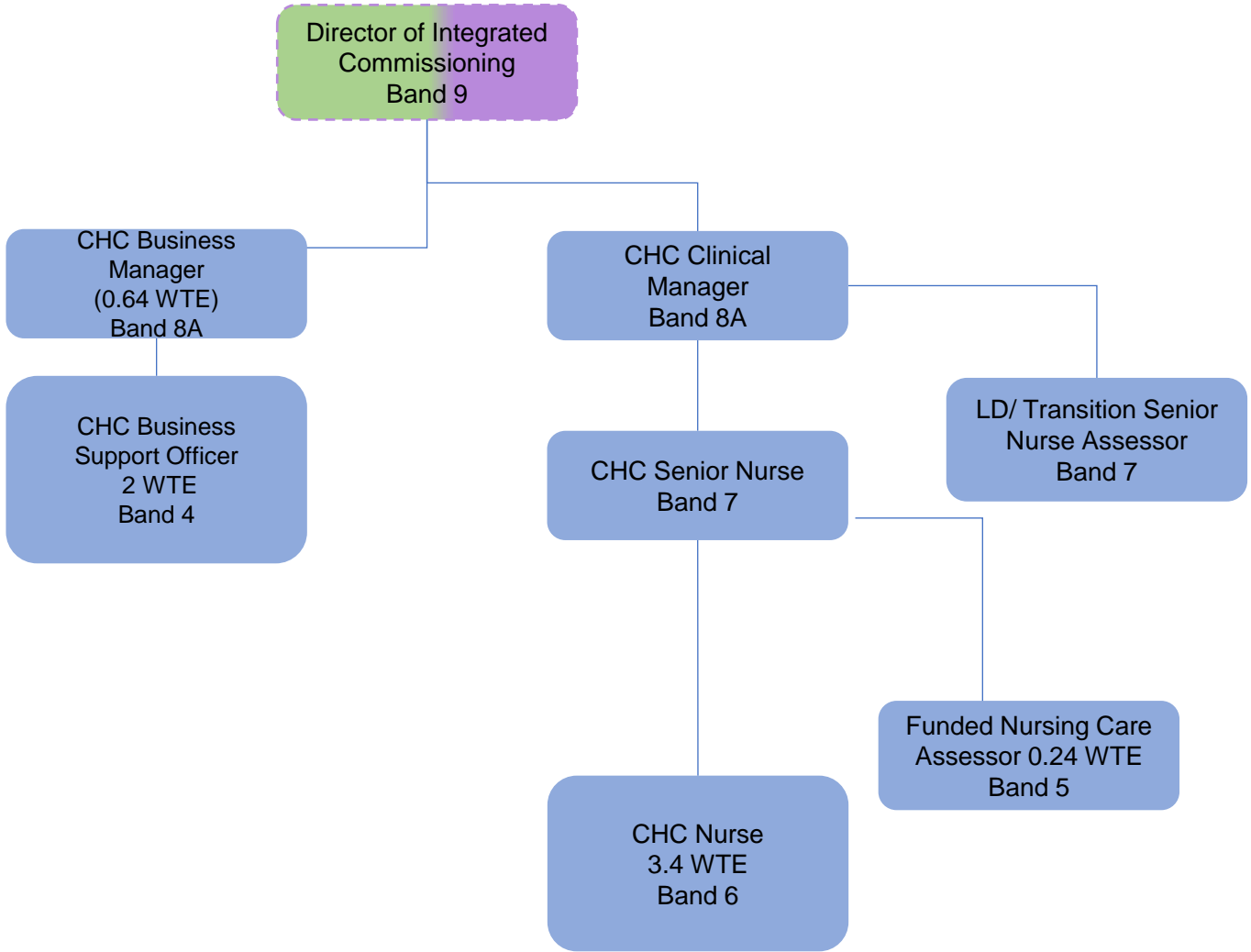




- Transforming and Integrated Medicines Optimisation – teams deliver share of areas from :
1. Workforce
 2. Medicines value
 3. Long term conditions, & genomics,
 4. Overprescribing and sustainability,
 5. AMR and medicines safety
 6. Community pharmacy

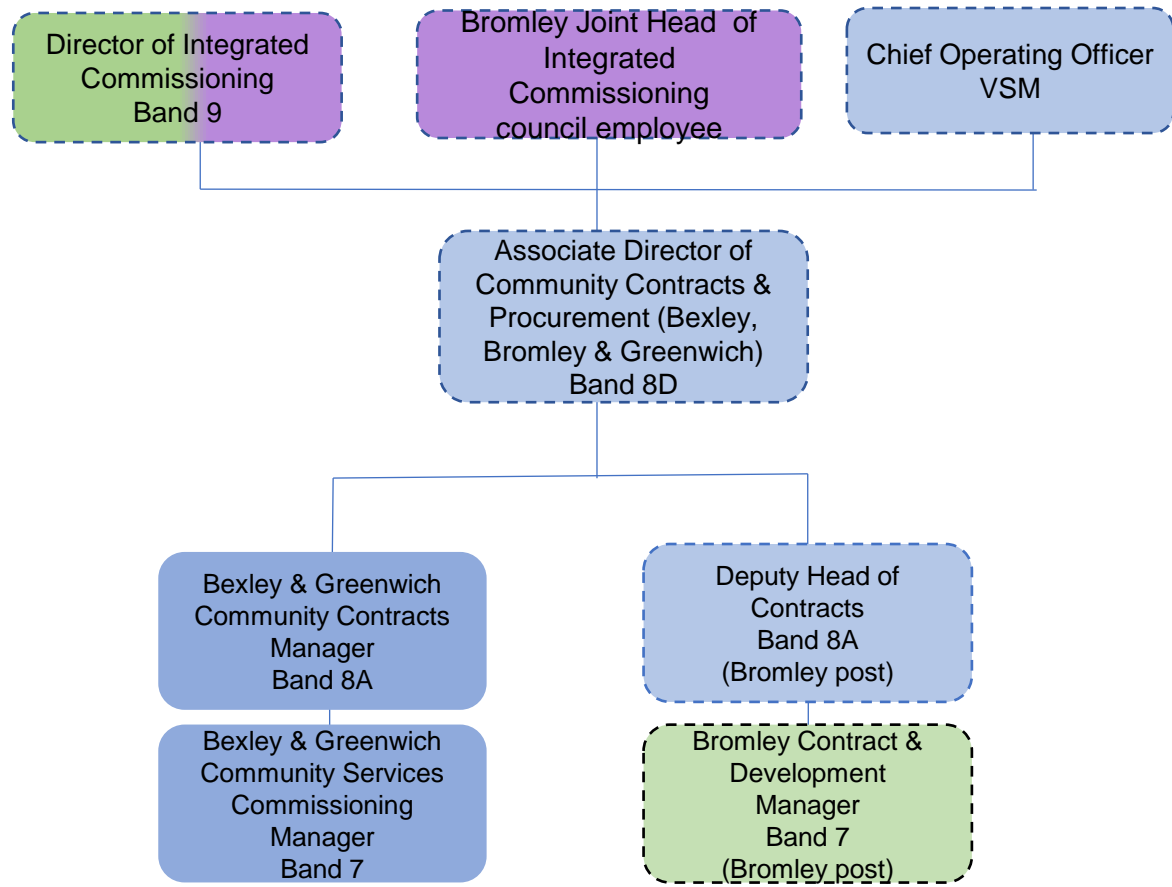
Develop integrated pharmacy roles with PCNs and providers.

Key				
 FTC	 ICB funded roles	 Role shown on other structure for reference	 Part substantive vacancy	 Line Management
 VACANT roles	 Indicative joint roles subject to funding, and employment considerations	 Partner roles	 Joint role Vacancy	 Dotted line management
			 FTC Vacancy	 Clinical safeguarding roles



Key

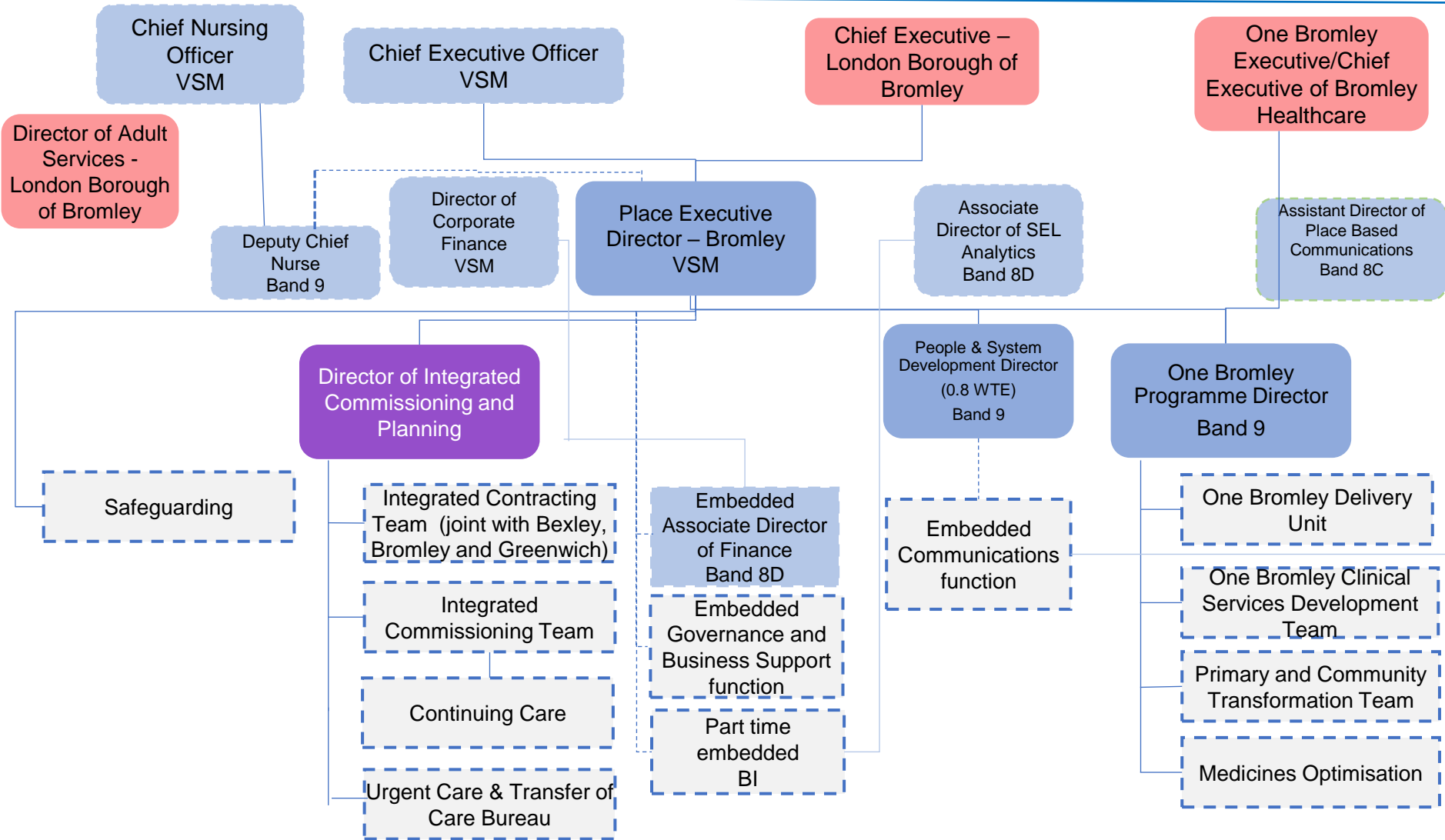
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



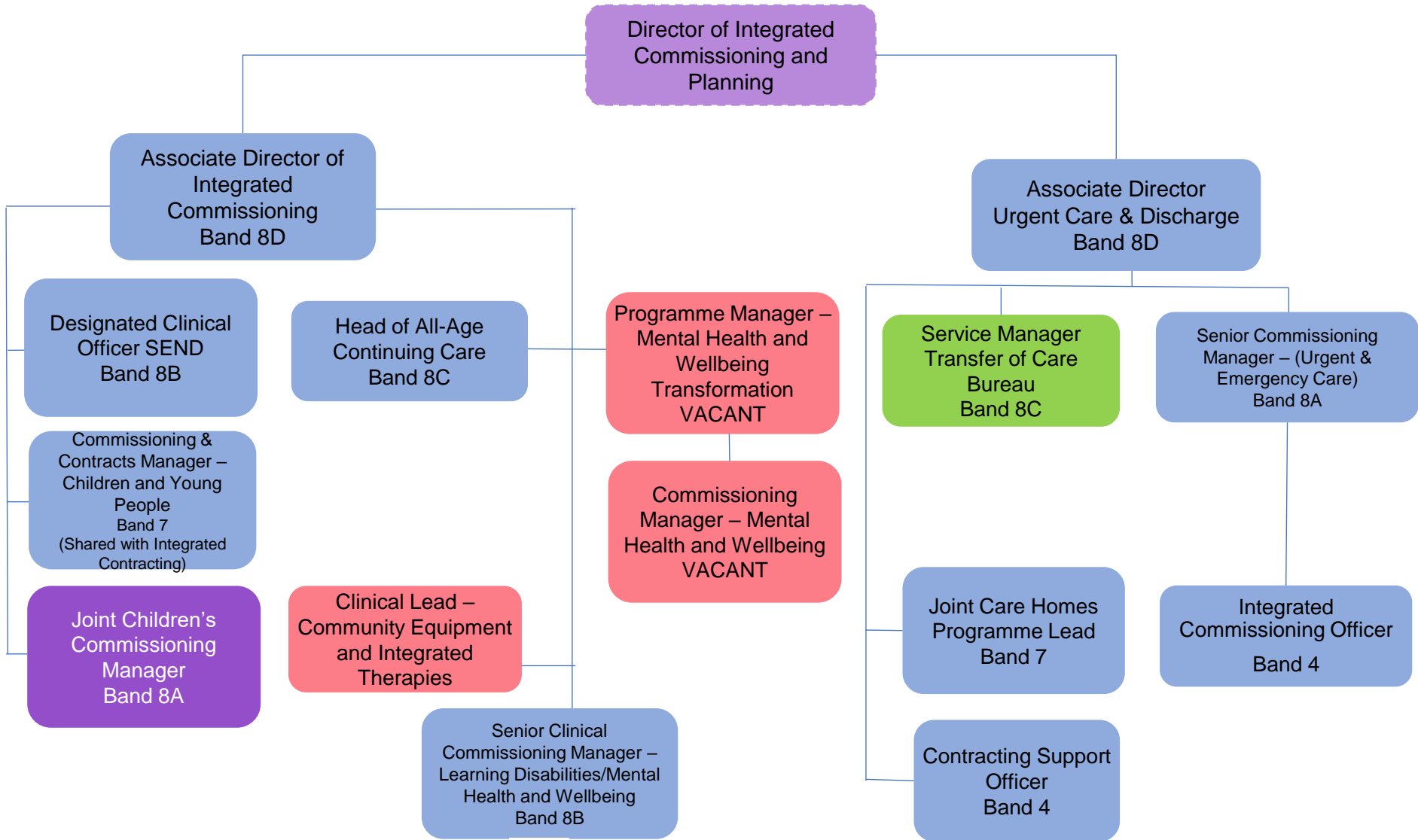
Key					
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	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Role shown on other structure for reference
			Partner roles		Joint role Vacancy
					FTC Vacancy
					Line Management
					Dotted line management
					Clinical safeguarding roles

Bromley Structure

Bromley Overall

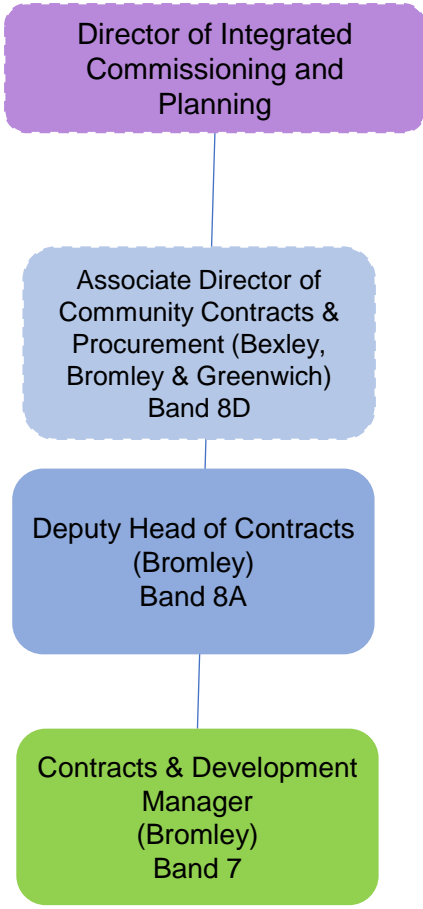


Key				
 FTC	 ICB funded roles	 Role shown on other structure for reference	 Part substantive vacancy	 Line Management
 VACANT roles	 Indicative joint roles subject to funding, and employment considerations	 Partner roles	 Joint role Vacancy	 Dotted line management
			 FTC Vacancy	 Clinical safeguarding roles

