

NHS South East London ICB structure

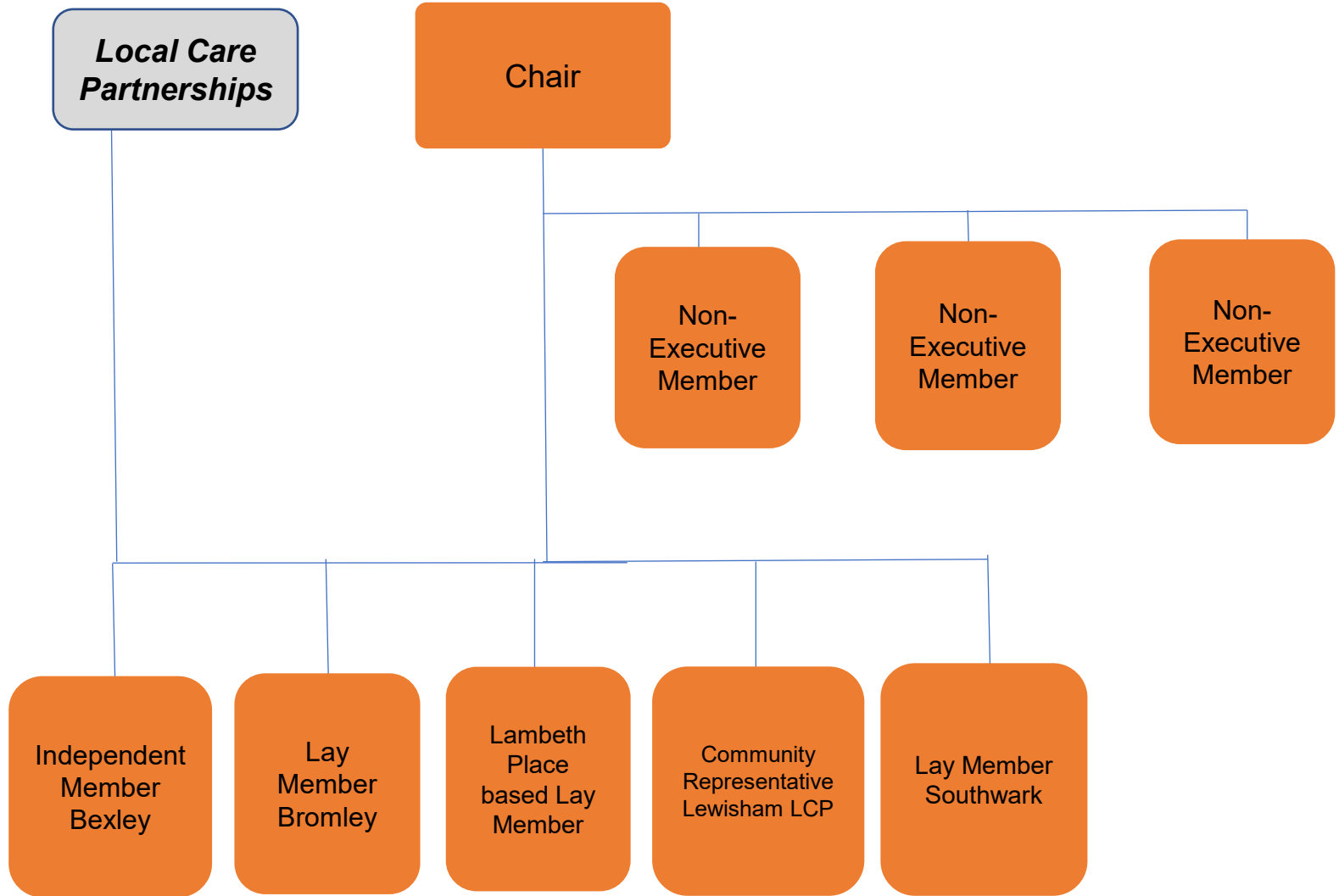
November 2024

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

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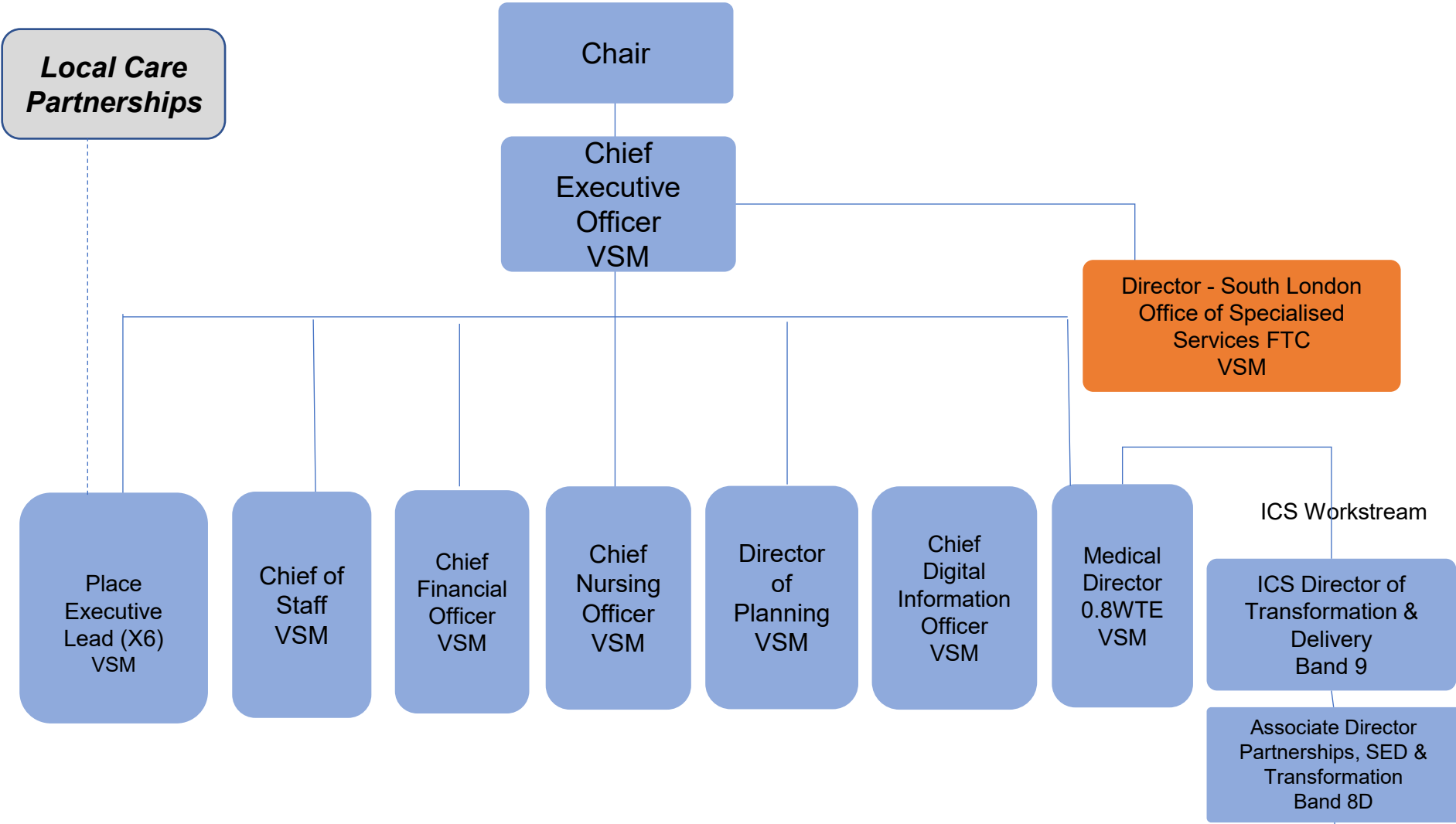
NHS South East London Board Non-Executives and Borough Lay Members