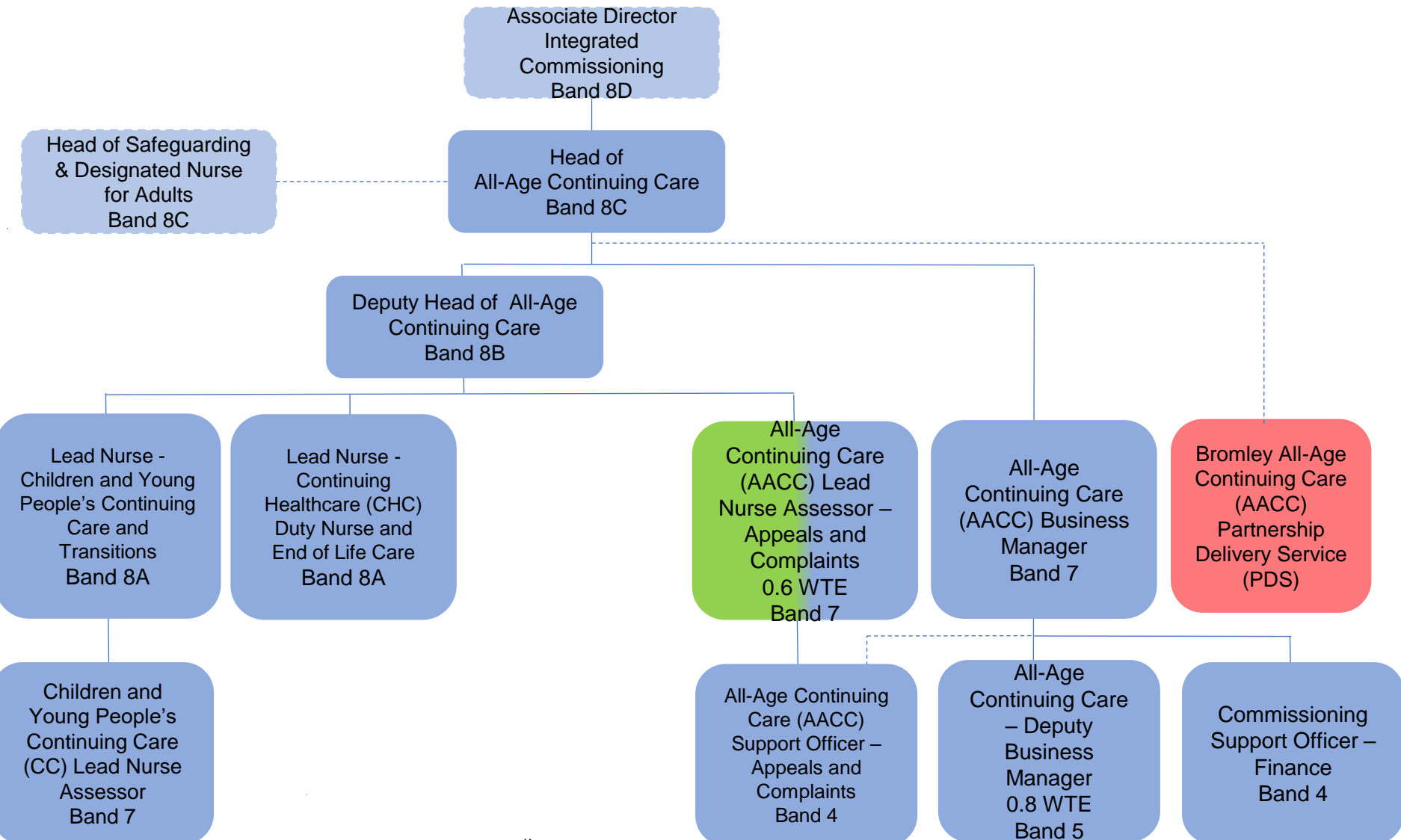


Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

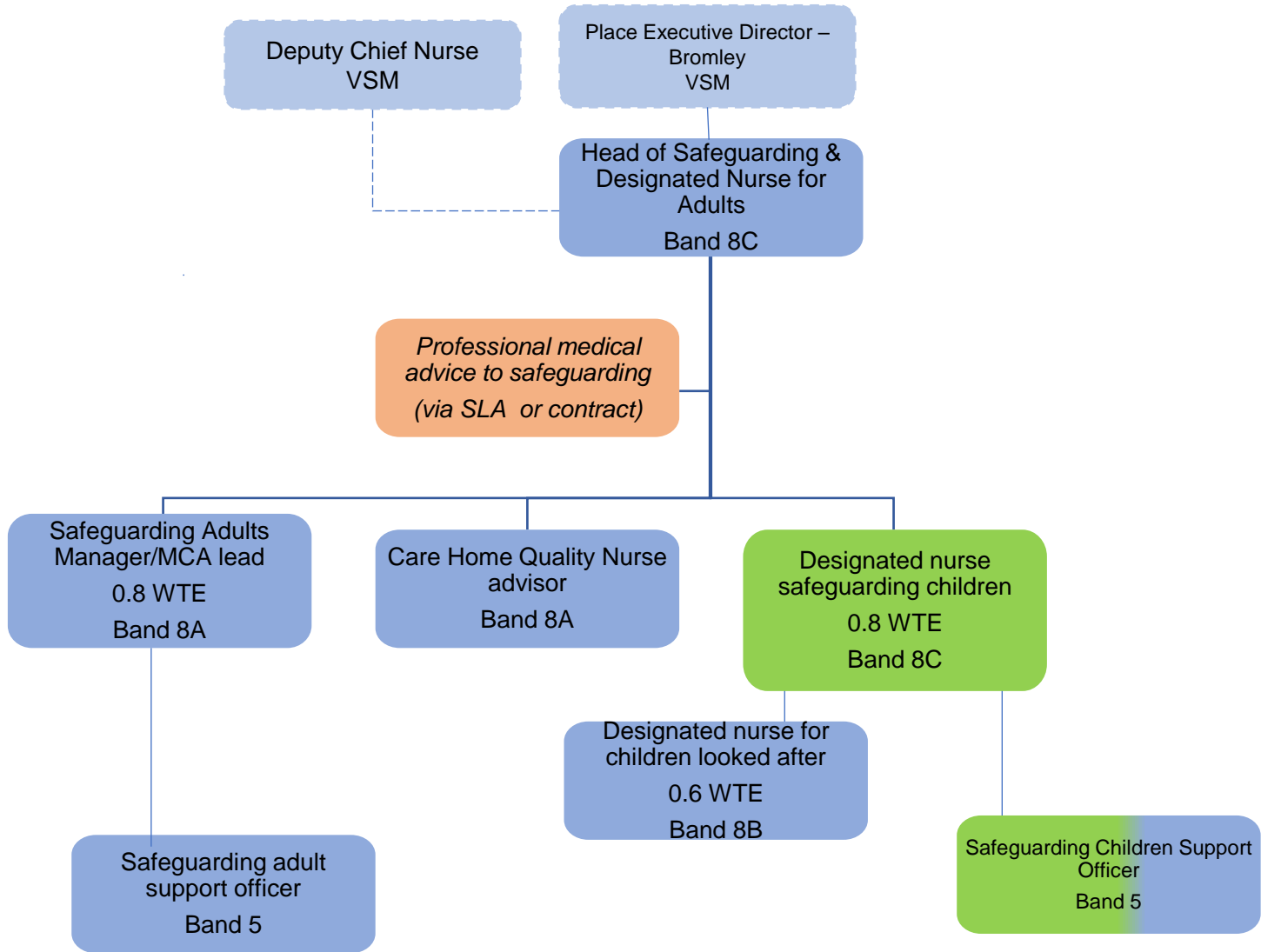


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VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management	
			FTC Vacancy	Clinical safeguarding roles	



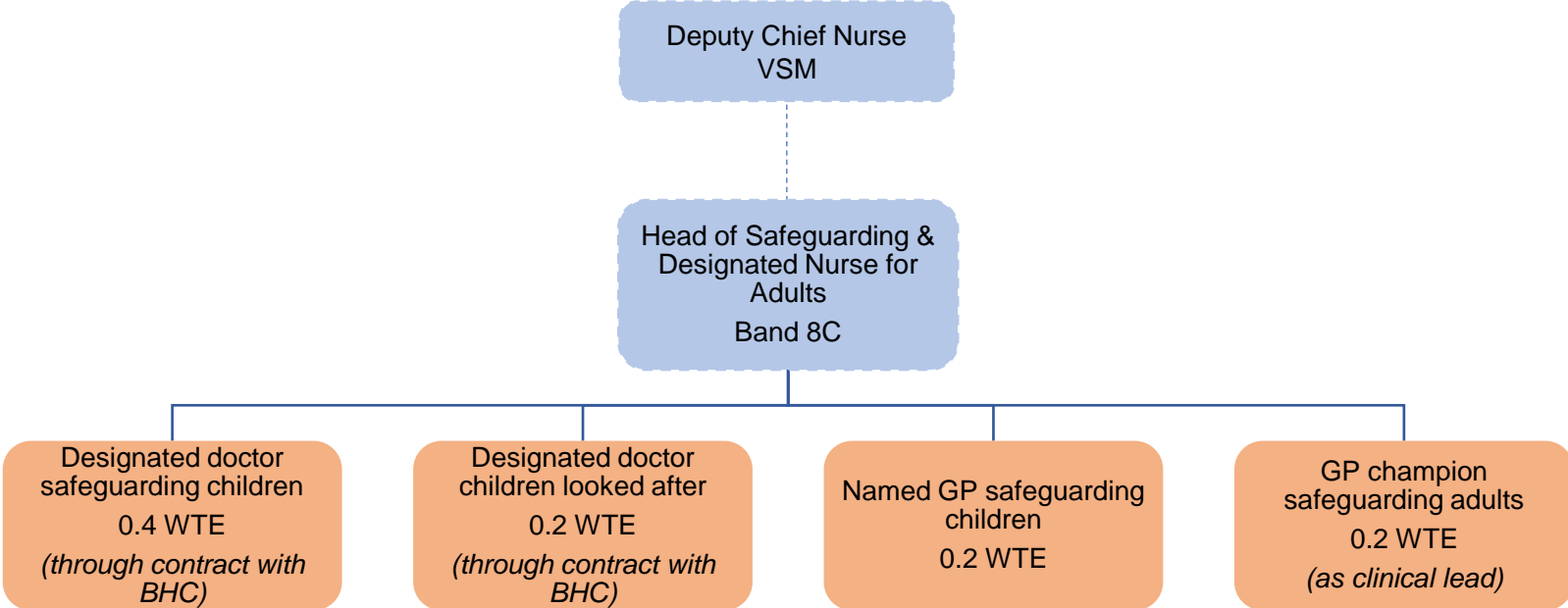
Key

- FTC
- ICB funded roles
- Role shown on other structure for reference
- VACANT roles
- Indicative joint roles subject to funding, and employment considerations
- Partner roles
- Part substantive vacancy
- Joint role Vacancy
- FTC Vacancy
- Line Management
- Dotted line management
- Clinical safeguarding roles

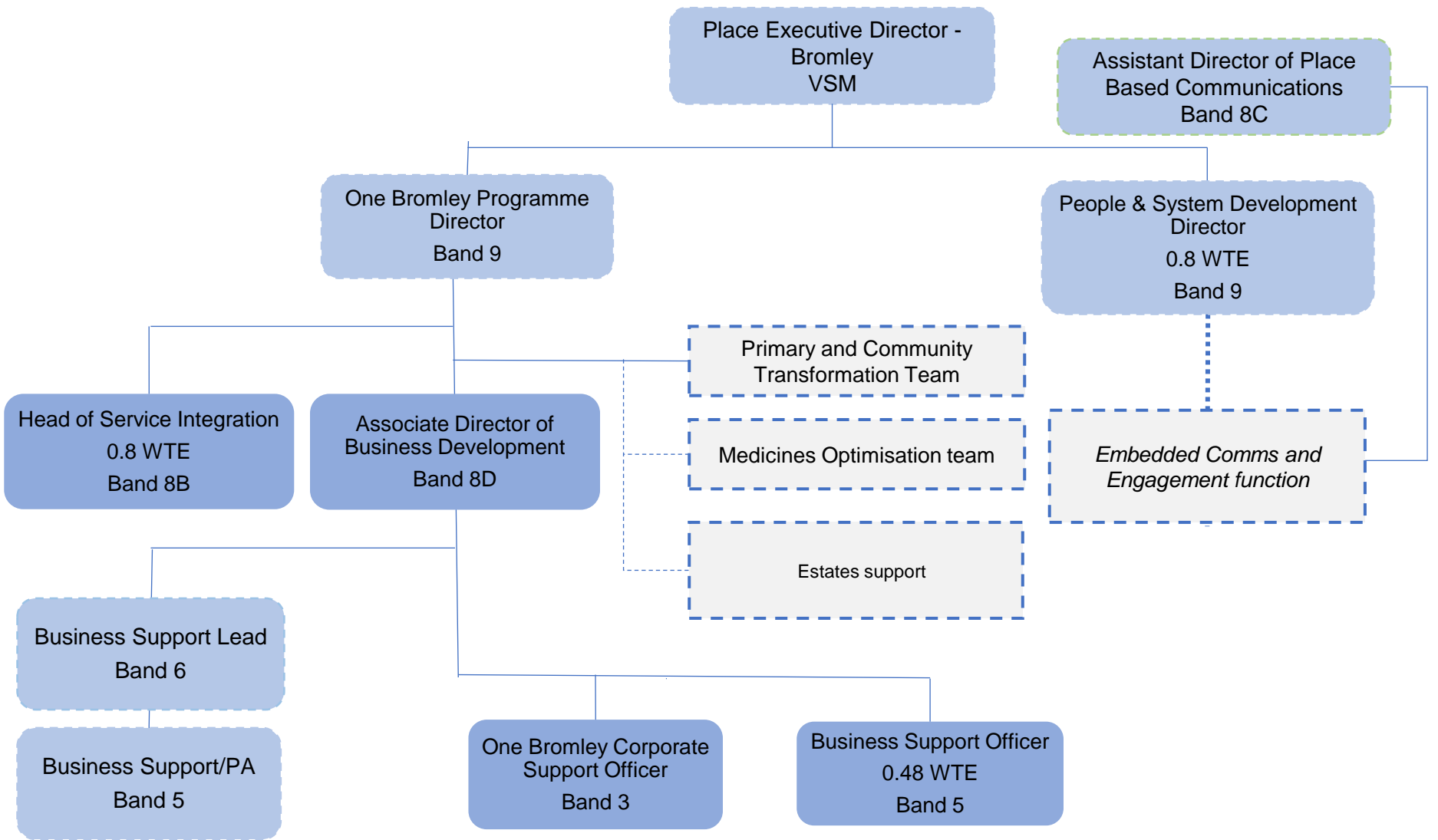


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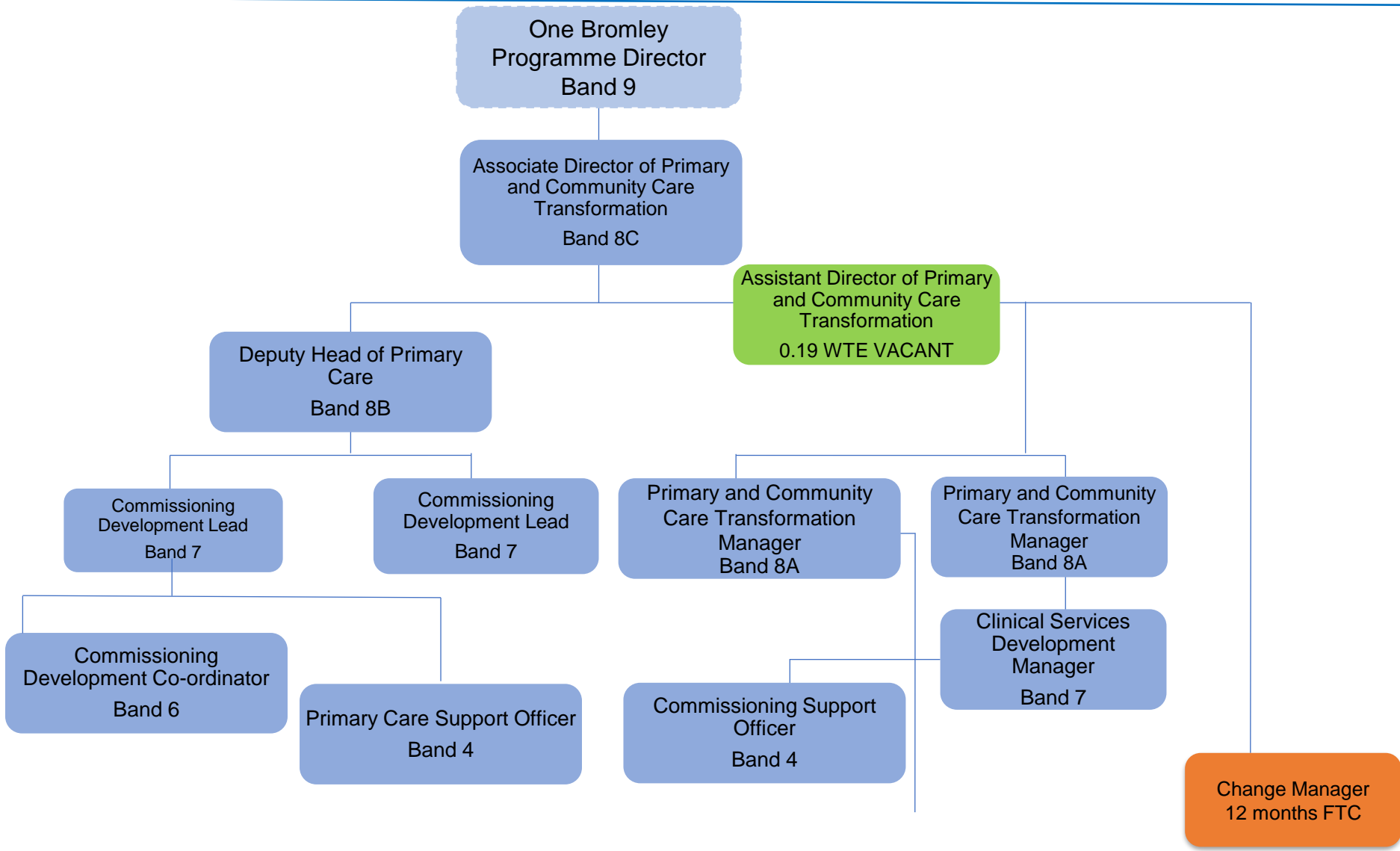
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VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



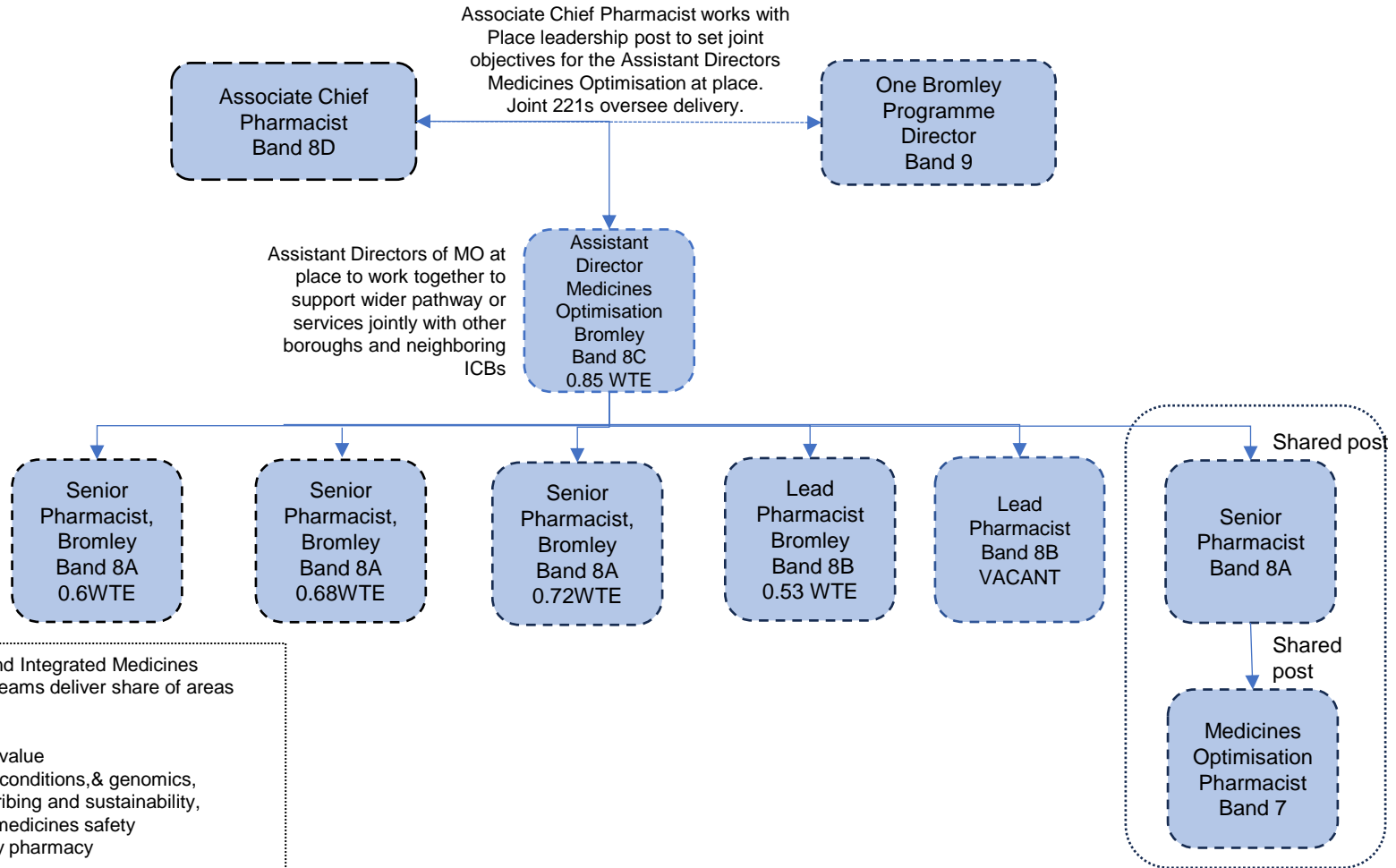
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	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
					Joint role Vacancy
					FTC Vacancy
					Line Management
					Dotted line management
					Clinical safeguarding roles



Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

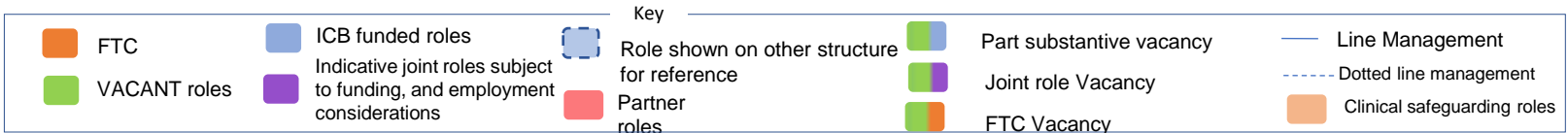
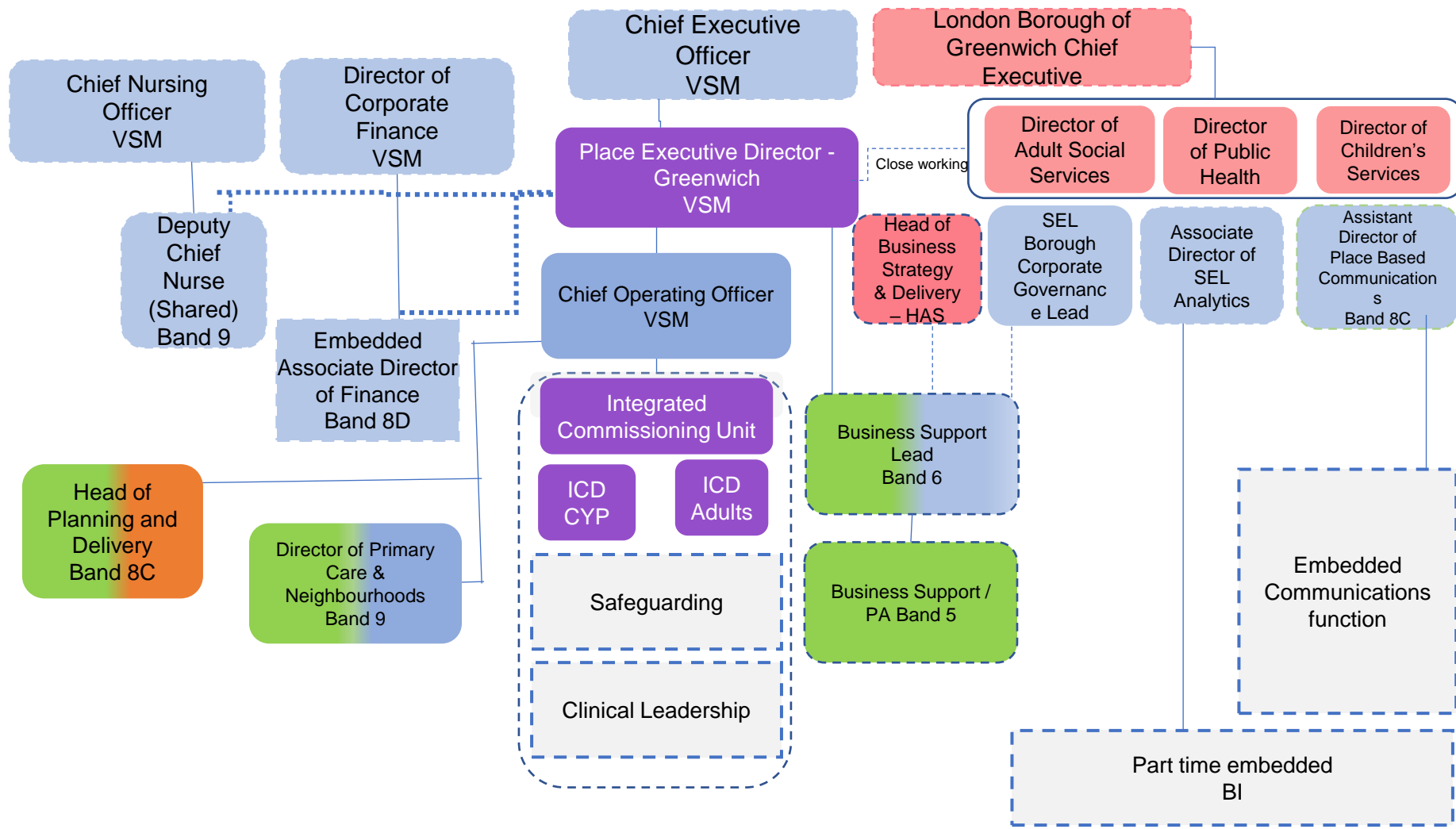
Bromley Place Structure – Medicines Optimisation Team

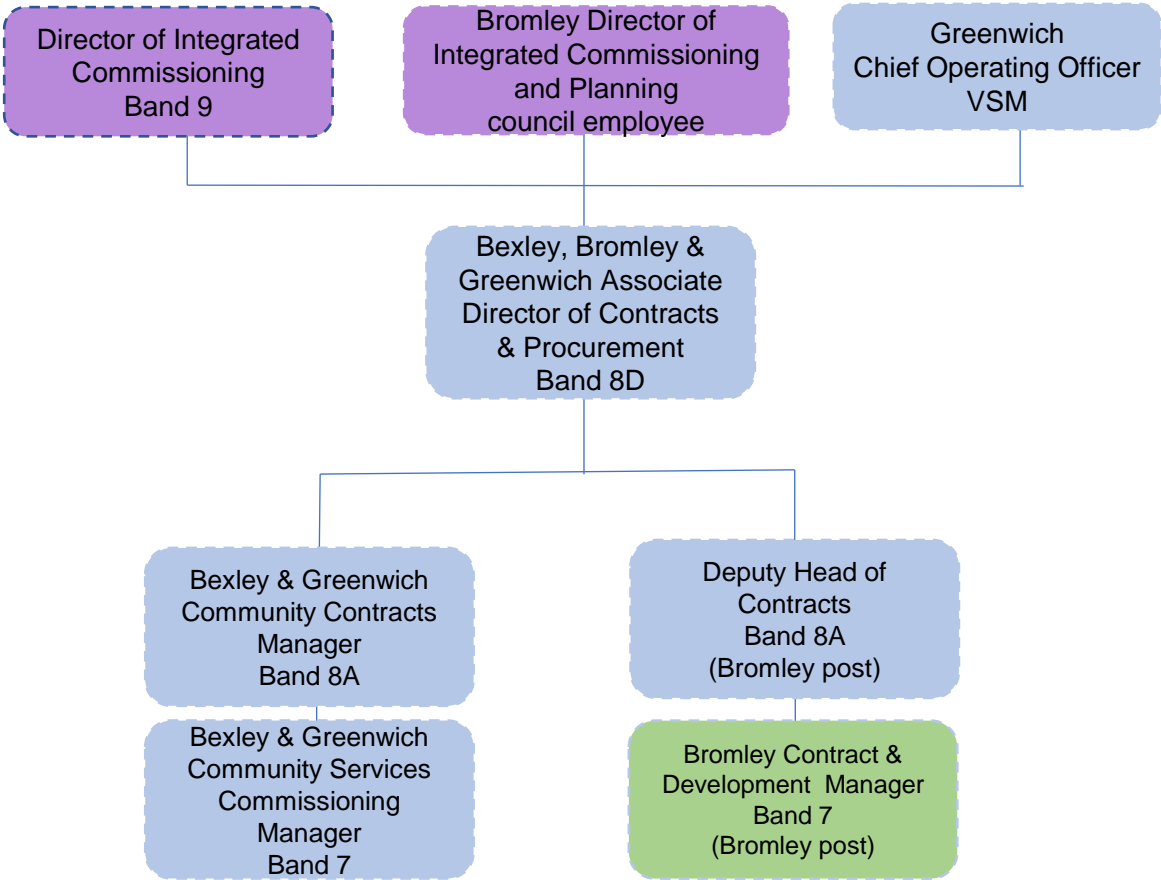


Develop integrated pharmacy roles with PCNs and providers

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

Greenwich Structure





Key					
	FTC		ICB funded roles		Role shown on other structure for reference
	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
					FTC Vacancy
					Line Management
					Dotted line management
					Clinical safeguarding roles

Integrated Commissioning - Adults

Note - all posts are new with exception of ICD Adults, and all jointly funded with the exception of Strategic Change Programme Lead

Chief Operating Officer

Integrated Commissioning Director, Adults

Associate Director of Integrated Commissioning & System Development
(Aging Well, Home First, Early Help)

Associate Director of Integrated Commissioning & System Development
(Disabilities and Mental Health)

Head of Market Quality and Sustainability
(Cross Cutting across all portfolios)

Head of Integrated Commissioning & System Development
(Ageing Well, Home First, Early Help)

Discharge Flow Lead
Band 8B
VACANT

Head of Integrated Commissioning & System Development
(Working Age Adults with Disabilities and Complex Care / MH / Autism)

System Lead
(Quality Assurance)

System Lead
(Partnerships and Resilience)

Strategic Commissioning & System Development Lead
(Home First incl Home Care)

Strategic Commissioning & System Development Lead
(Ageing Well, incl Accommodation Based Care)

08 Strategic Commissioning & System Development Lead
(Early Help, incl ICES, ATEC, Carers & voluntary sector)

11 Strategic Change Programme Lead
(Community/MSK/ Physical Health and Wellbeing)

15 Strategic Commissioning & System Development Lead
(Learning Disability Partnerships)

19 Strategic Commissioning & System Development Lead
(Mental Health & Complex Care inc PD Partnerships)

23 Strategic Commissioning & System Development Lead
(Transitions & Autism) across Children's & Adults

Quality Assurance Lead Officer
(Learning Disabilities)

33 Joint Funding Delivery Lead

Quality Assurance Lead Officer
(Mental Health)

34 Data and Insight Officer - Market Sustainability & Development

Quality Assurance Lead Officer
(Ageing Well/Older People)

35 Community Enterprise/Assets Development Lead

30 Quality Assurance Lead Officer
(Early Help (ICES/ATEC))

04 Lead Commissioning Officer (Co-production and Inclusion (LE))

Quality Assurance Lead Officer
(Homefirst/ Homecare)

Lead Commissioning Officer (Co-production and Inclusion (LE)) 0.5WTE

Lead Commissioning Officer (Co-production and Inclusion (LE)) 0.5 WTE

Senior Commissioning Development Officer
(Home First inc Homecare, Extra care, ICES, ATEC)

07 Senior Commissioning Development Officer

Senior Commissioning Development Officer
(Early Help, Carers, Voluntary sector, Homecare)

12 Programme Lead
(External Funding)
In establishment flexible funding x 2

16 Lead Commissioning Officer
(LD operational commissioning, LD/Complex Care)

20 Lead Commissioning Officer
(MH Operational Commissioning, incl s117)

24 Senior Commissioning Development Officer

Project Officer (System change)

Senior Commissioning Development Officer

21 Senior Commissioning Development Officer

Matrix management approach

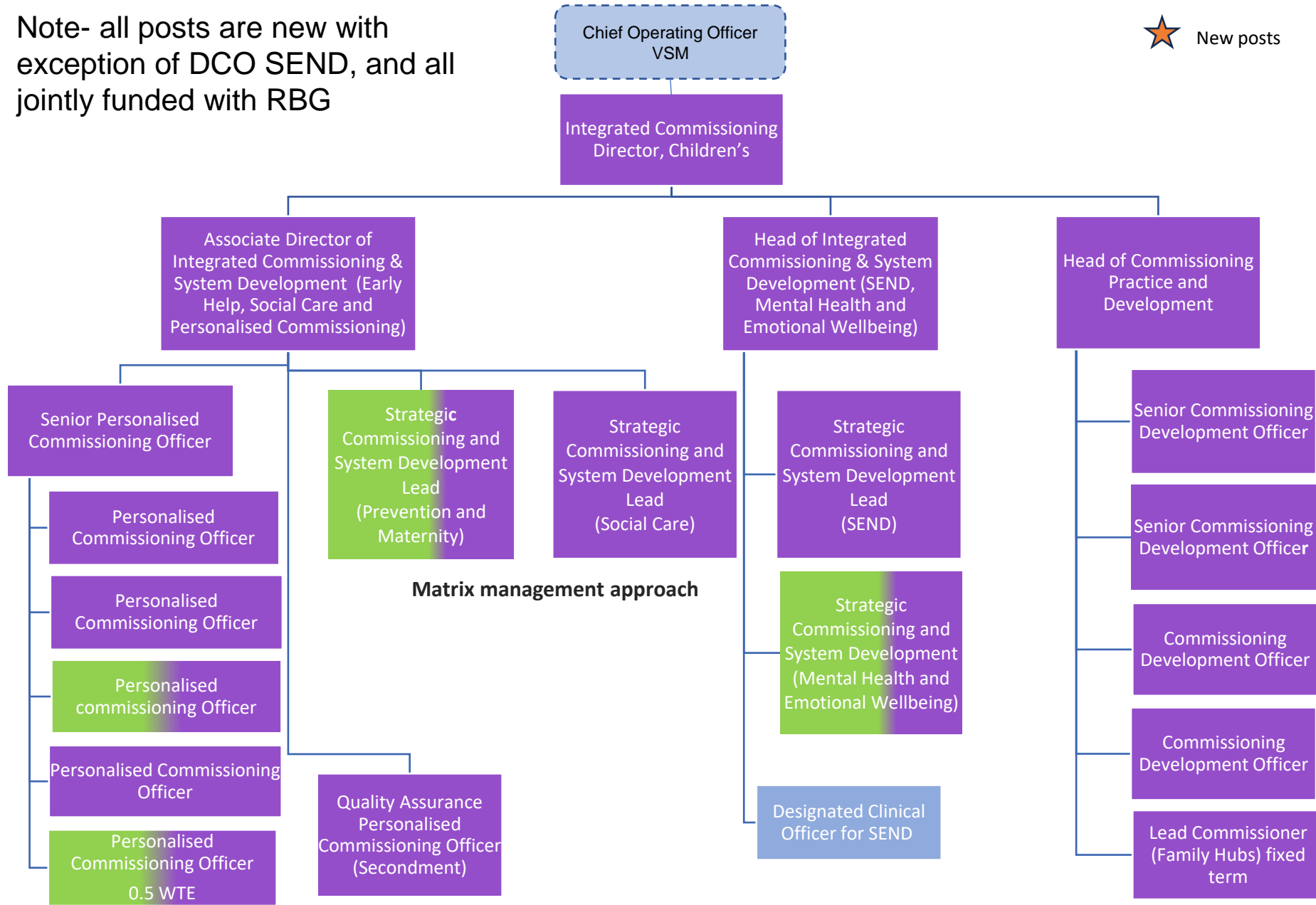
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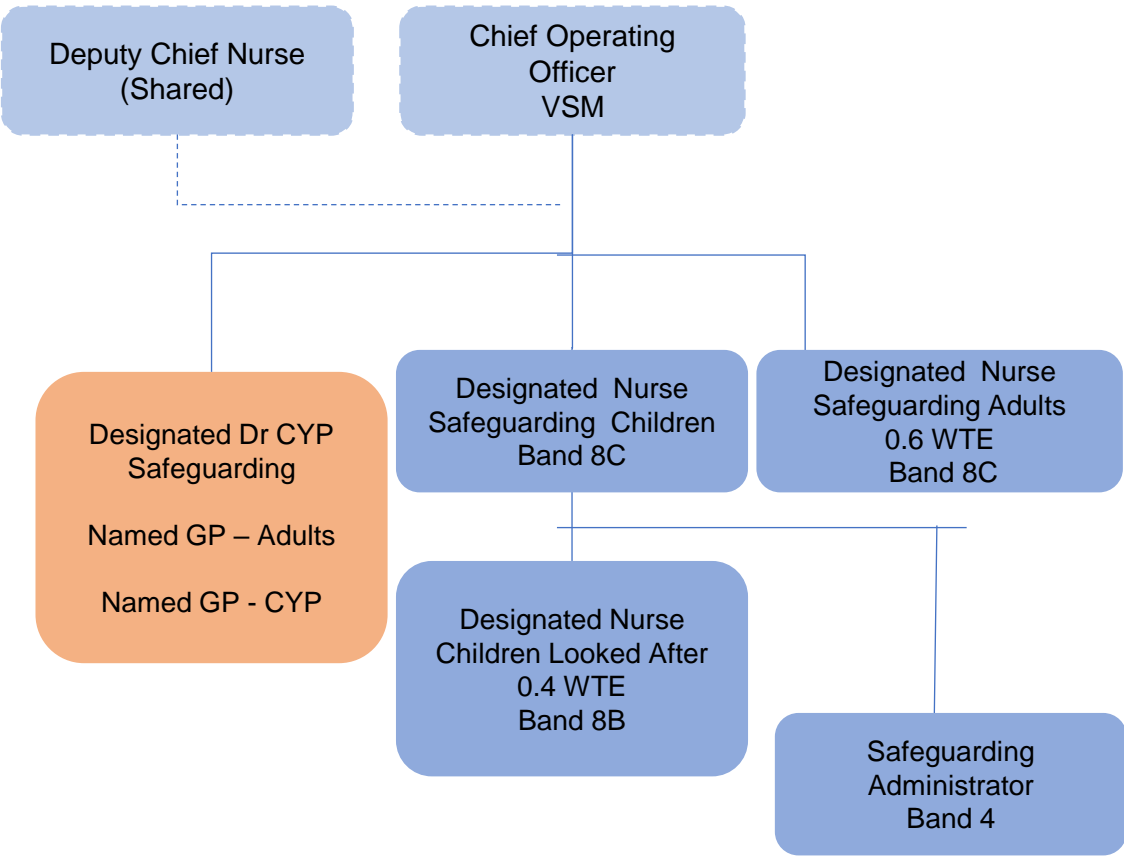
- FTC
- VACANT roles
- ICB funded roles
- Indicative joint roles subject to funding, and employment considerations
- Role shown on other structure for reference
- Partner roles
- Part substantive vacancy
- Joint role Vacancy
- FTC Vacancy
- Line Management
- Dotted line management
- Clinical safeguarding roles

Integrated Commissioning - Children

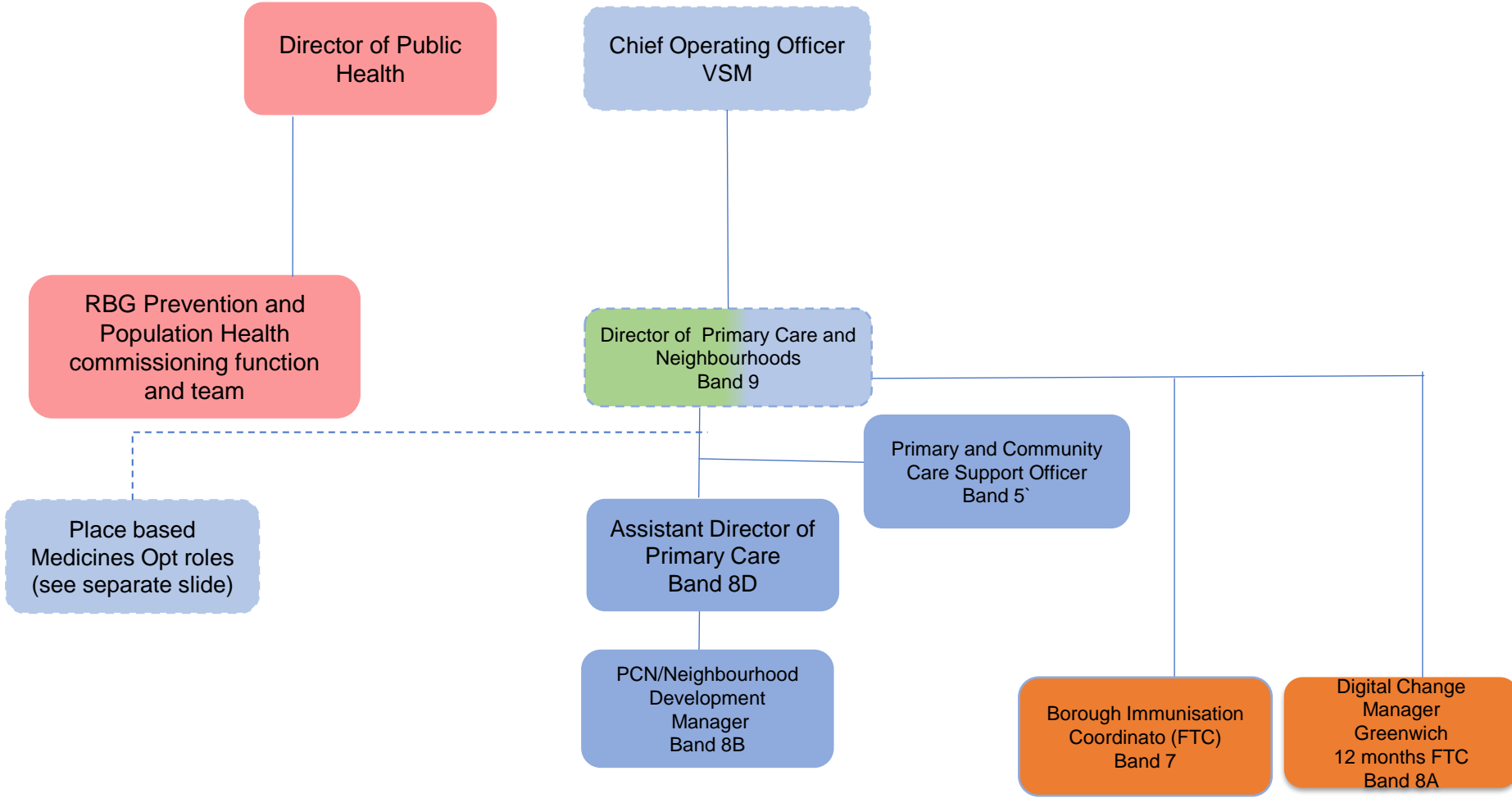
Note- all posts are new with exception of DCO SEND, and all jointly funded with RBG