Board Non-Executives and Borough Lay Members



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

NHS South East London Executive Team Structure



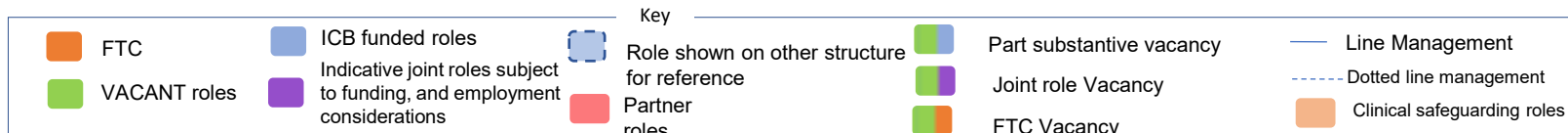
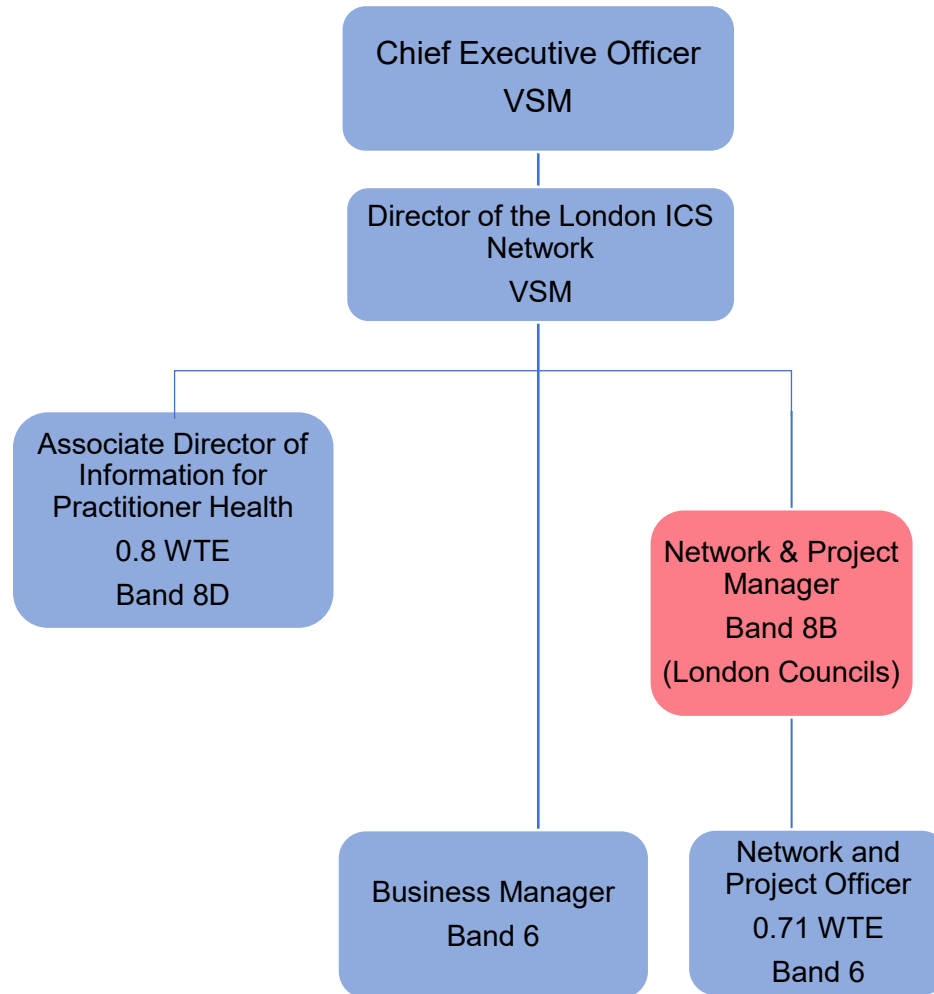
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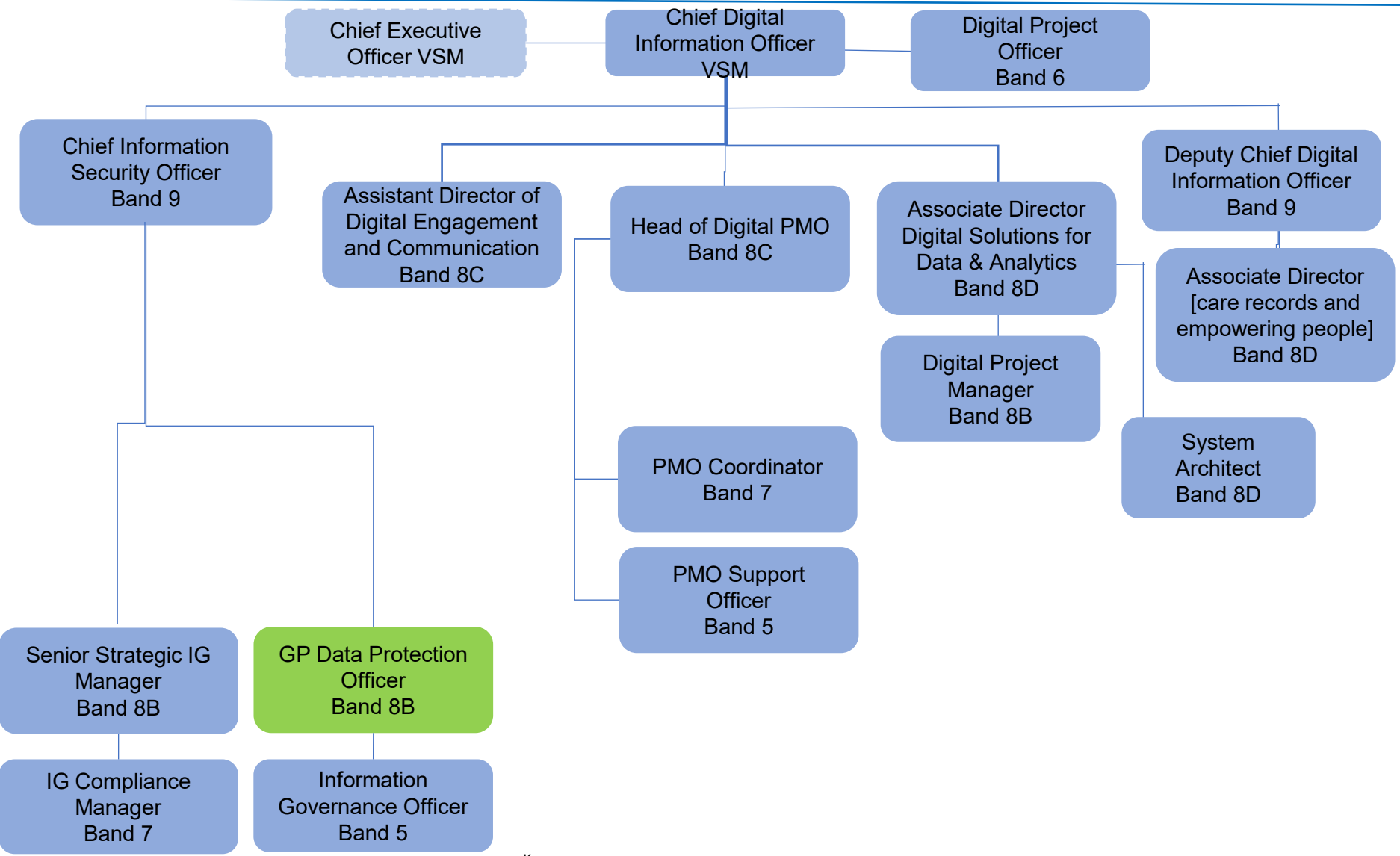
Partnerships Project Lead (2-year FTC) Band 8B