★ New posts

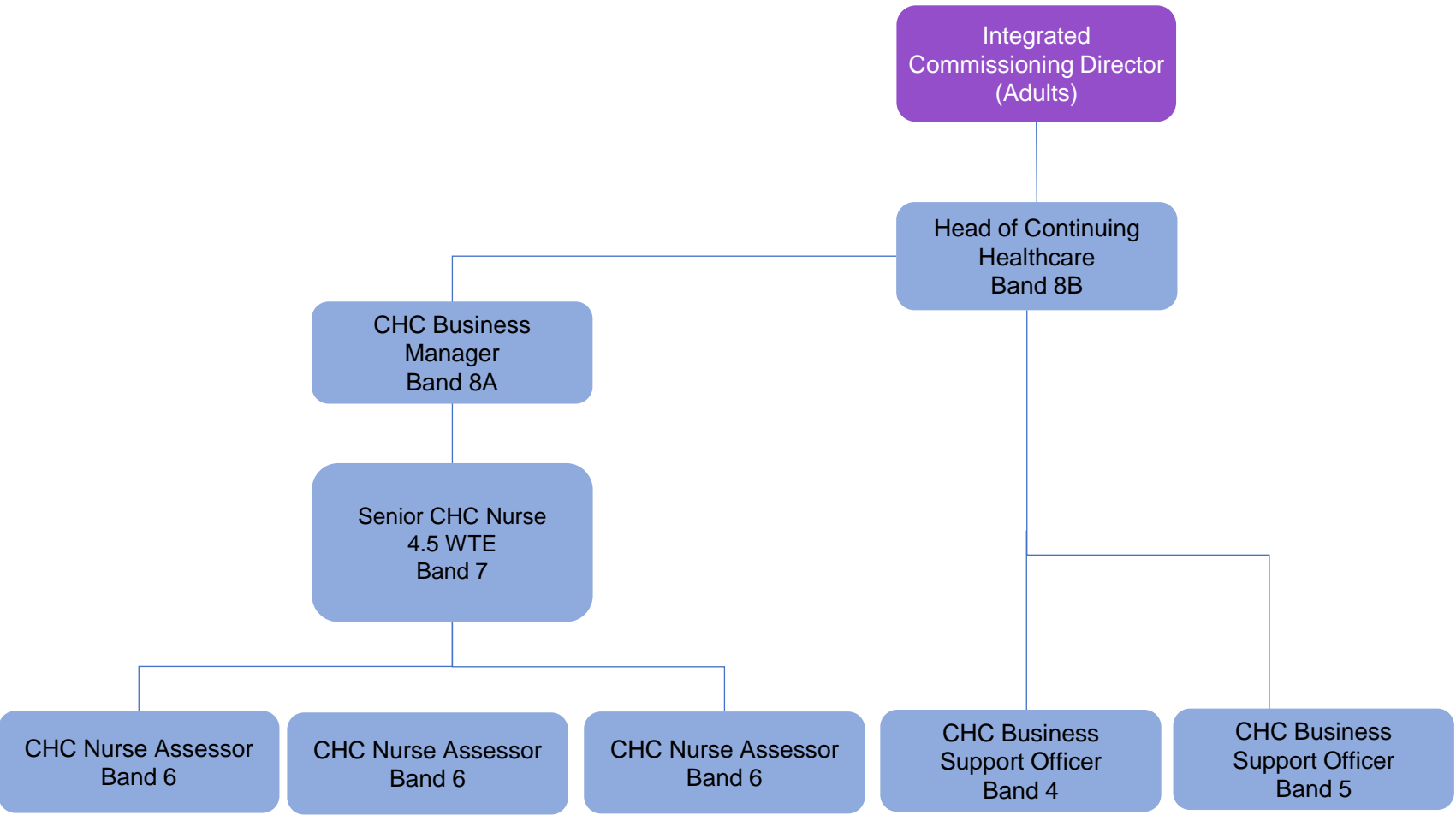




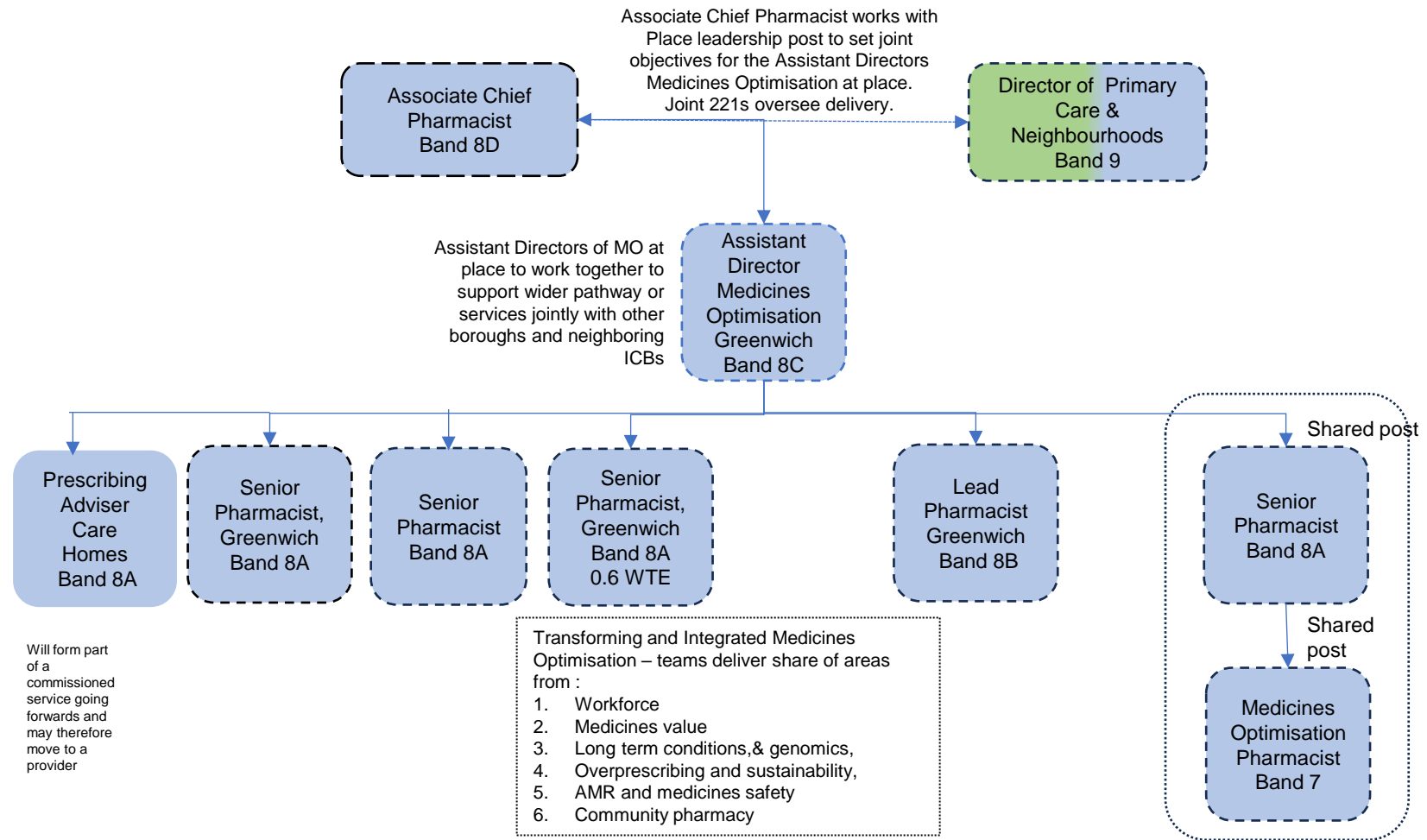
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key				
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



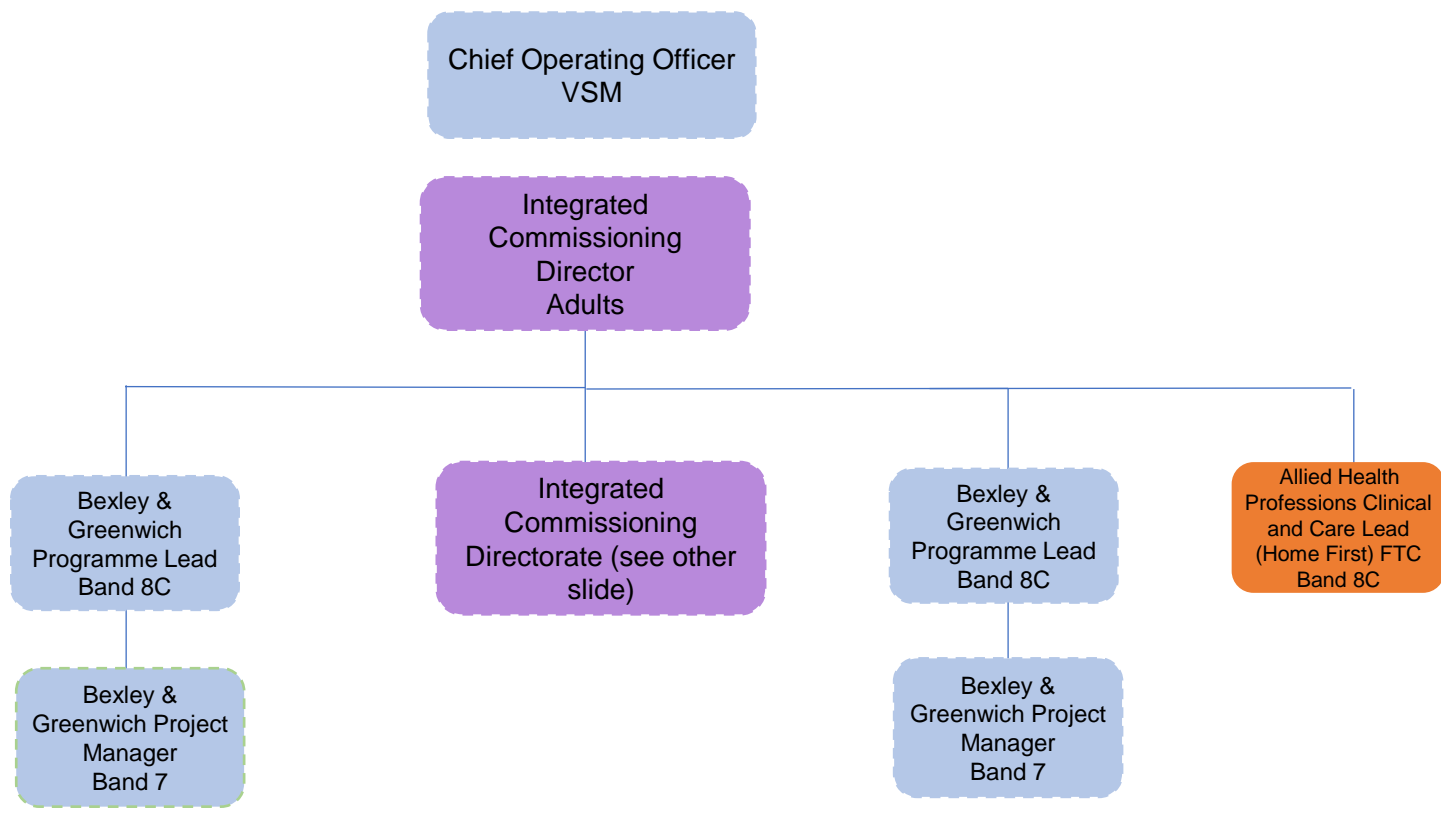
Key					
	FTC		ICB funded roles		Role shown on other structure for reference
	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
	Part substantive vacancy		Joint role Vacancy		Dotted line management
	FTC Vacancy		Clinical safeguarding roles		Line Management



Develop integrated pharmacy roles with PCNs and providers.

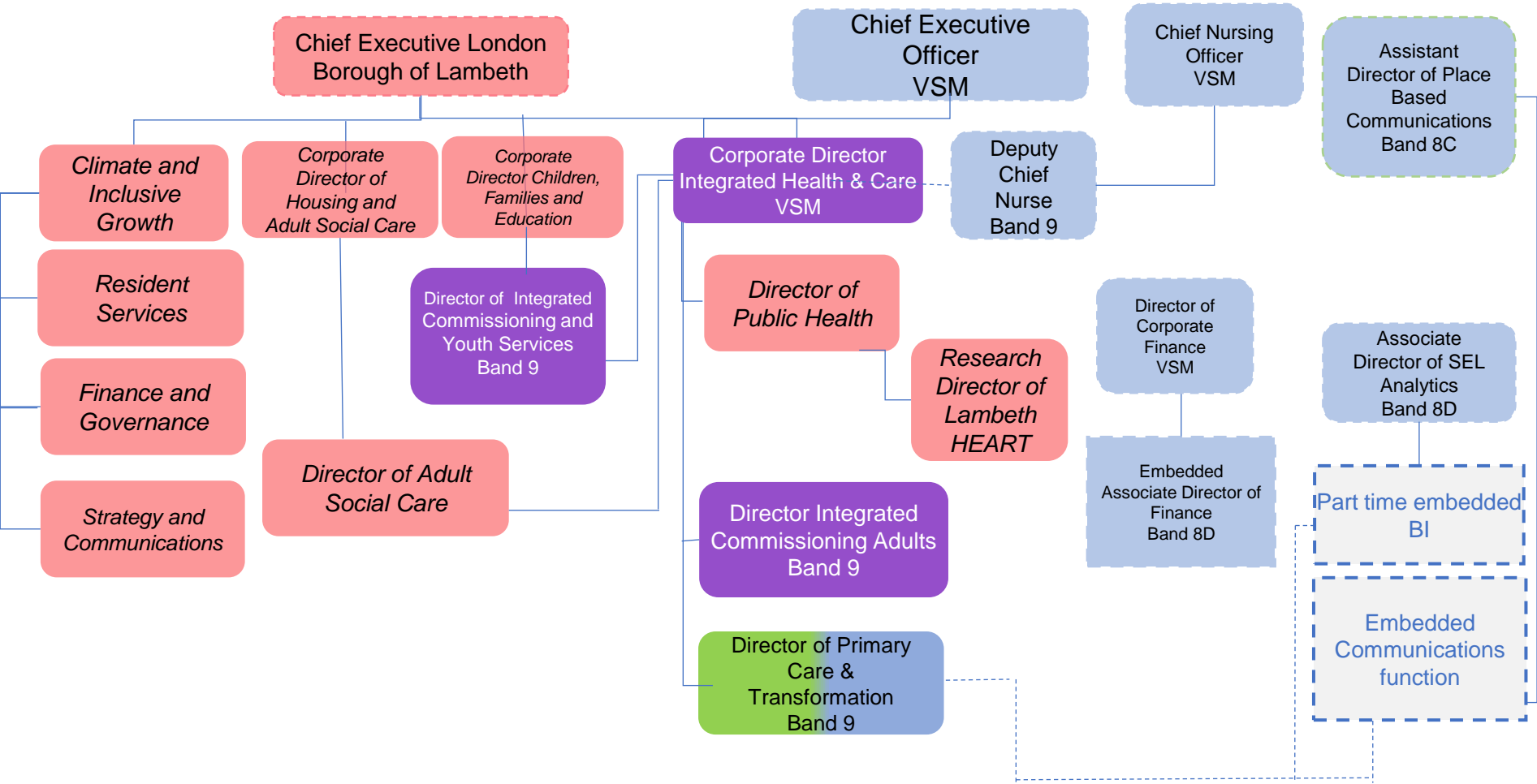
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC/Vacancy	Clinical safeguarding roles

These are hosted roles, with accountability back to place



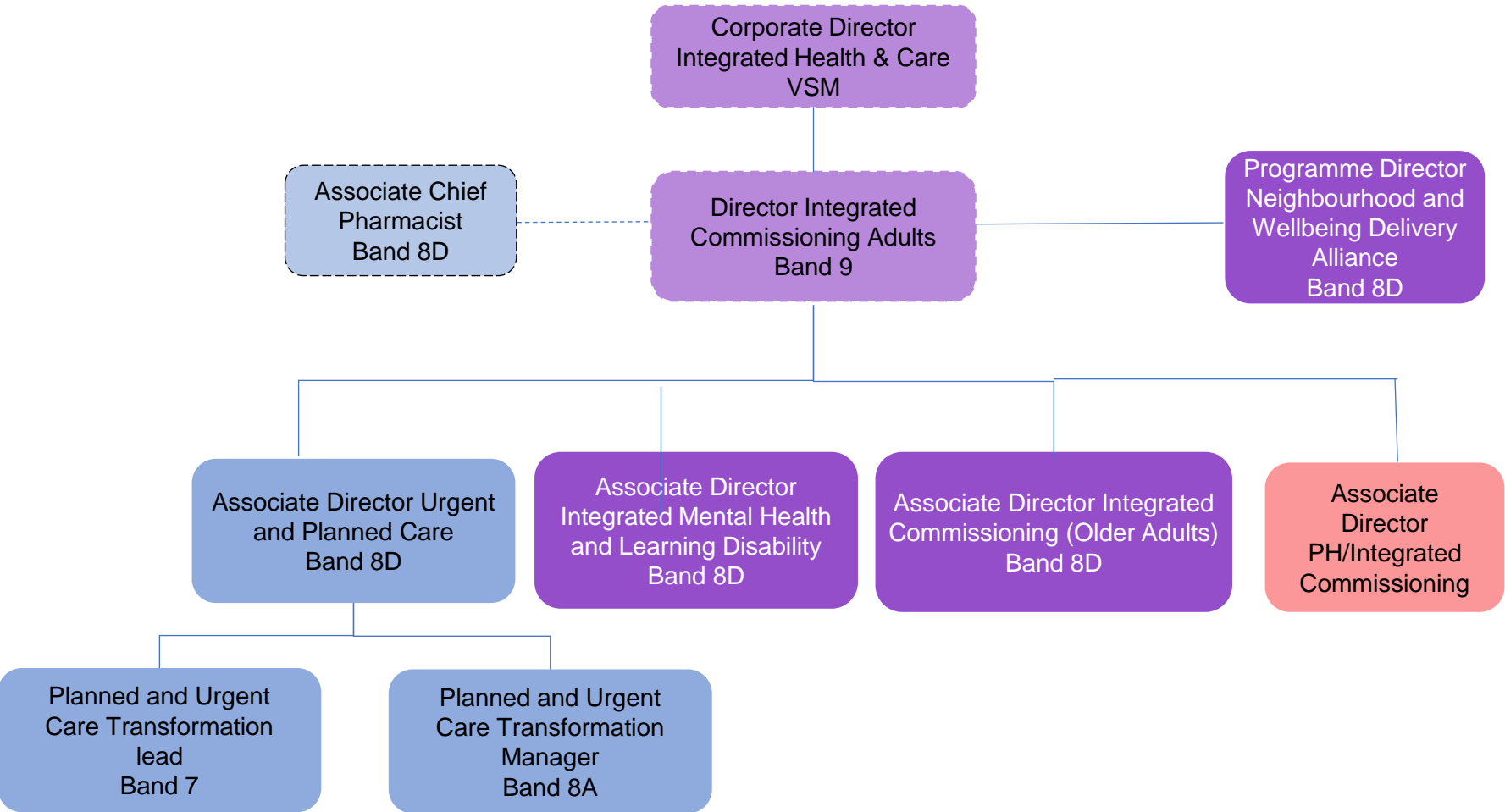
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	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Joint role Vacancy
	Partner roles		Role shown on other structure for reference		FTC Vacancy
				Line Management	
				Dotted line management	
				Clinical safeguarding roles	

Lambeth Structure



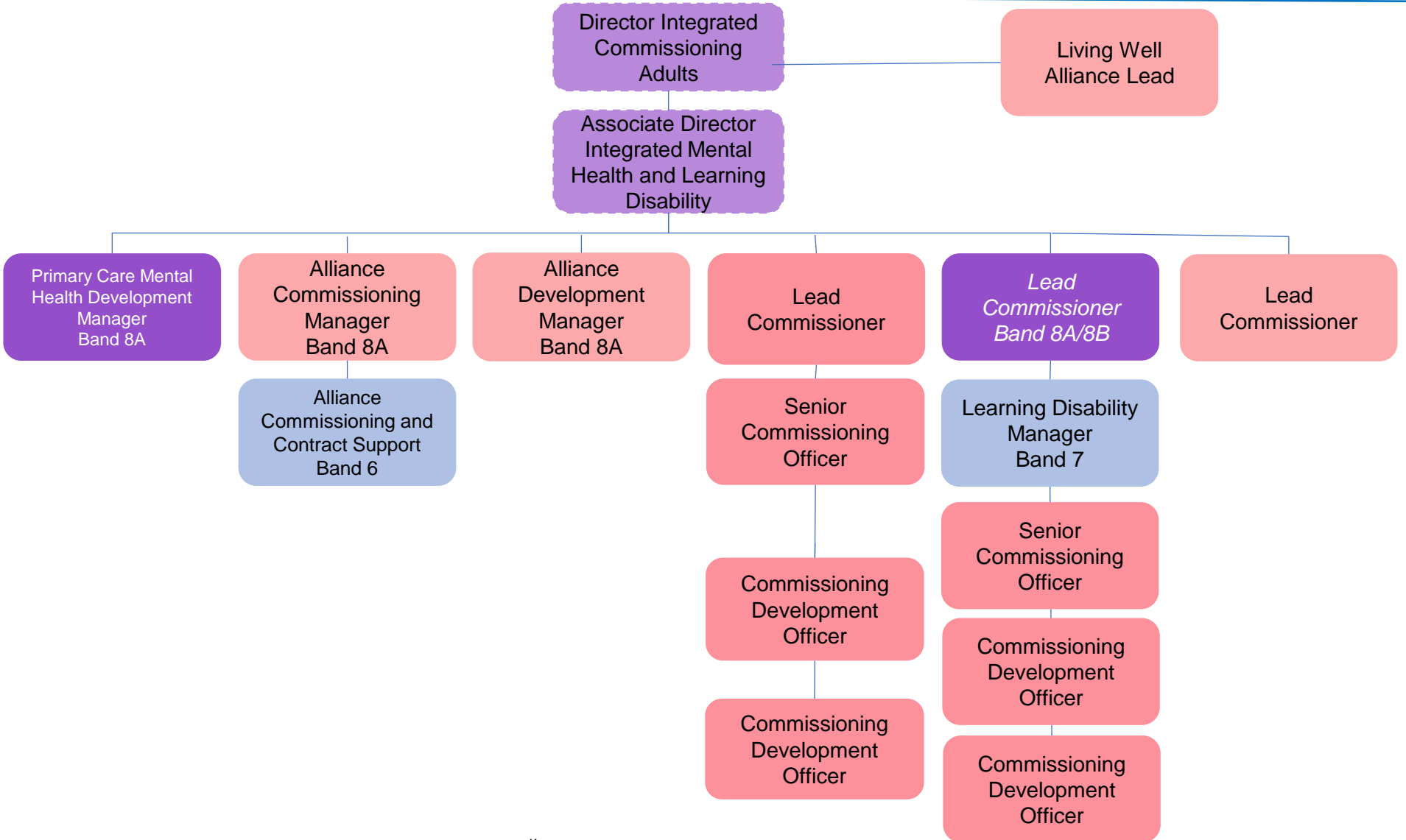
Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