London ICS Network Team Structure

Team hosted by
SEL on behalf of
all London ICSs

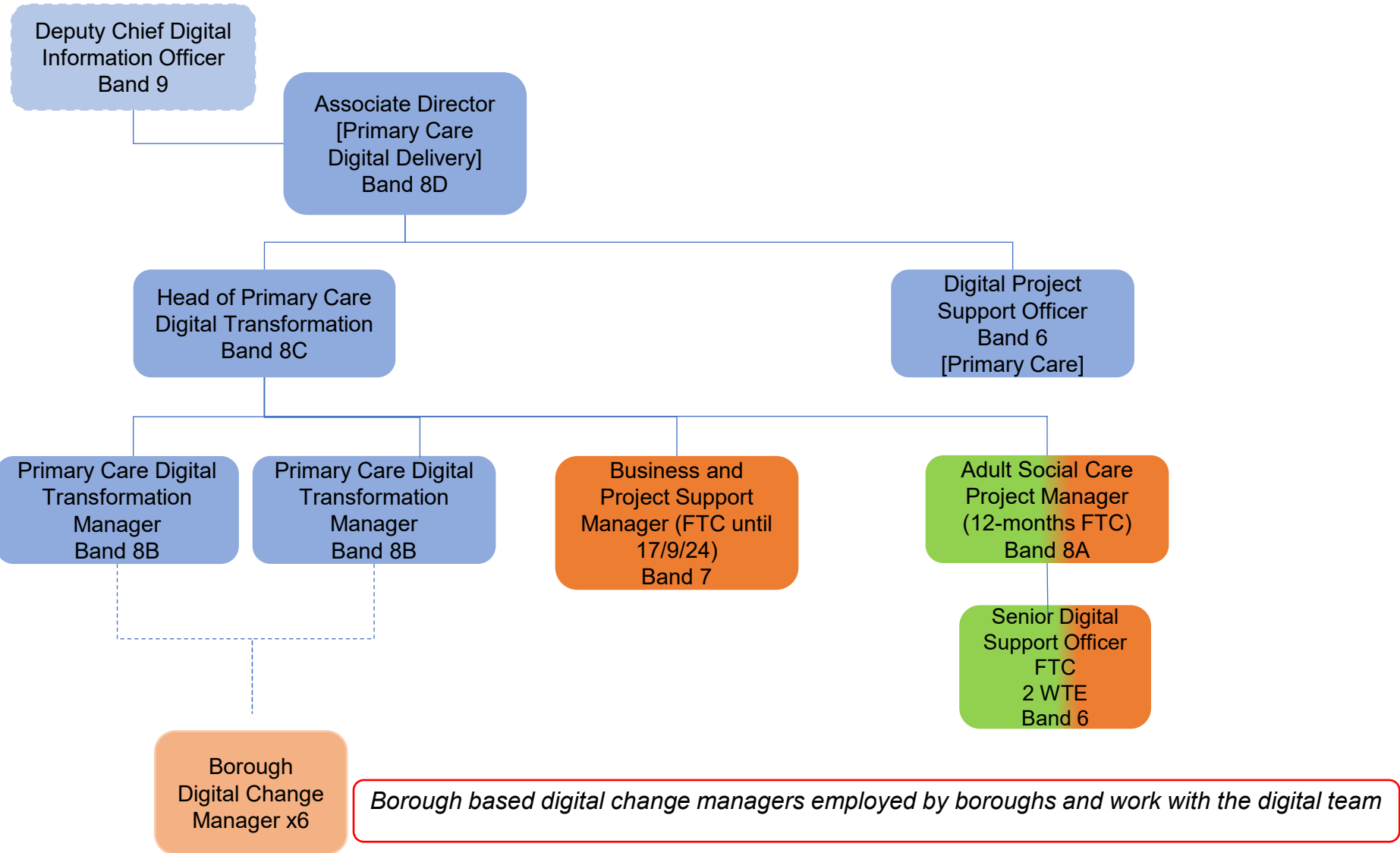


Digital Structure

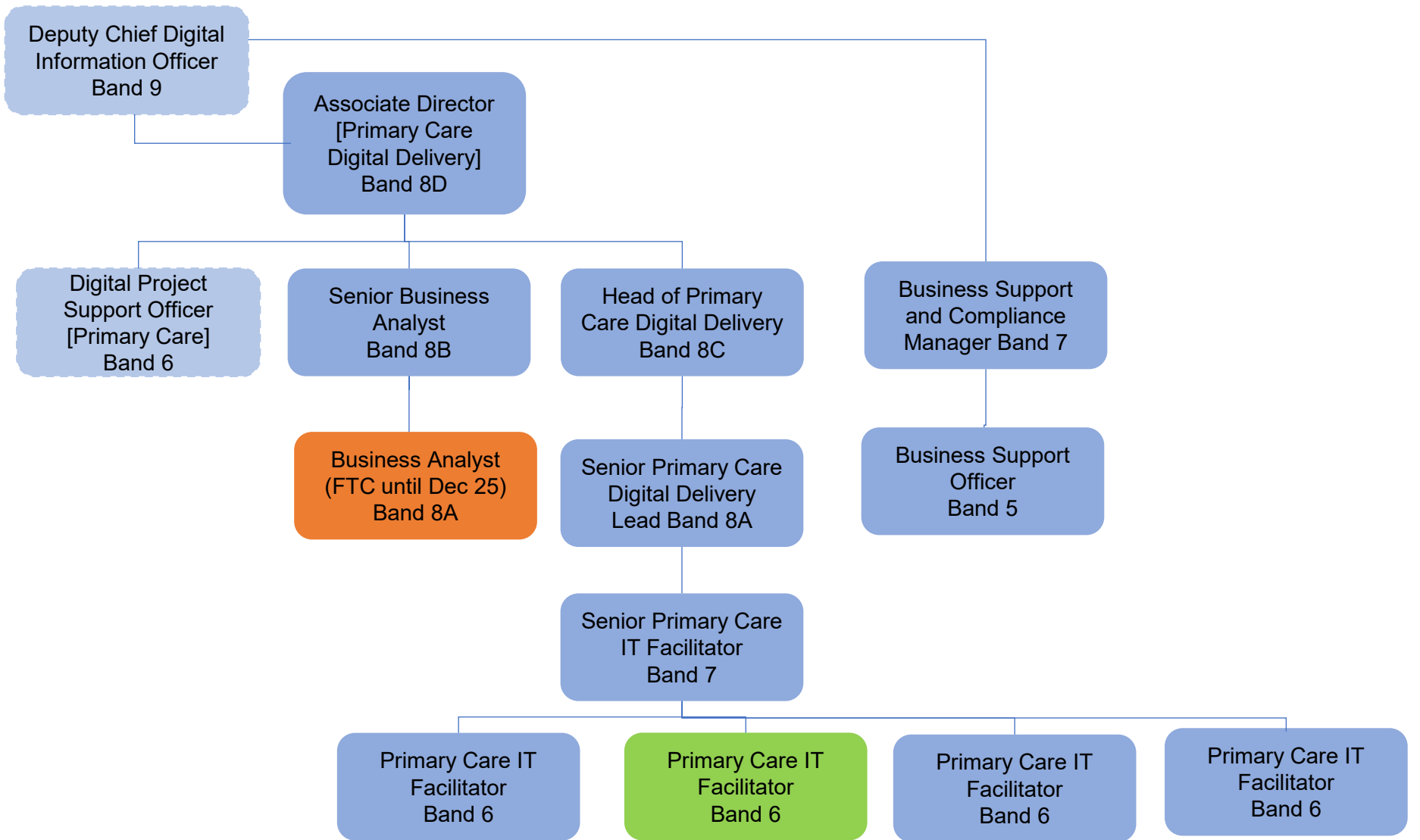


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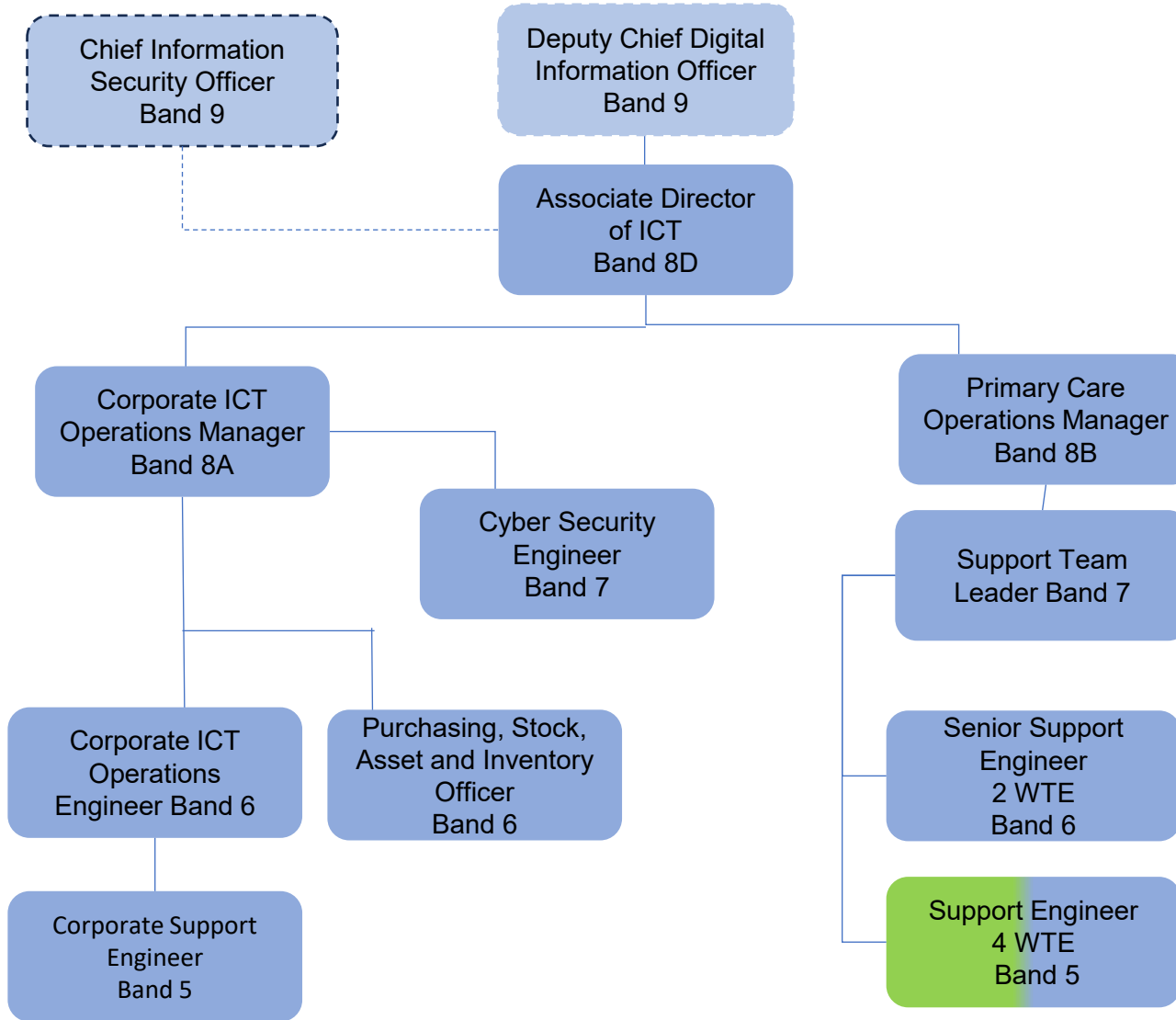