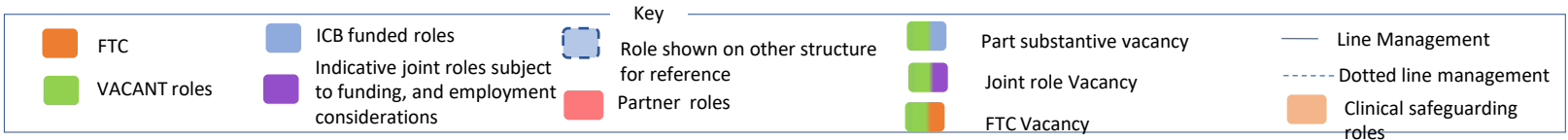
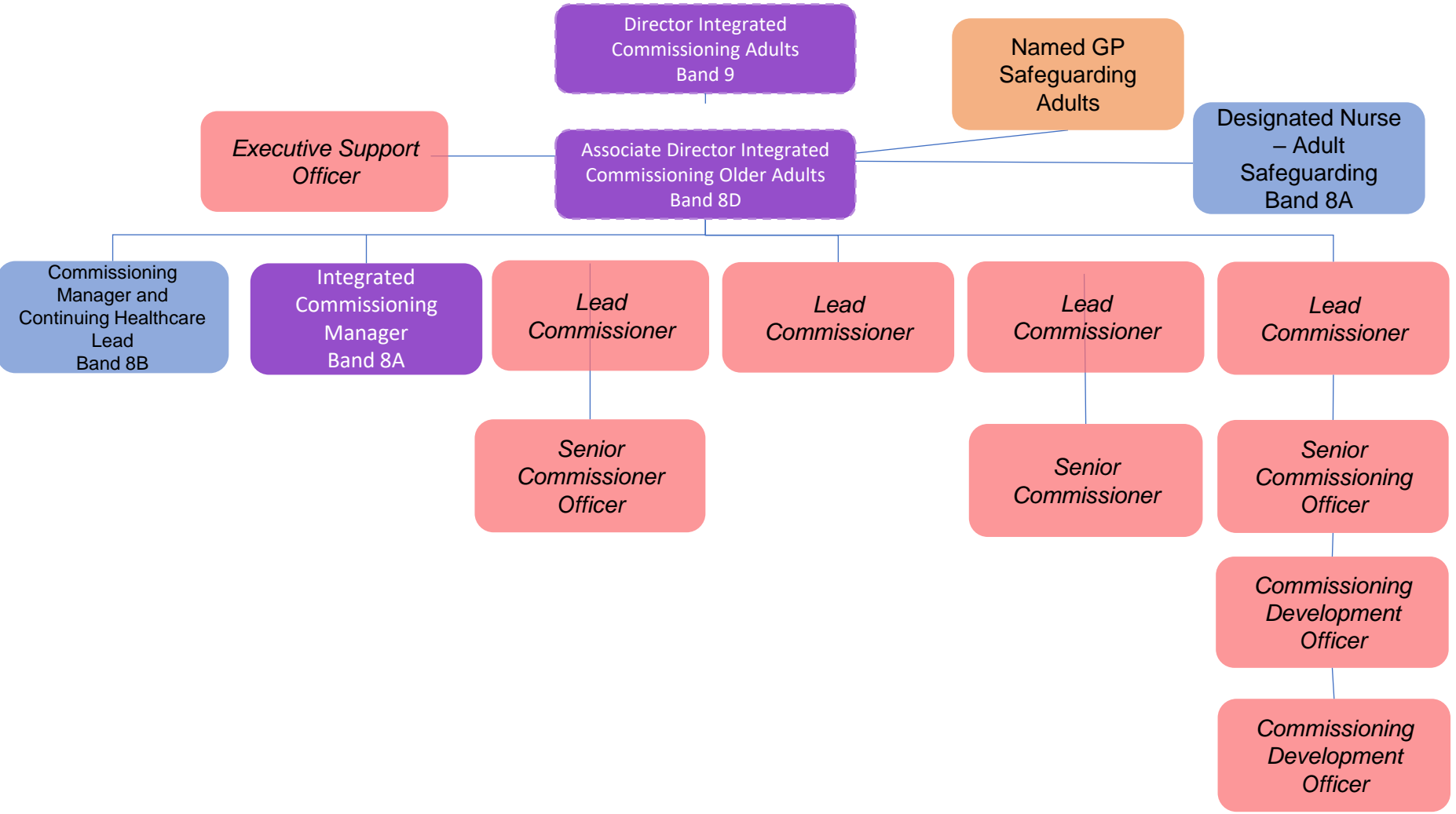
Roles LB23, LB24 & LB25 are joint with Southwark

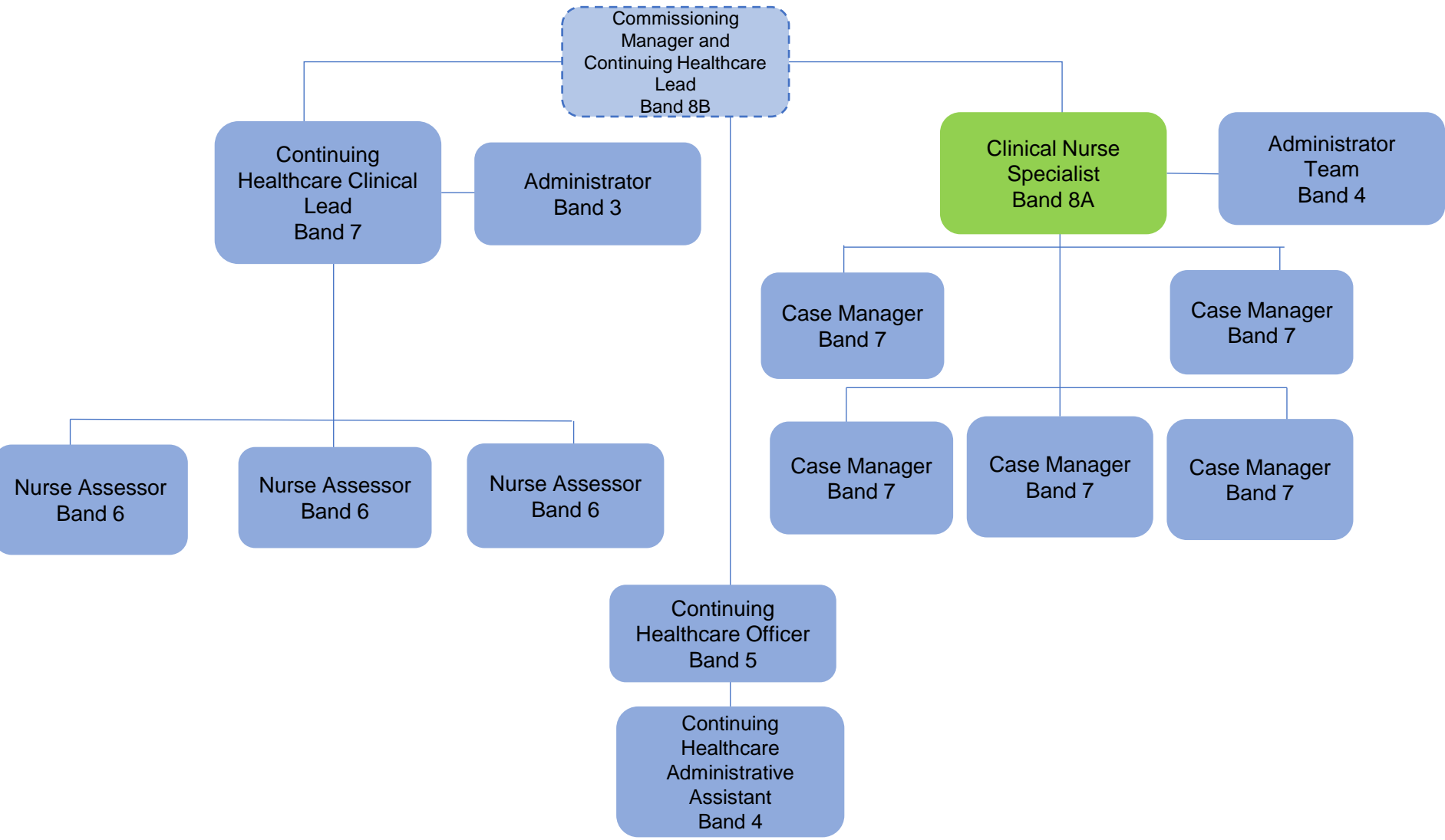
Key				
 FTC	 ICB funded roles	 Role shown on other structure for reference	 Part substantive vacancy	 Line Management
 VACANT roles	 Indicative joint roles subject to funding, and employment considerations	 Partner roles	 Joint role Vacancy	 Dotted line management
			 FTC Vacancy	 Clinical safeguarding roles



Key

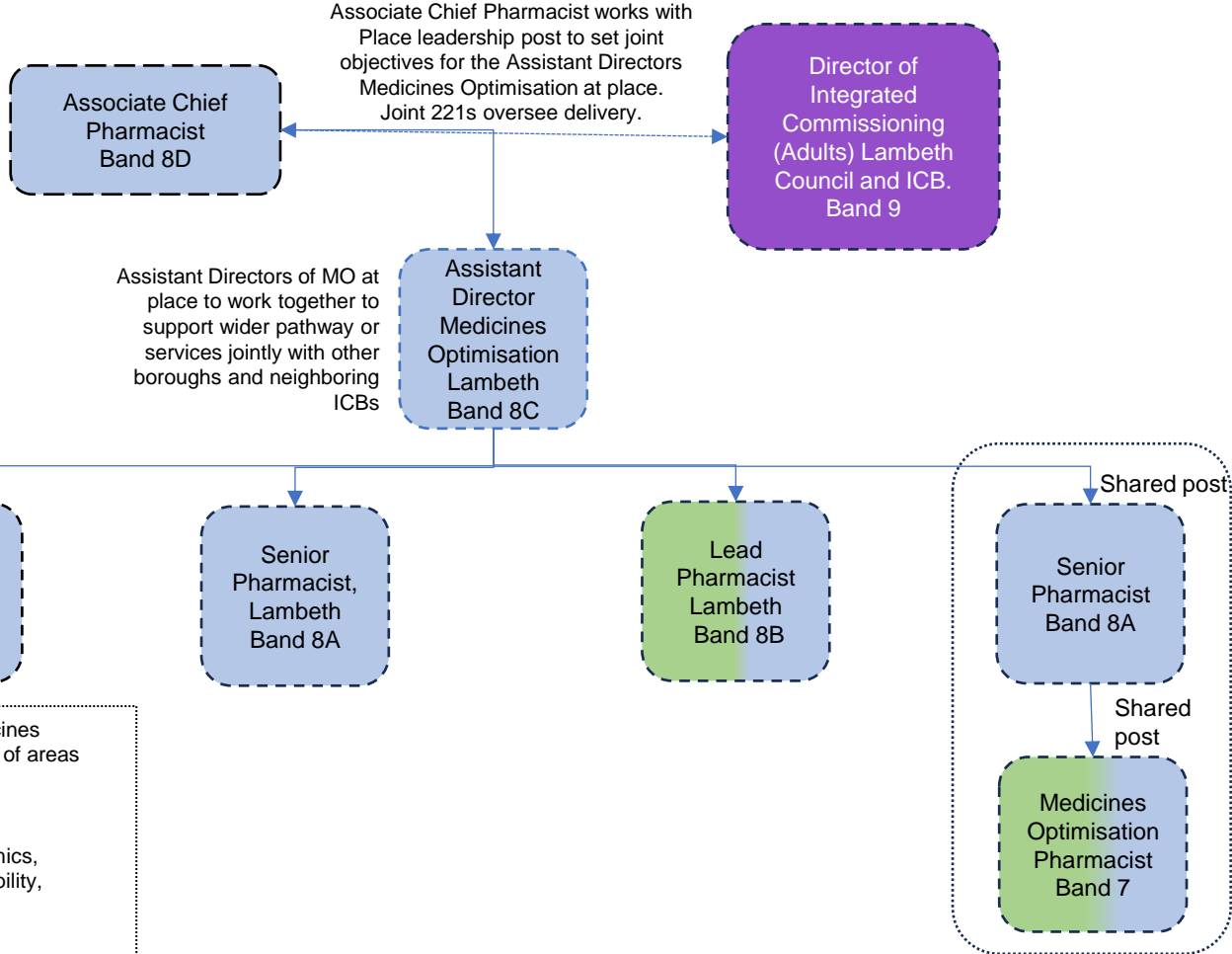
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	





Key

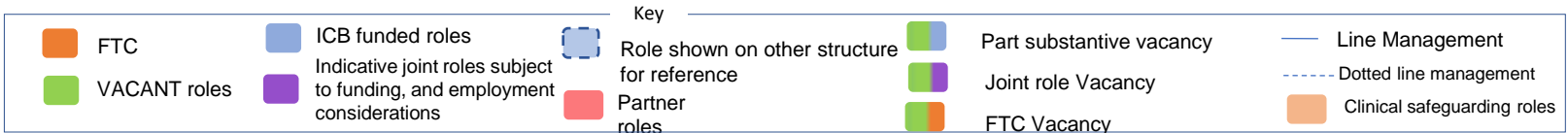
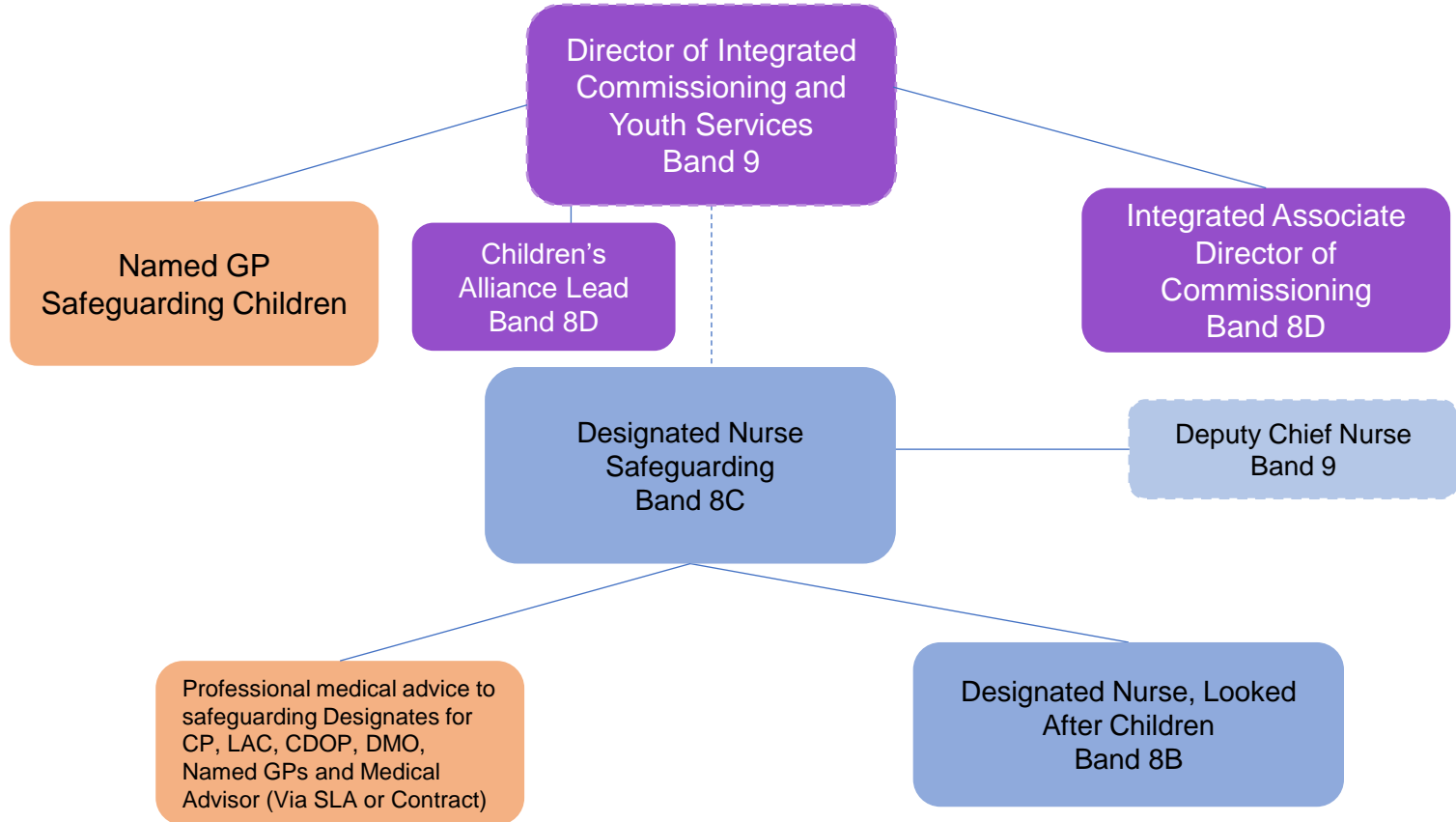
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

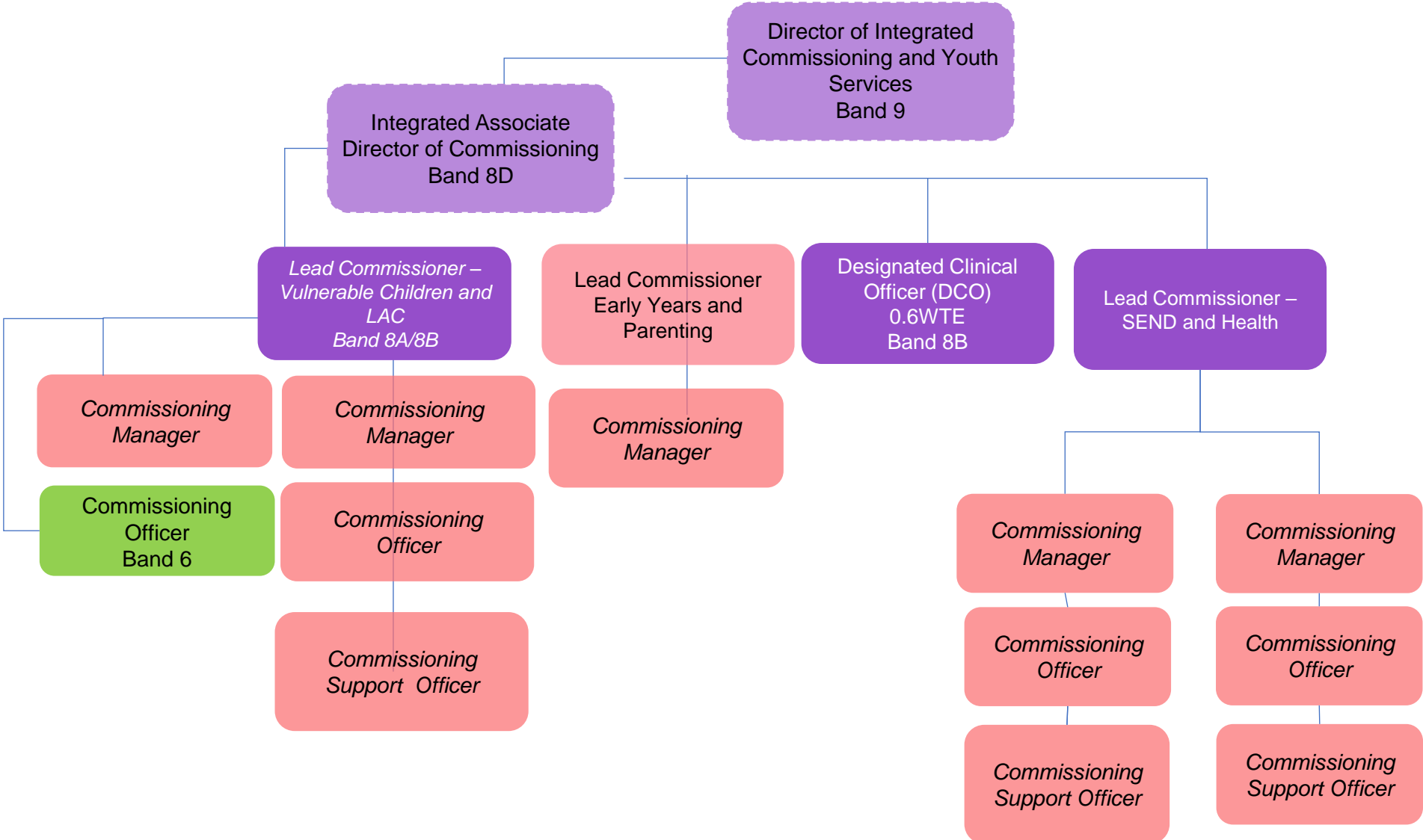


- Transforming and Integrated Medicines Optimisation – teams deliver share of areas from :
1. Workforce
 2. Medicines value
 3. Long term conditions, & genomics,
 4. Overprescribing and sustainability,
 5. AMR and medicines safety
 6. Community pharmacy

Develop integrated pharmacy roles with PCNs and providers.