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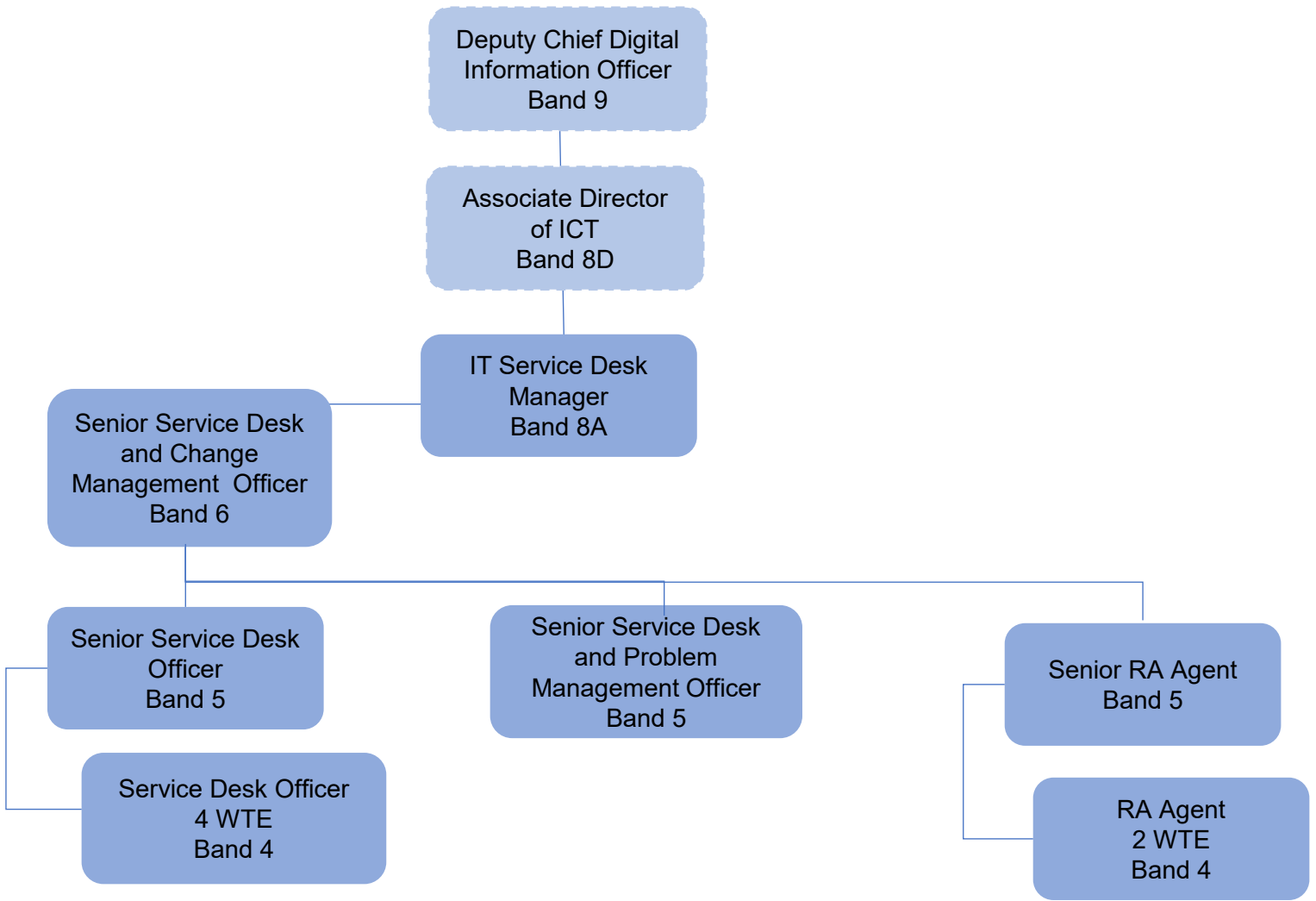
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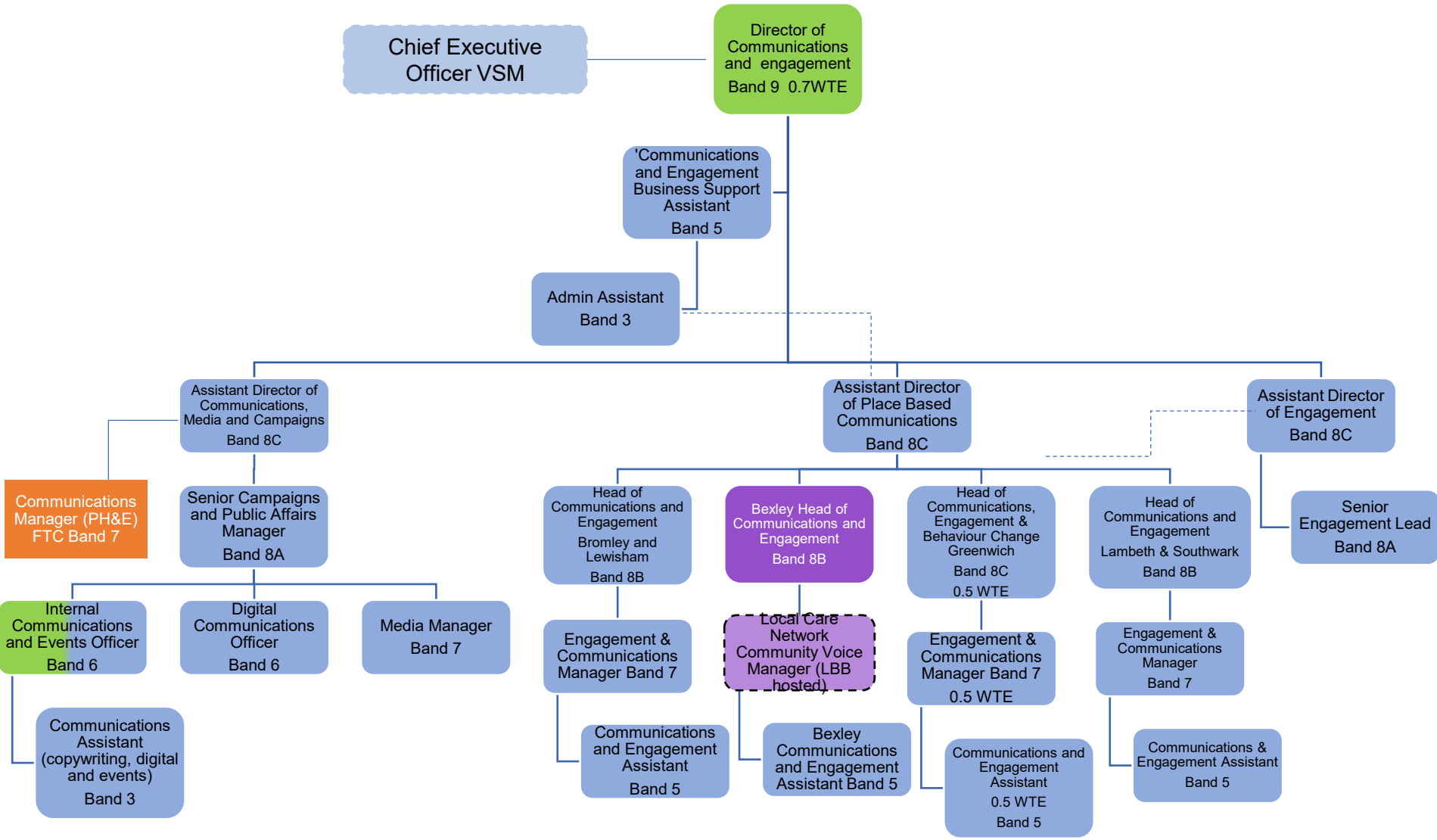
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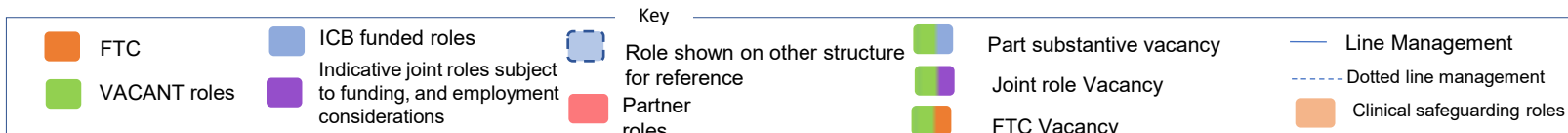
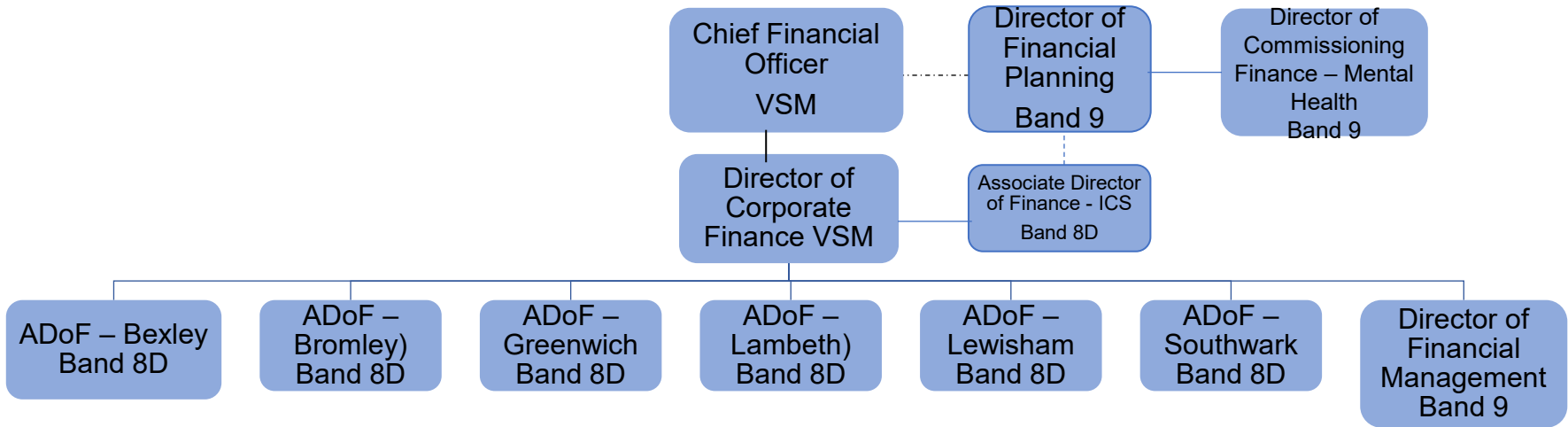
Communications & Engagement Team Structure