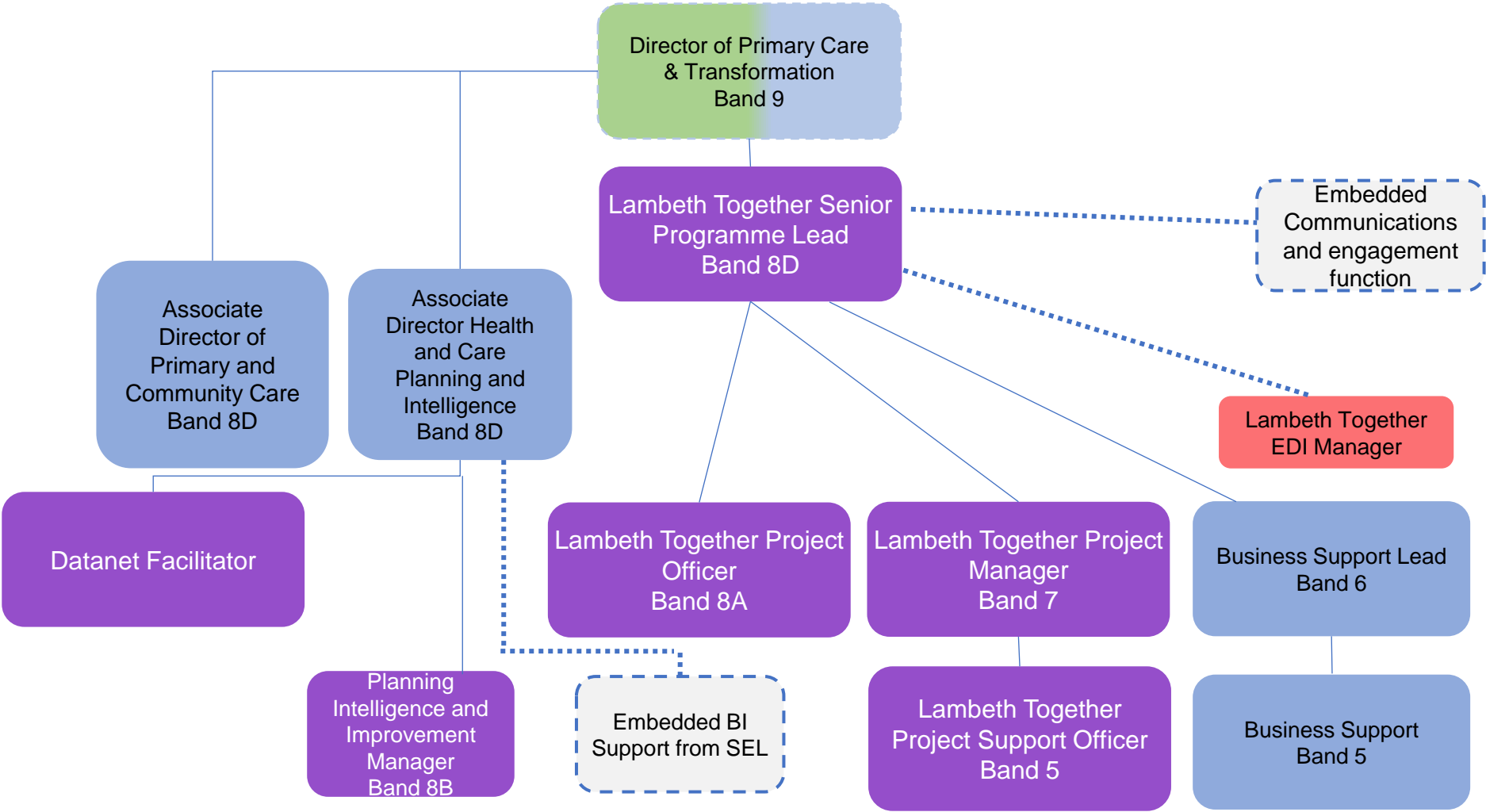
Key				
■ FTC	■ ICB funded roles	 Role shown on other structure for reference	■ Part substantive vacancy	— Line Management
■ VACANT roles	■ Indicative joint roles subject to funding, and employment considerations	■ Partner roles	■ Joint role Vacancy	- - - Dotted line management
			■ FTC Vacancy	■ Clinical safeguarding roles



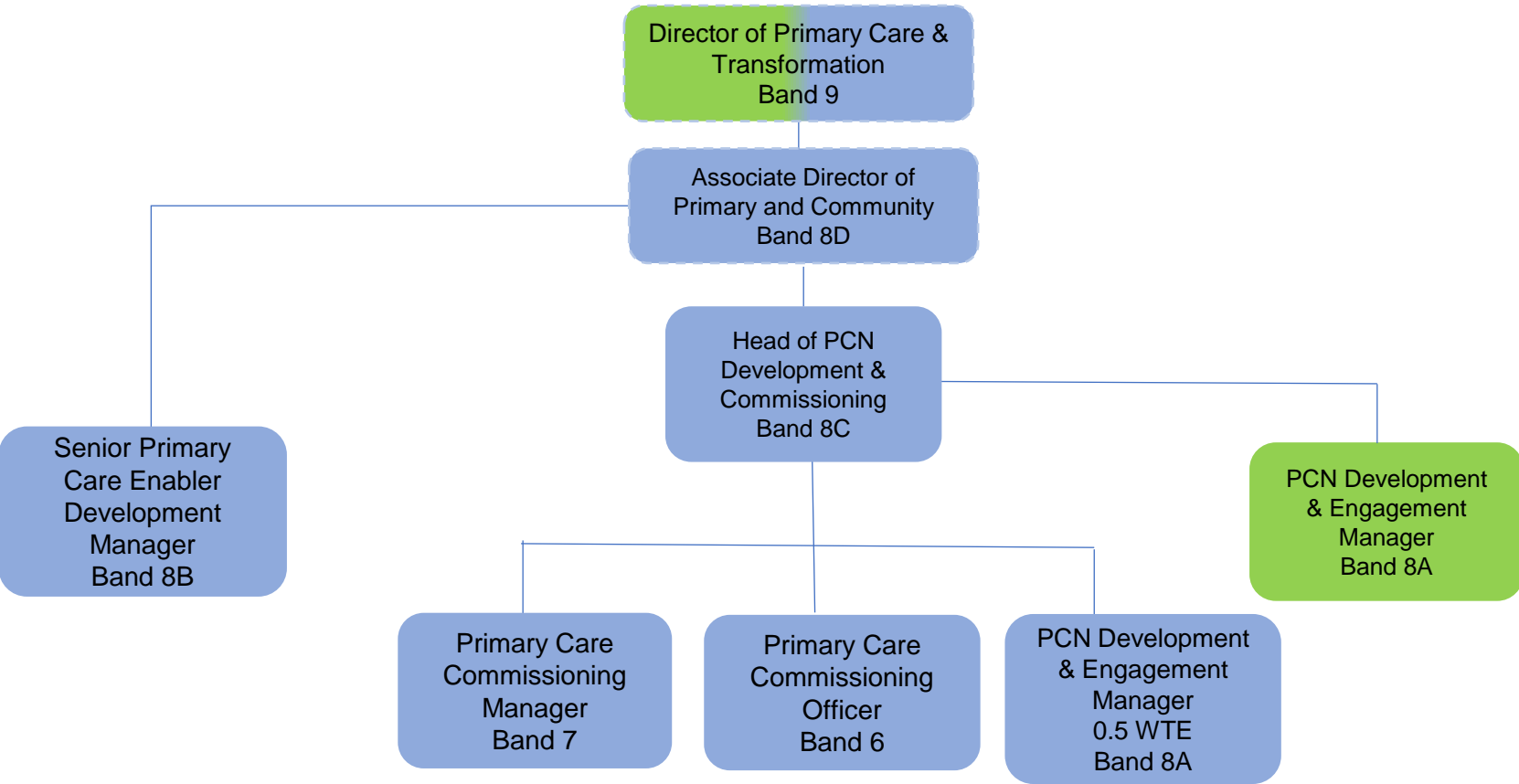


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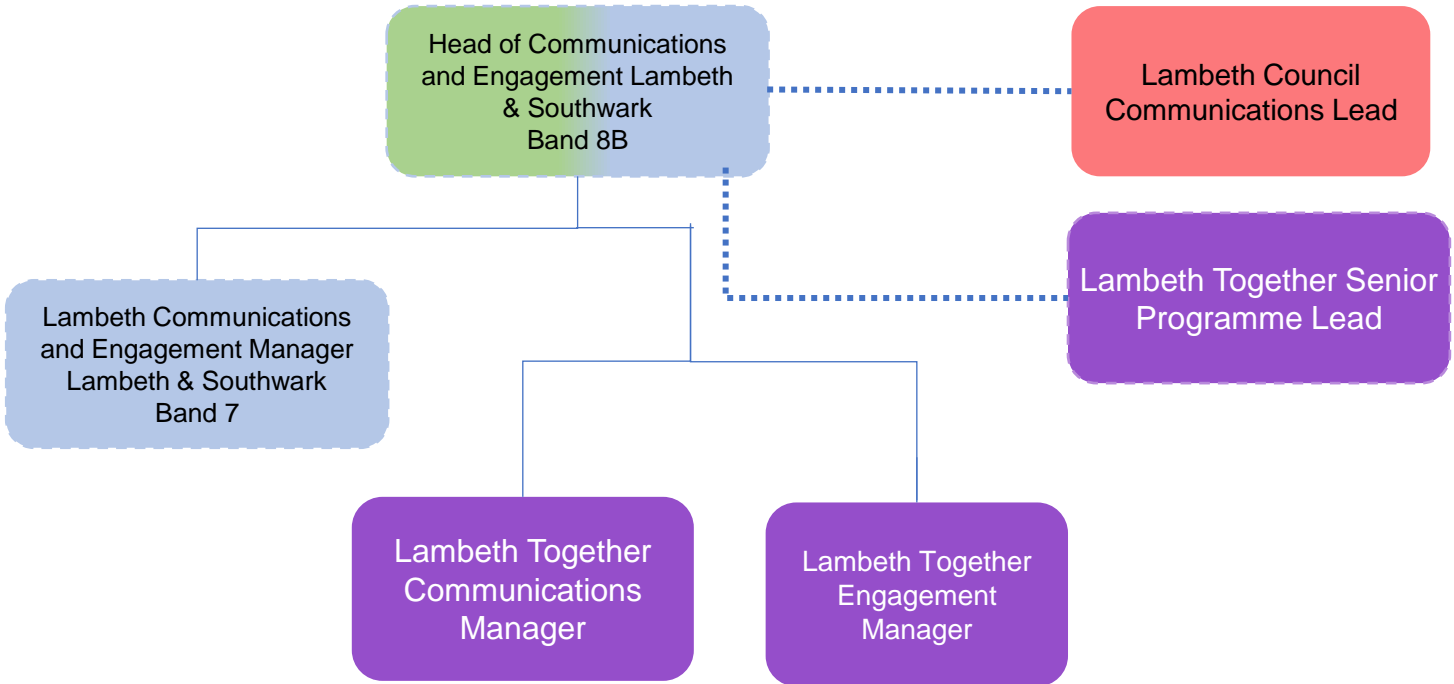
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key					
	FTC		ICB funded roles		Role shown on other structure for reference
	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
	Part substantive vacancy		Joint role Vacancy		Line Management
	FTC Vacancy		Dotted line management		Clinical safeguarding roles

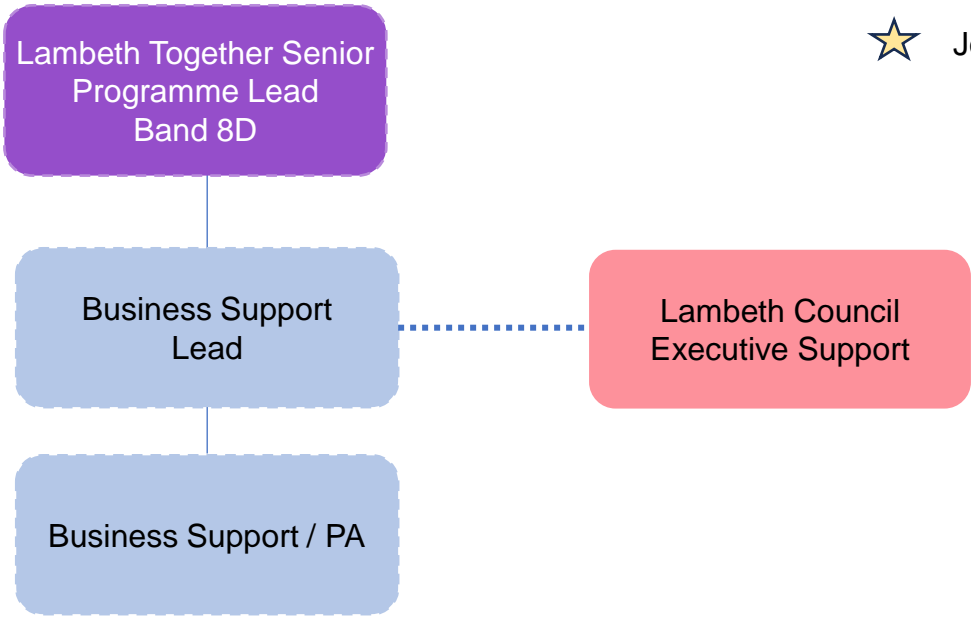


FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key					
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management	
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management	
			FTC Vacancy	Clinical safeguarding roles	

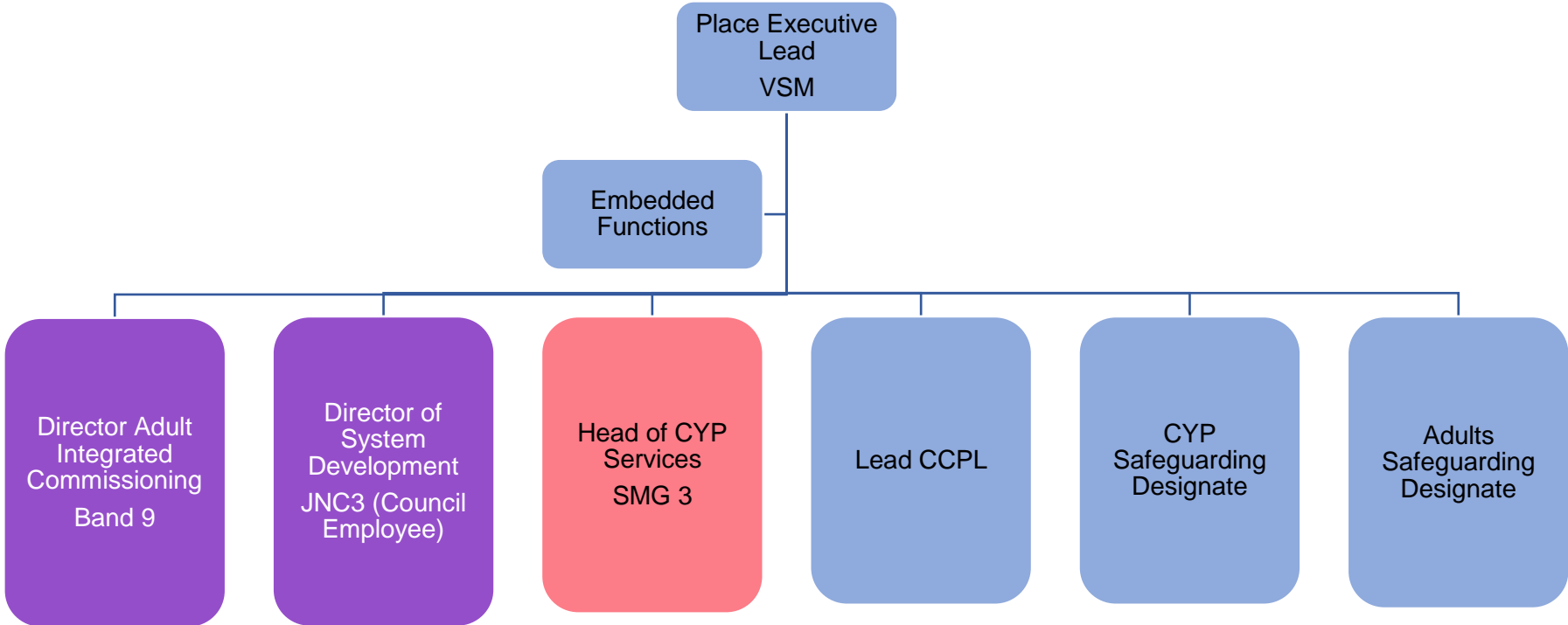
- ★ New posts
- ★ Job title change



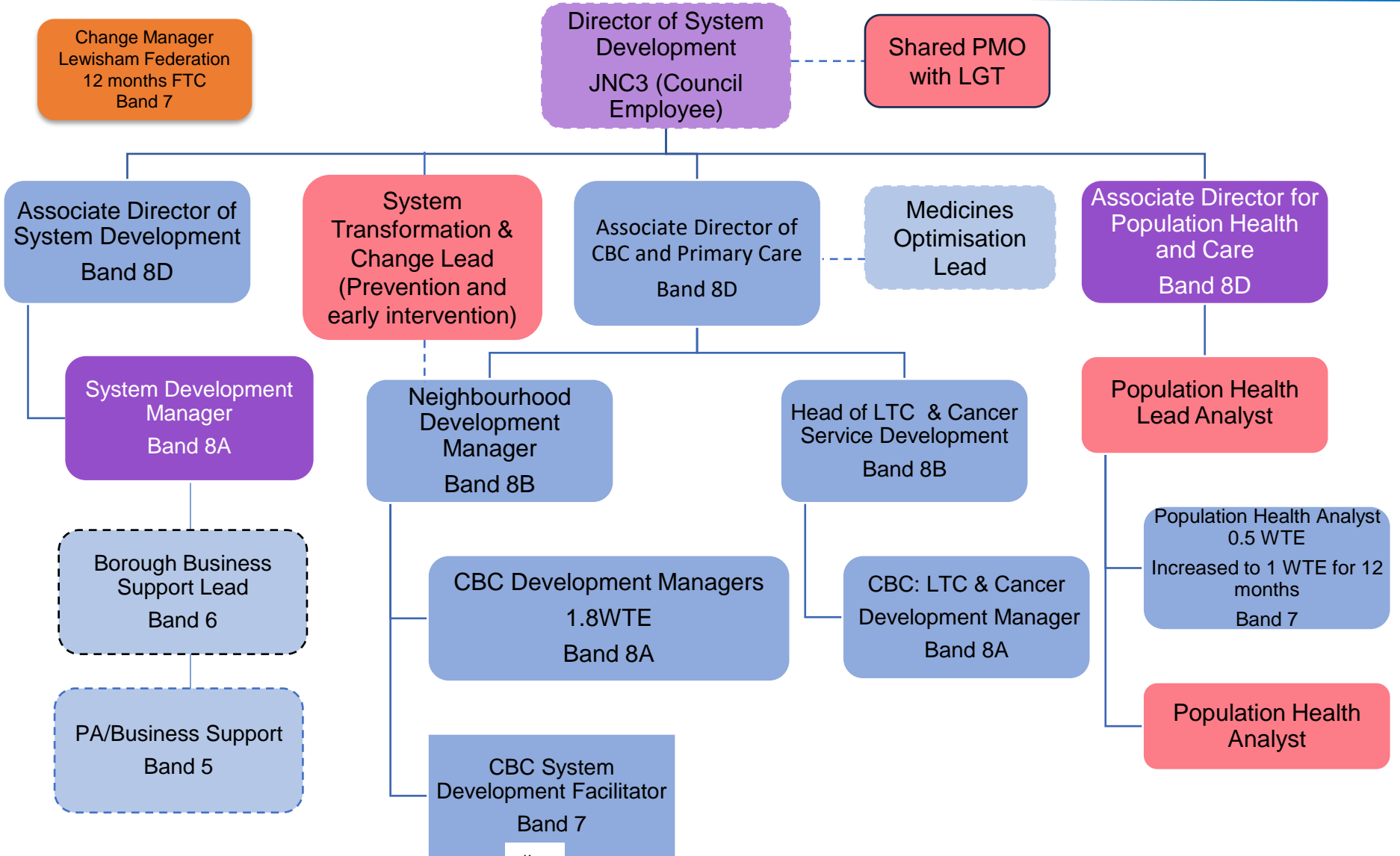
Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

Lewisham Structure



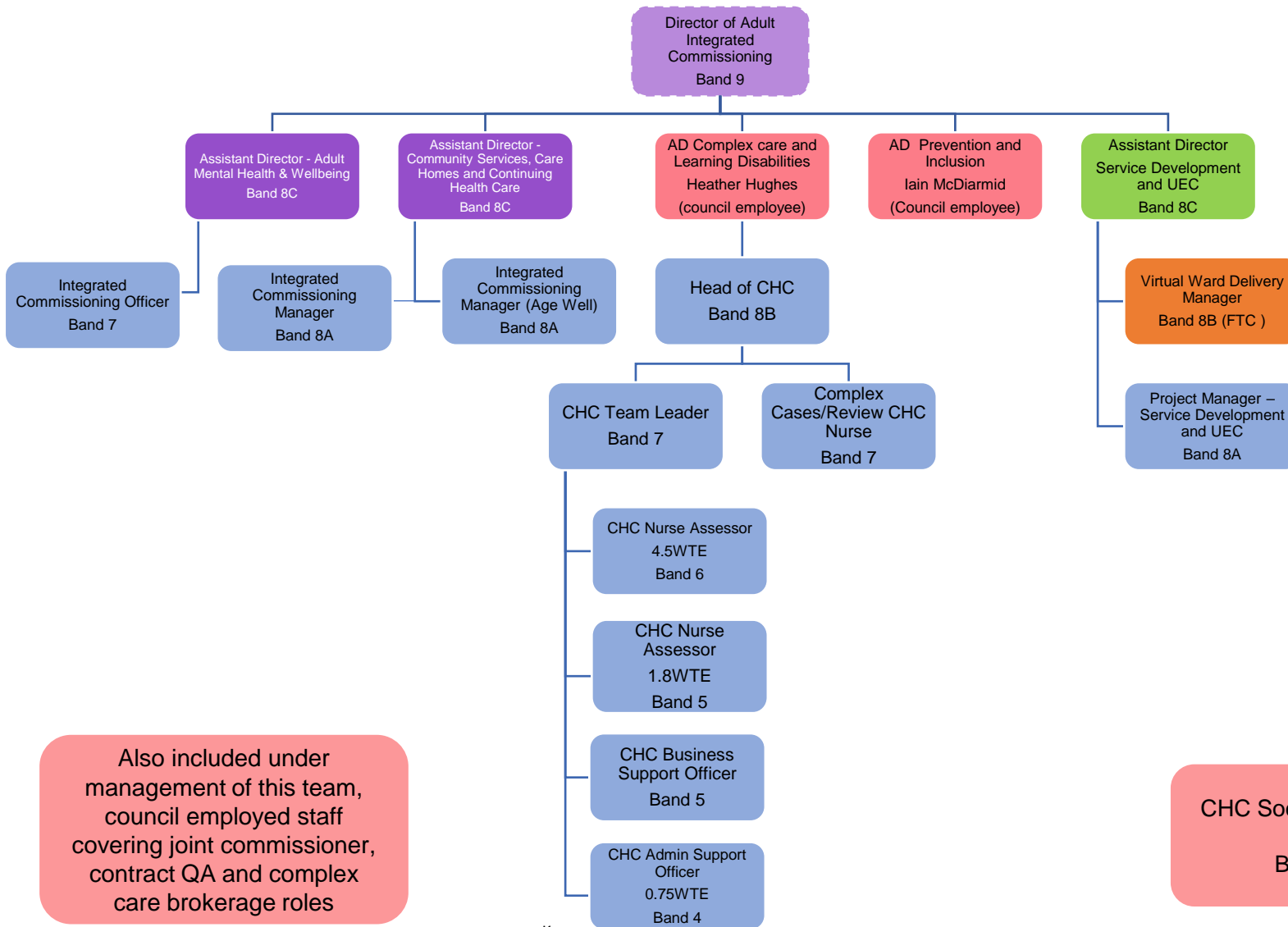
Key				
■ FTC	■ ICB funded roles	 Role shown on other structure for reference	■ Part substantive vacancy	— Line Management
■ VACANT roles	■ Indicative joint roles subject to funding, and employment considerations	■ Partner roles	■ Joint role Vacancy	- - - Dotted line management
			■ FTC Vacancy	■ Clinical safeguarding roles



Key

FTC	ICB funded roles	Role shown on other structure for reference	VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Part substantive vacancy	Joint role Vacancy	FTC Vacancy	Line Management
									Dotted line management
									Clinical safeguarding roles

Adults Integrated Commissioning & CHC Team



Also included under management of this team, council employed staff covering joint commissioner, contract QA and complex care brokerage roles

CHC Social Worker X 2 Band 6

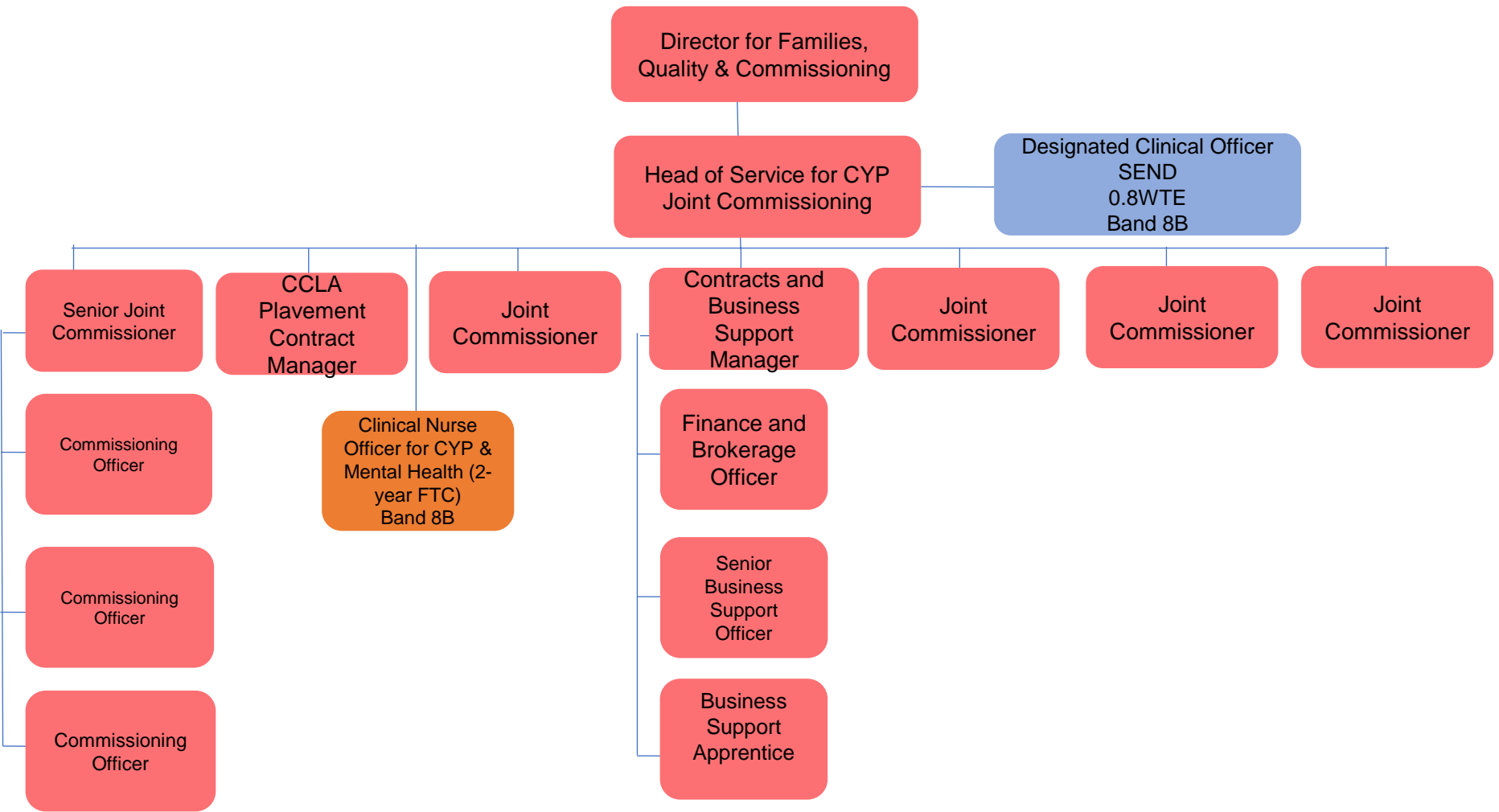
Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

The Lewisham Children's Joint Commissioning Team (employed via LBL – partner roles)

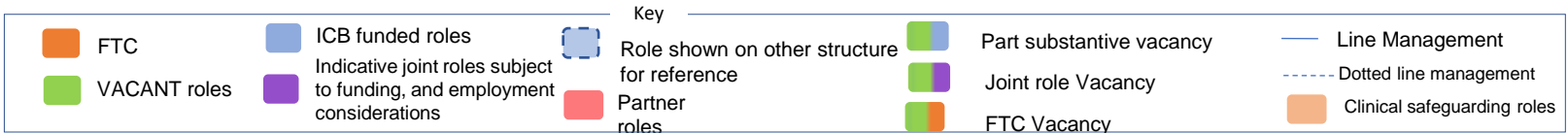
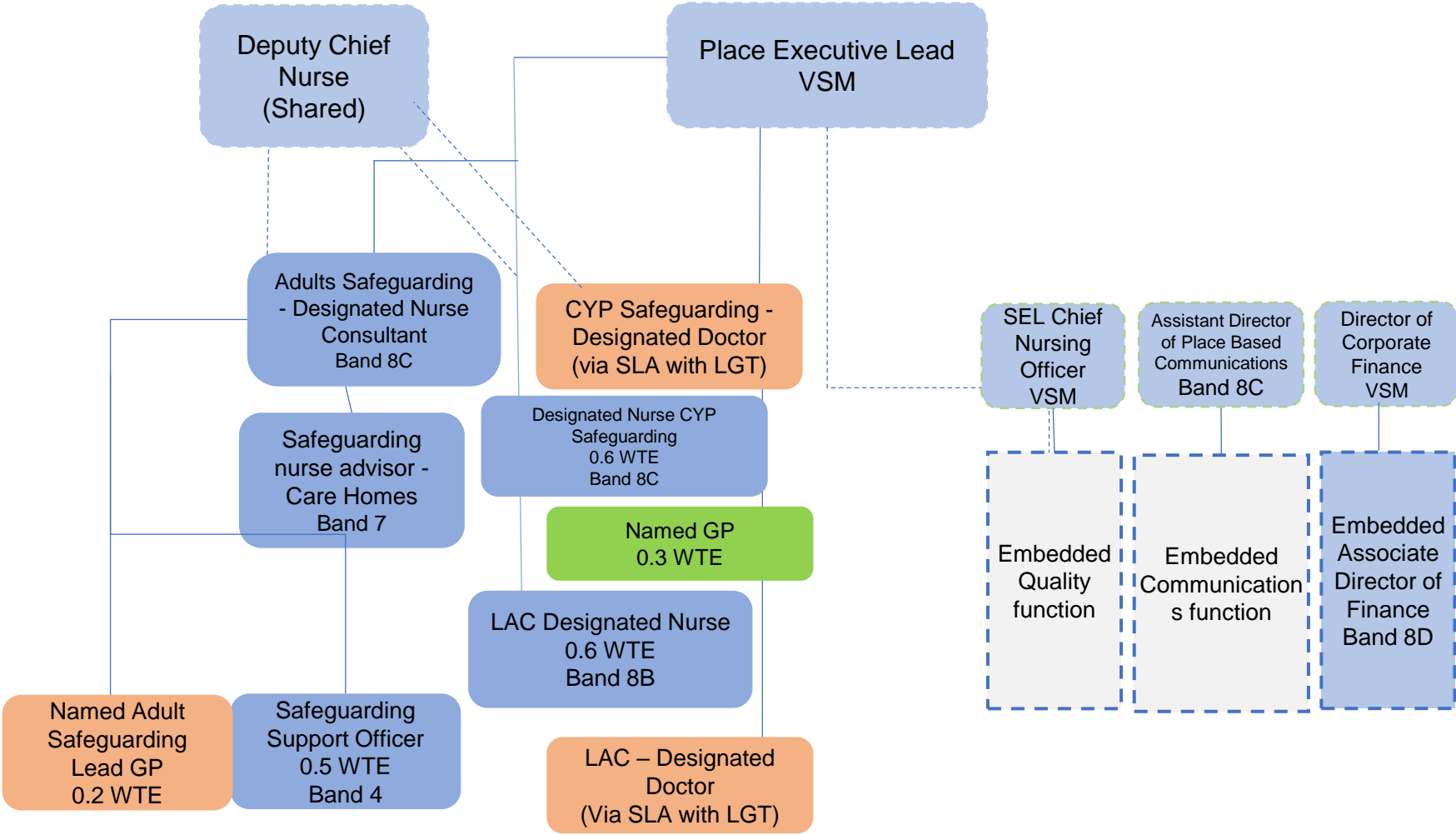


South East London

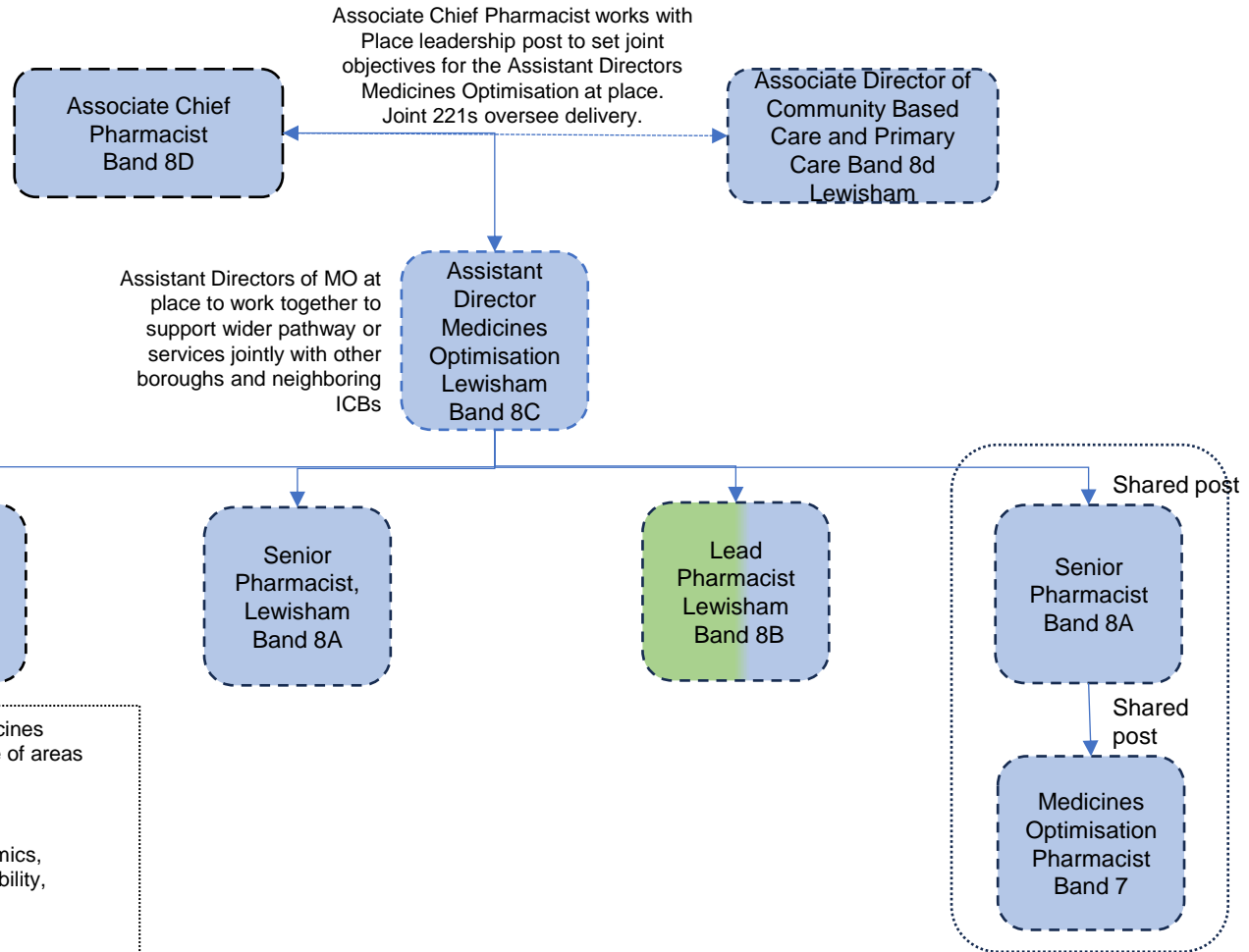


Key

- FTC
- ICB funded roles
- Role shown on other structure for reference
- Part substantive vacancy
- Line Management
- VACANT roles
- Indicative joint roles subject to funding, and employment considerations
- Dotted line management
- Clinical safeguarding roles
- Partner roles
- Joint role Vacancy
- FTC Vacancy



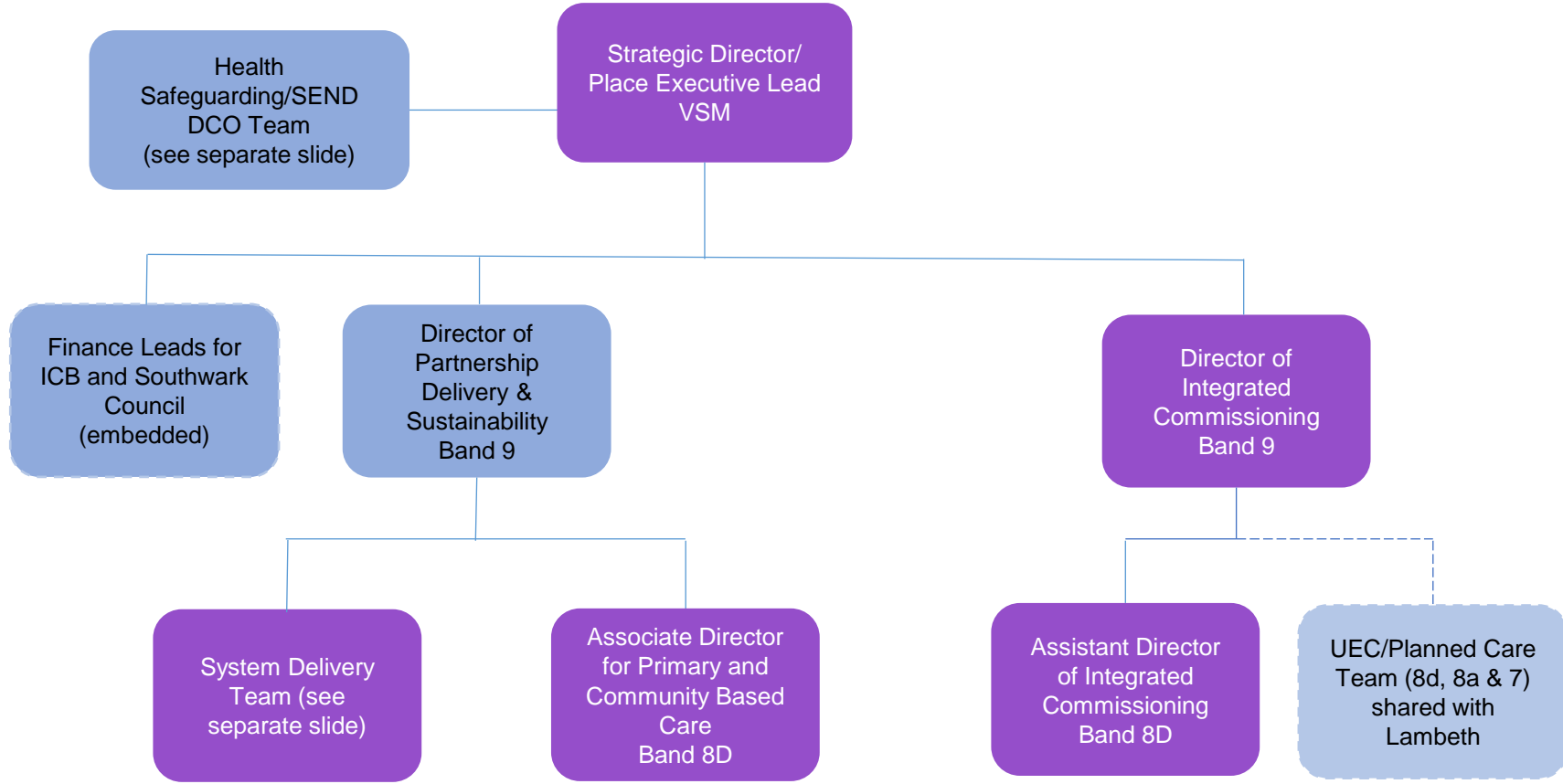
Lewisham Place Structure – Medicines Optimisation Team