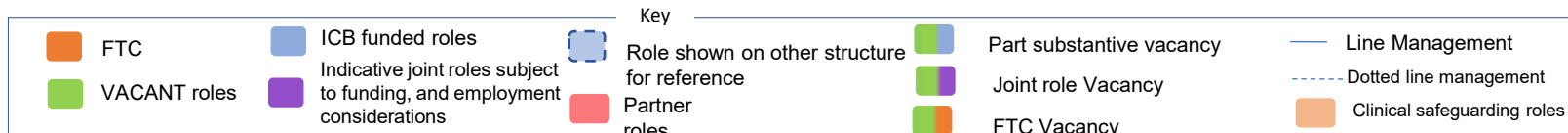
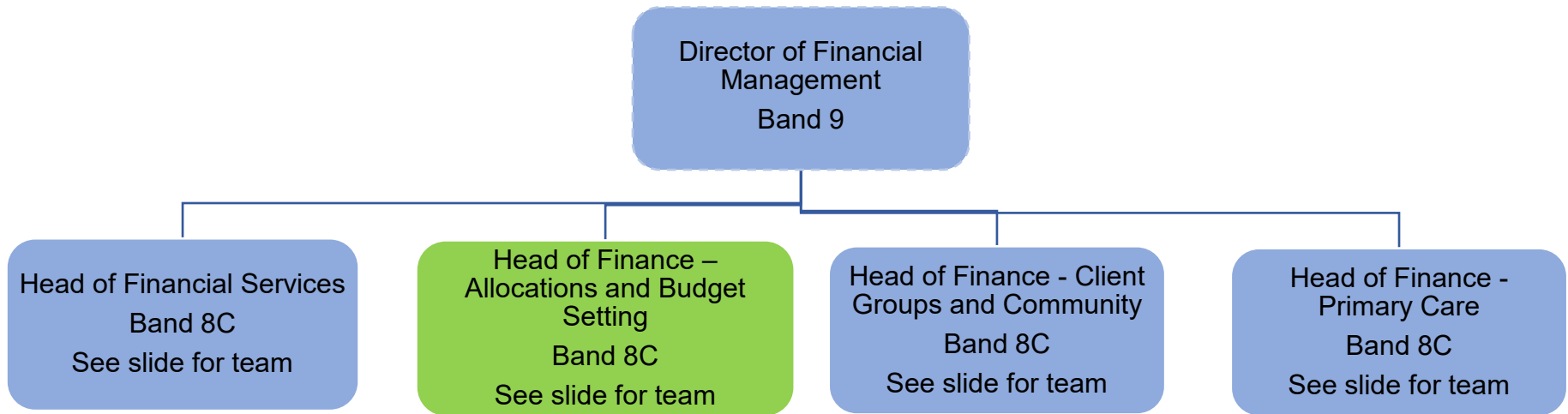


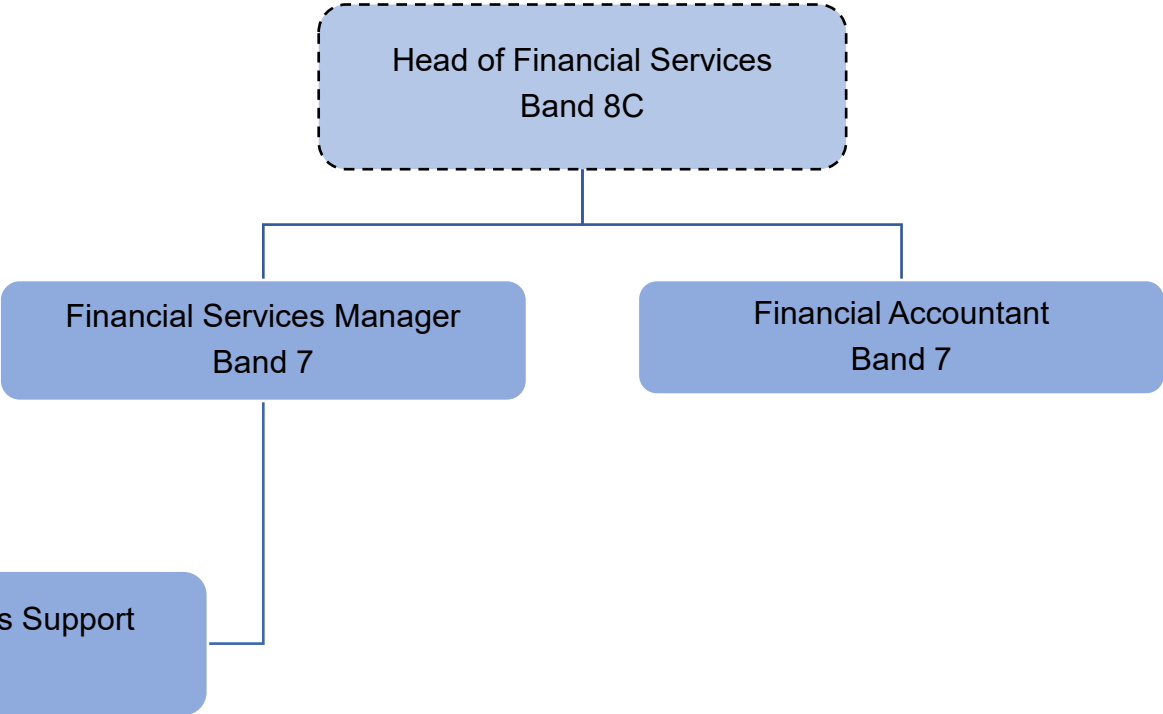
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Finance Team Structure