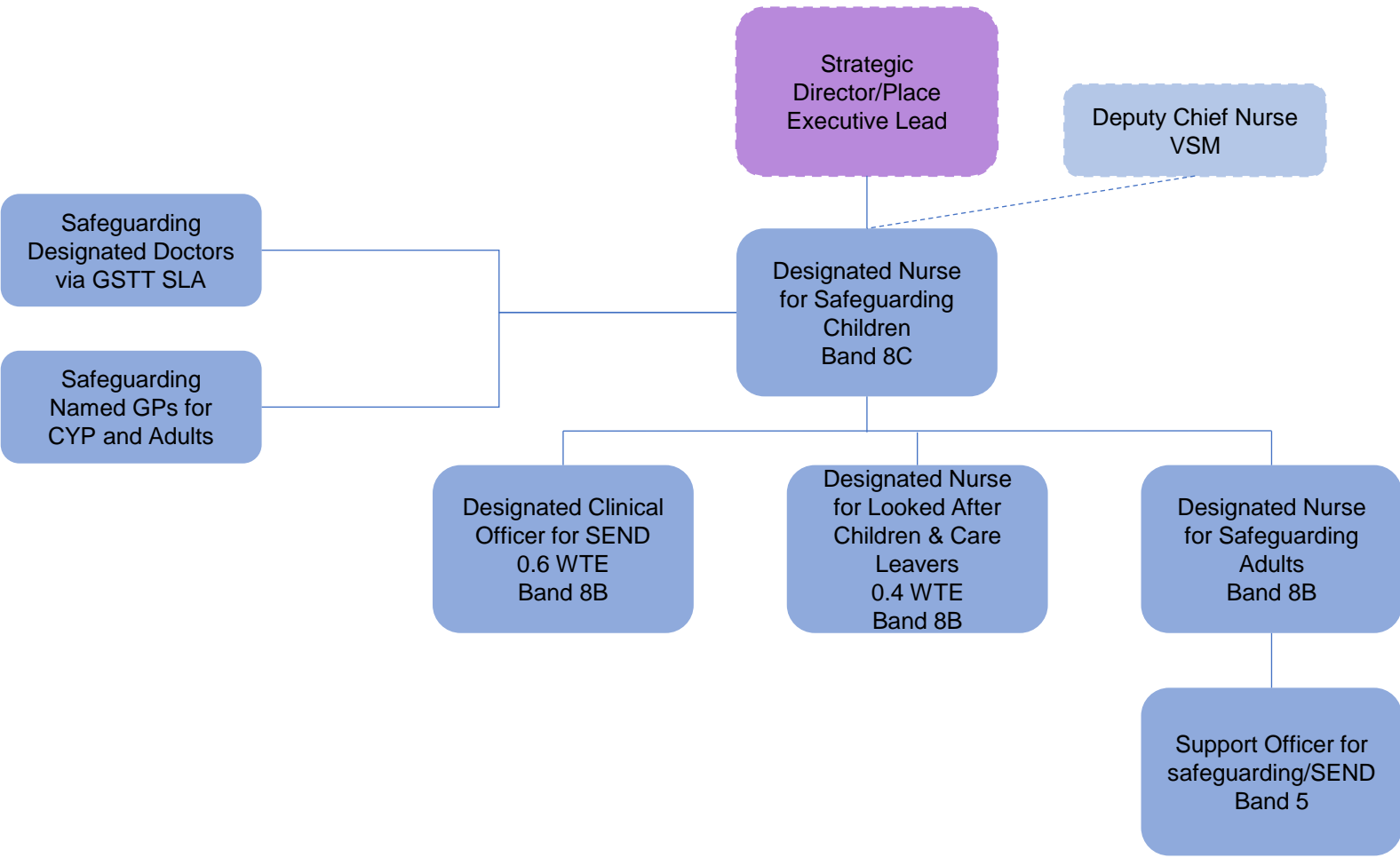
Develop integrated pharmacy roles with PCNs and providers.

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
		Partner roles	FTC Vacancy	Clinical safeguarding roles

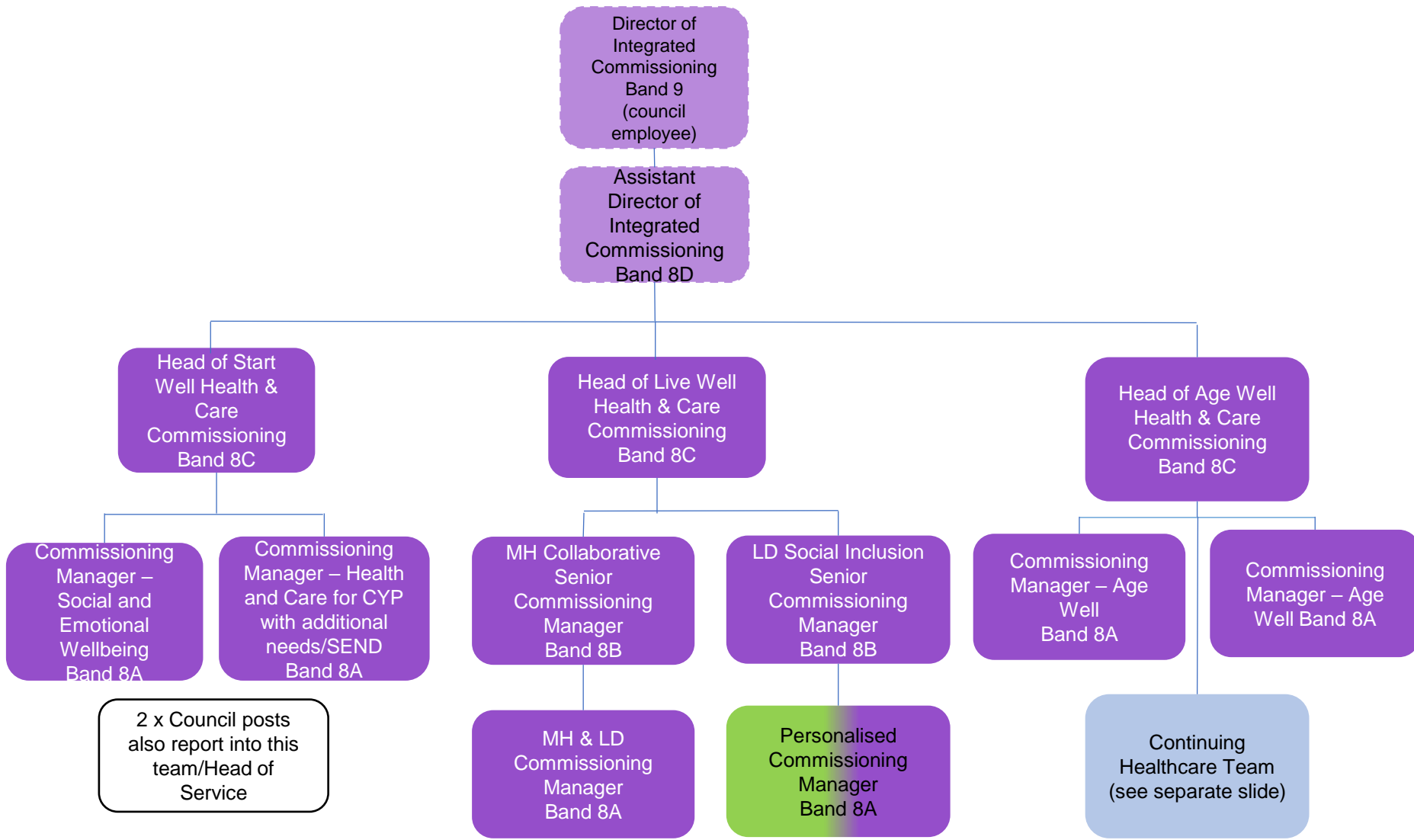
Southwark Structure



Key				
■ FTC	■ ICB funded roles	 Role shown on other structure for reference	■ Part substantive vacancy	— Line Management
■ VACANT roles	■ Indicative joint roles subject to funding, and employment considerations	■ Partner roles	■ Joint role Vacancy	- - - Dotted line management
			■ FTC Vacancy	■ Clinical safeguarding roles

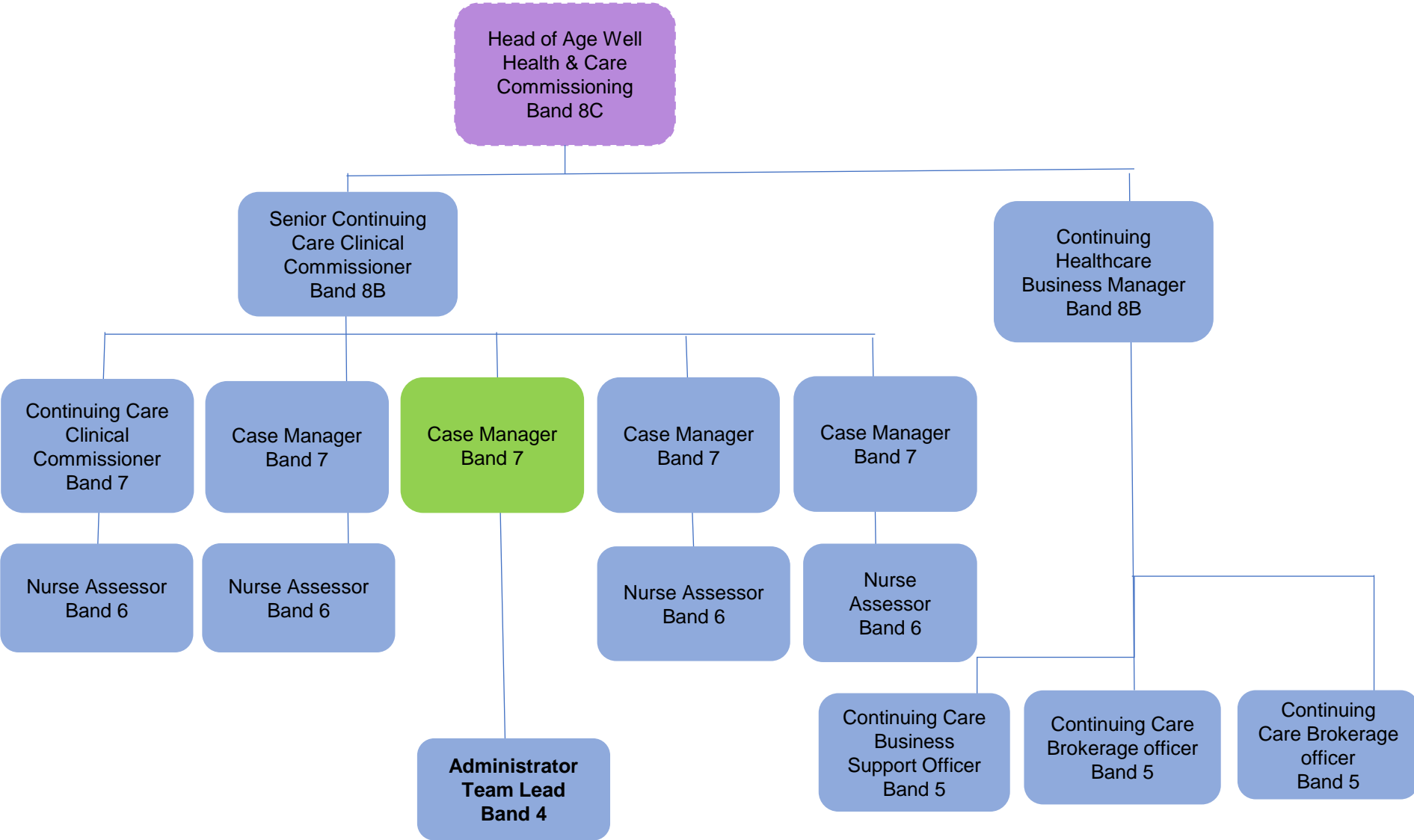


FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



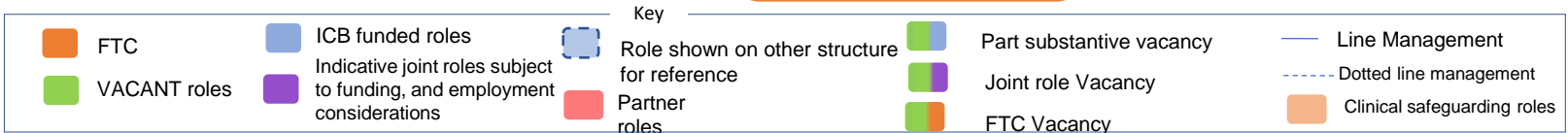
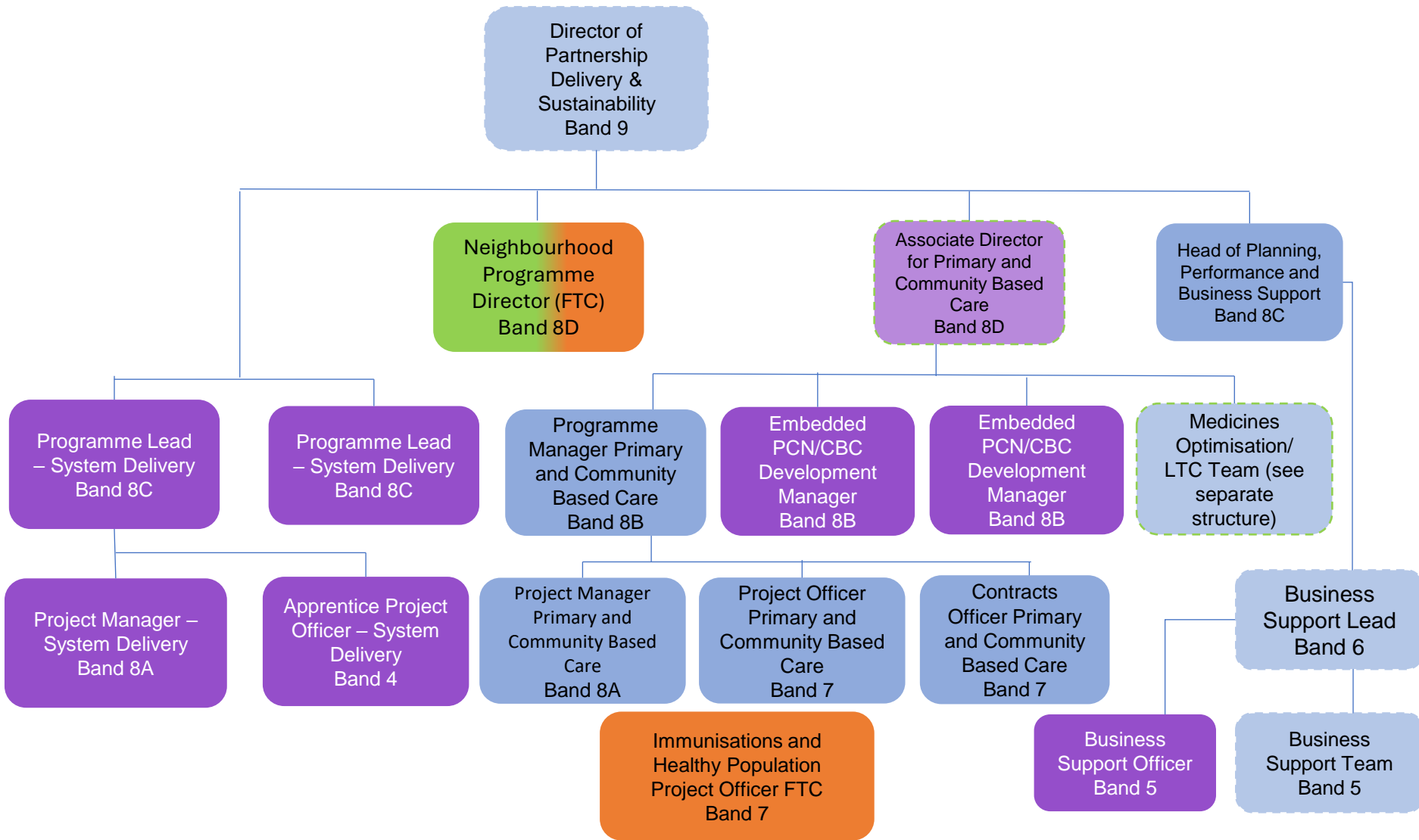
Key

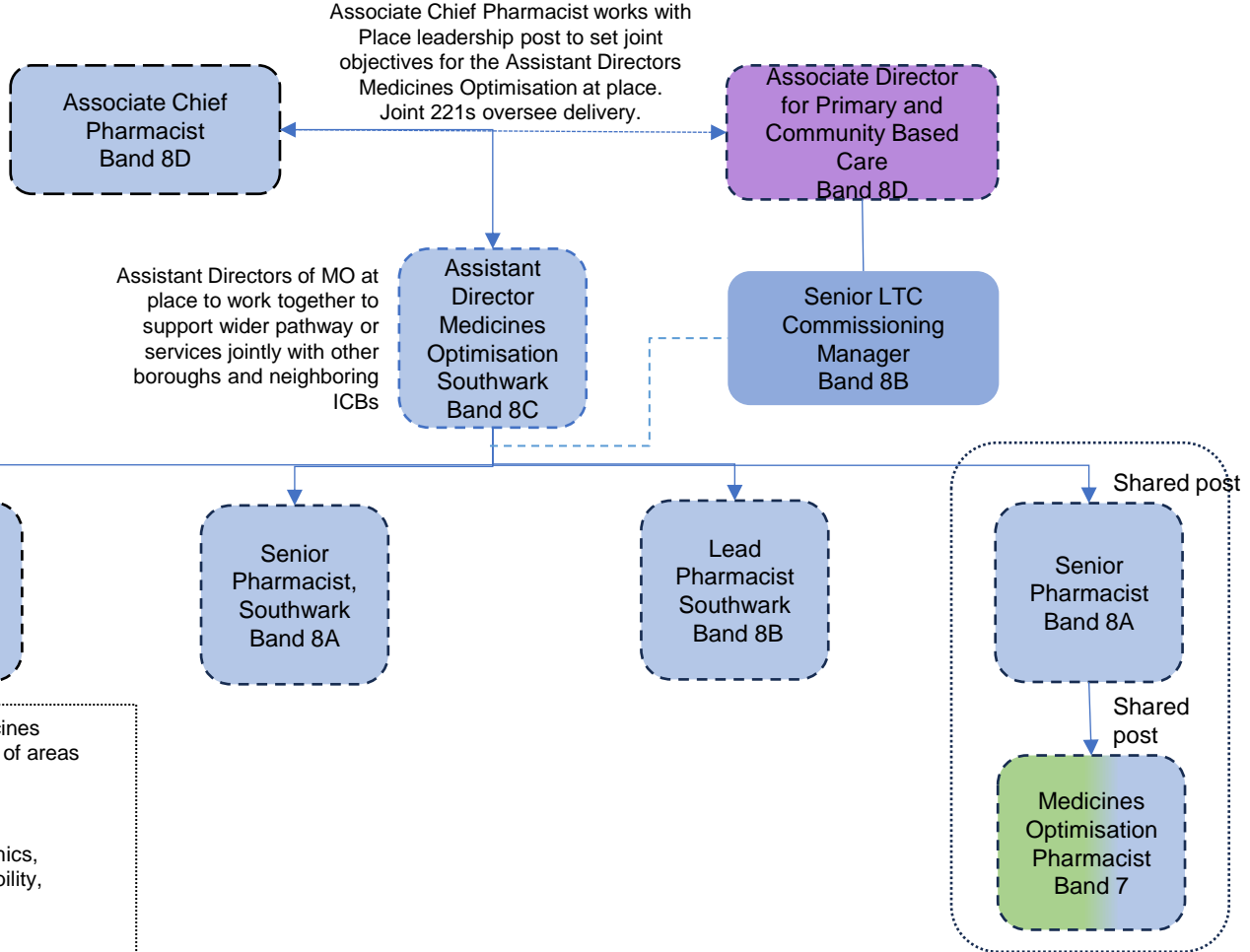
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles





Develop integrated pharmacy roles with PCNs and providers.

FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
		Partner roles	FTC Vacancy	Clinical safeguarding roles