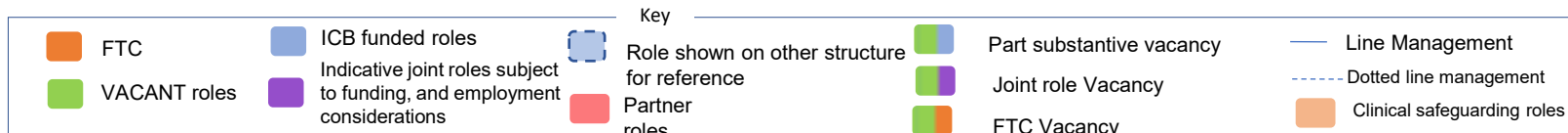
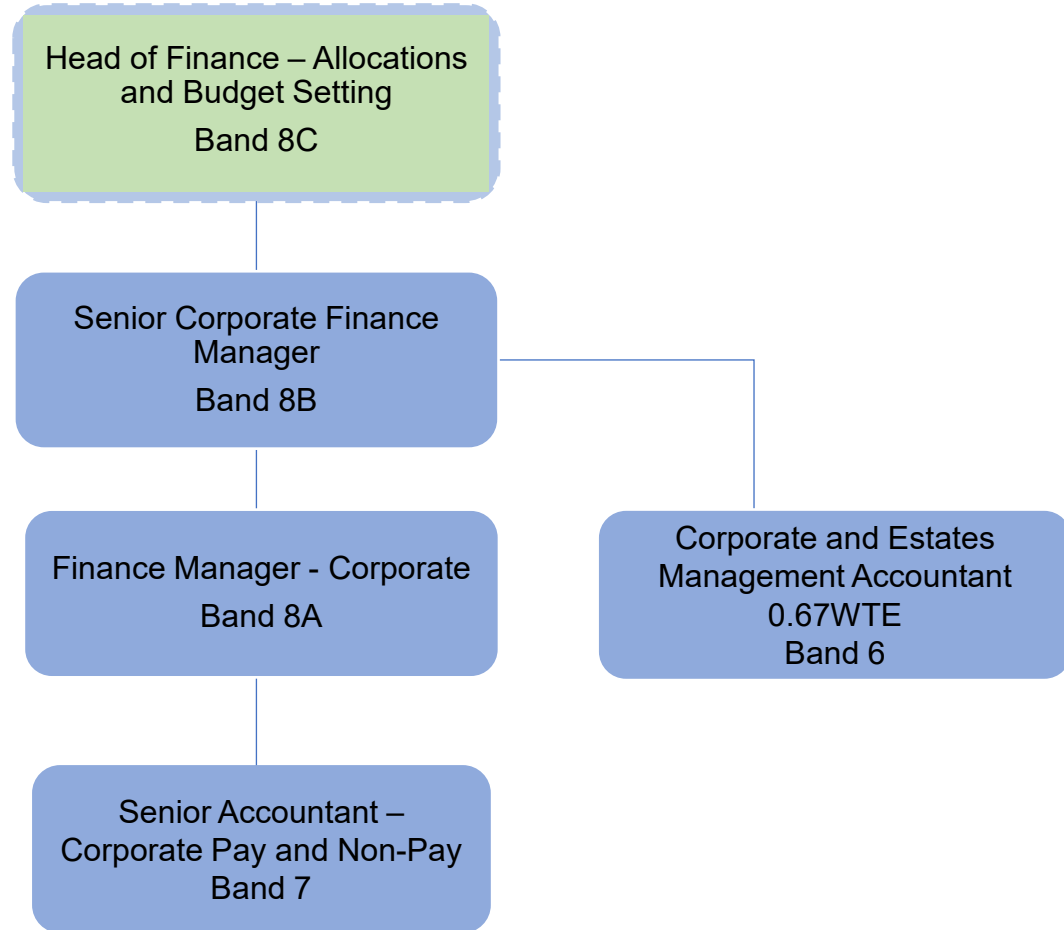


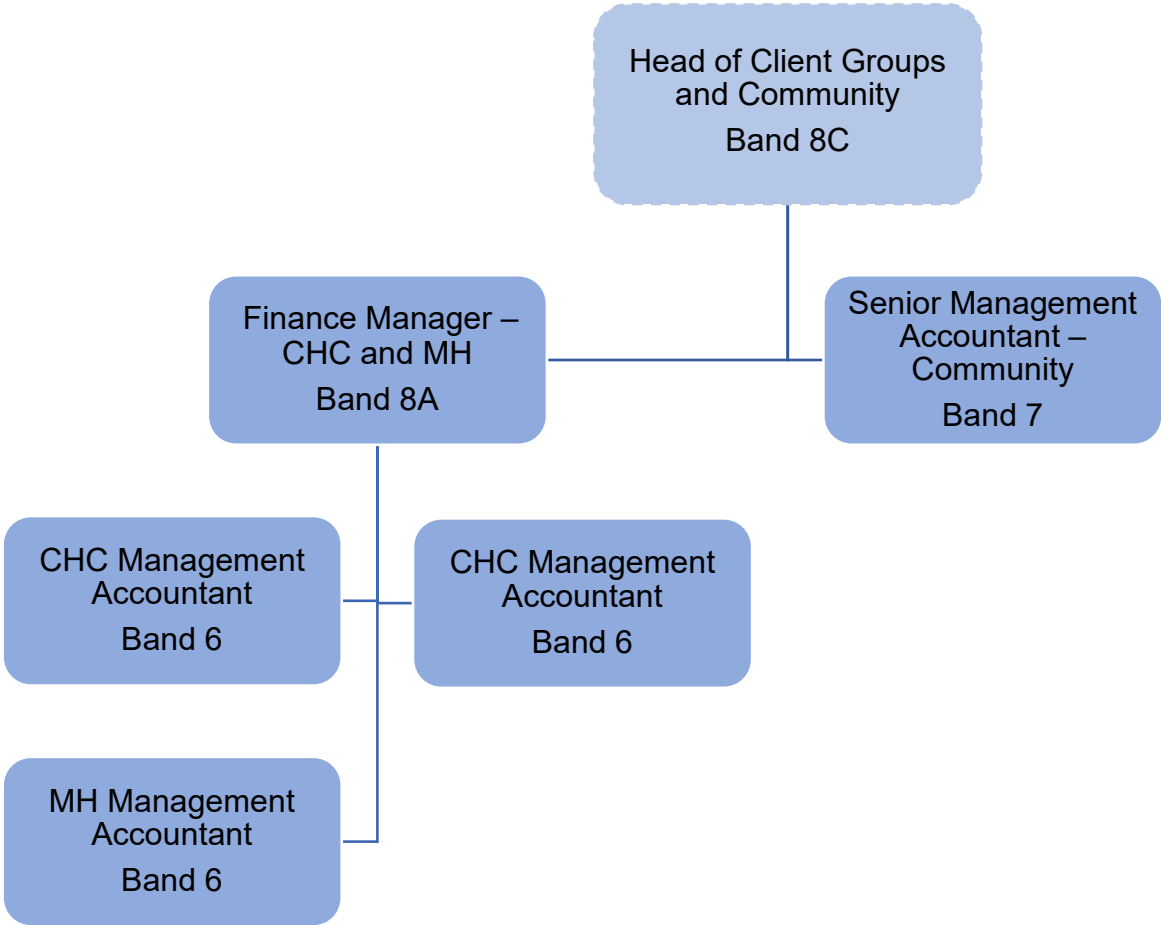




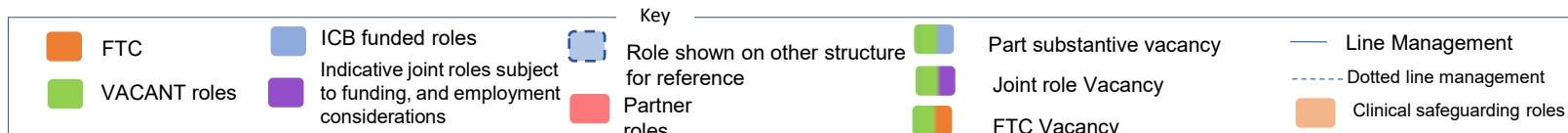
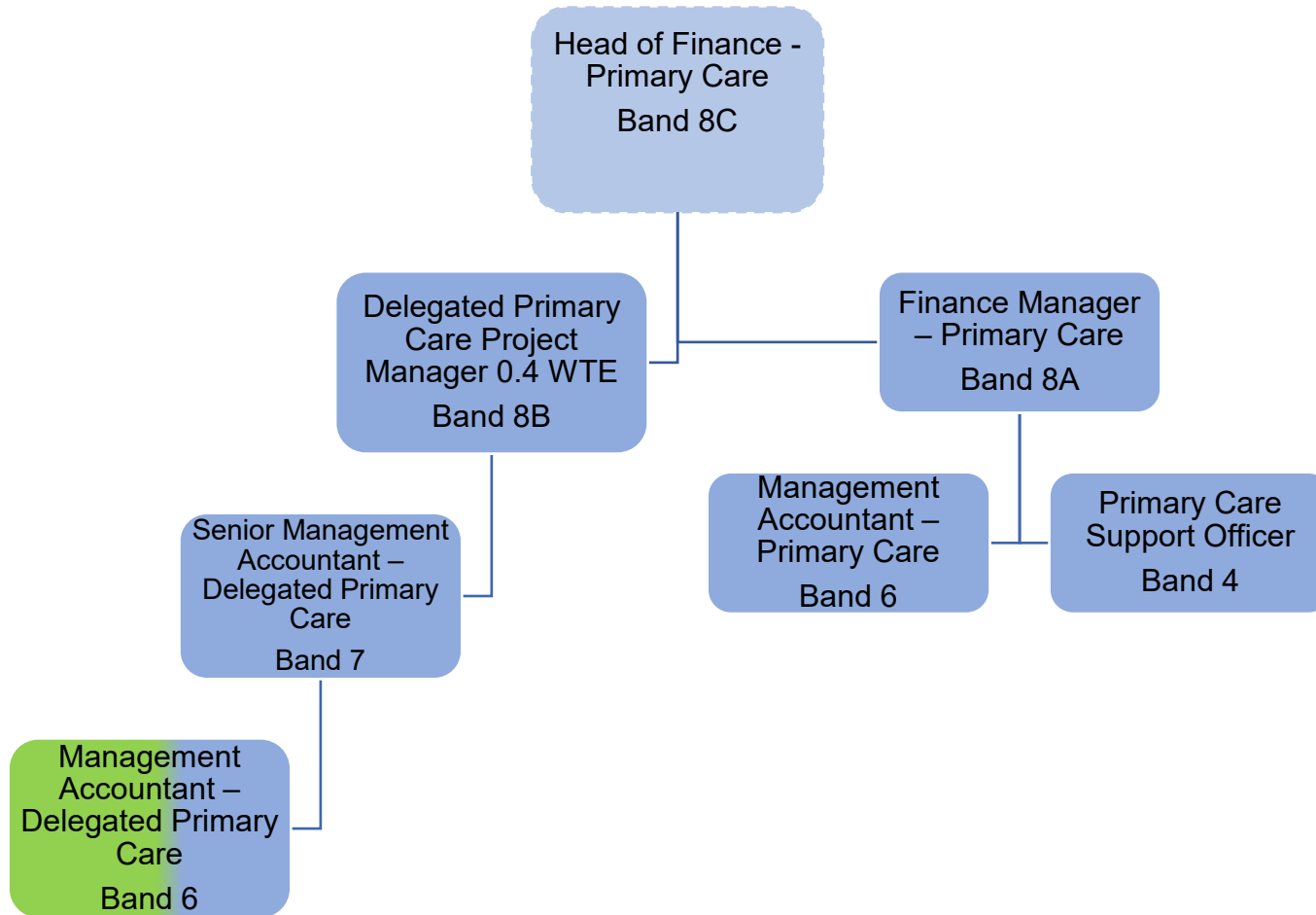
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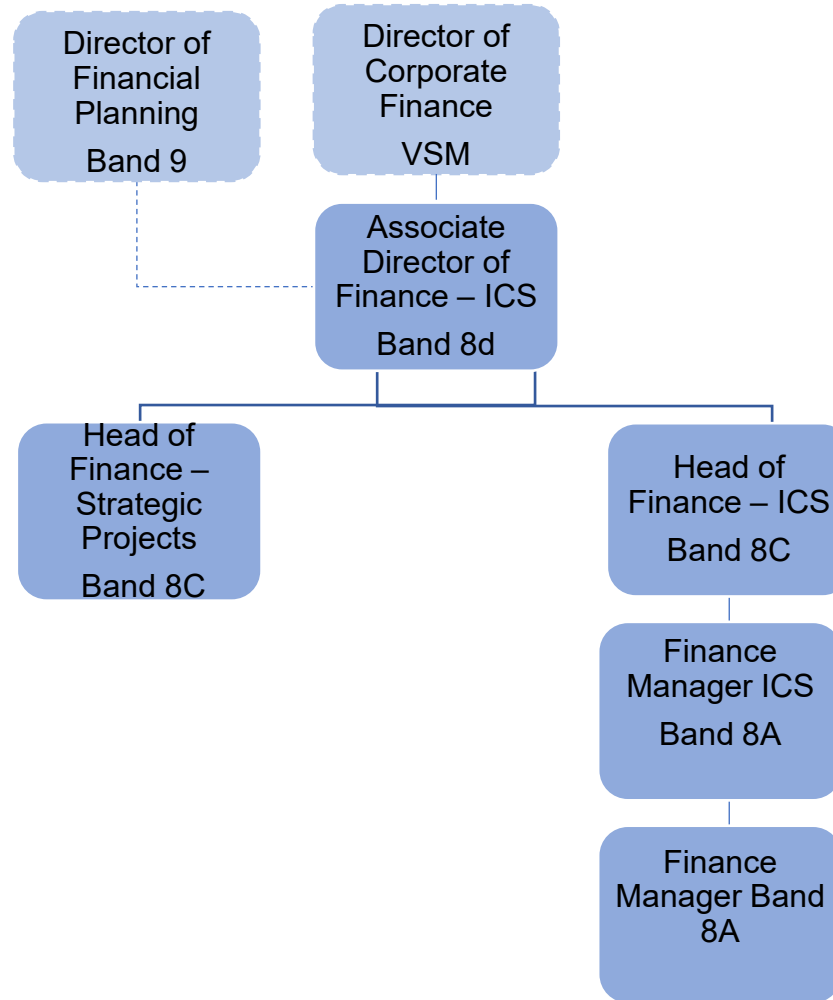
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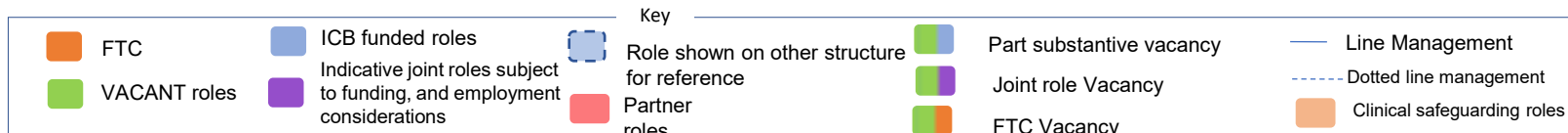
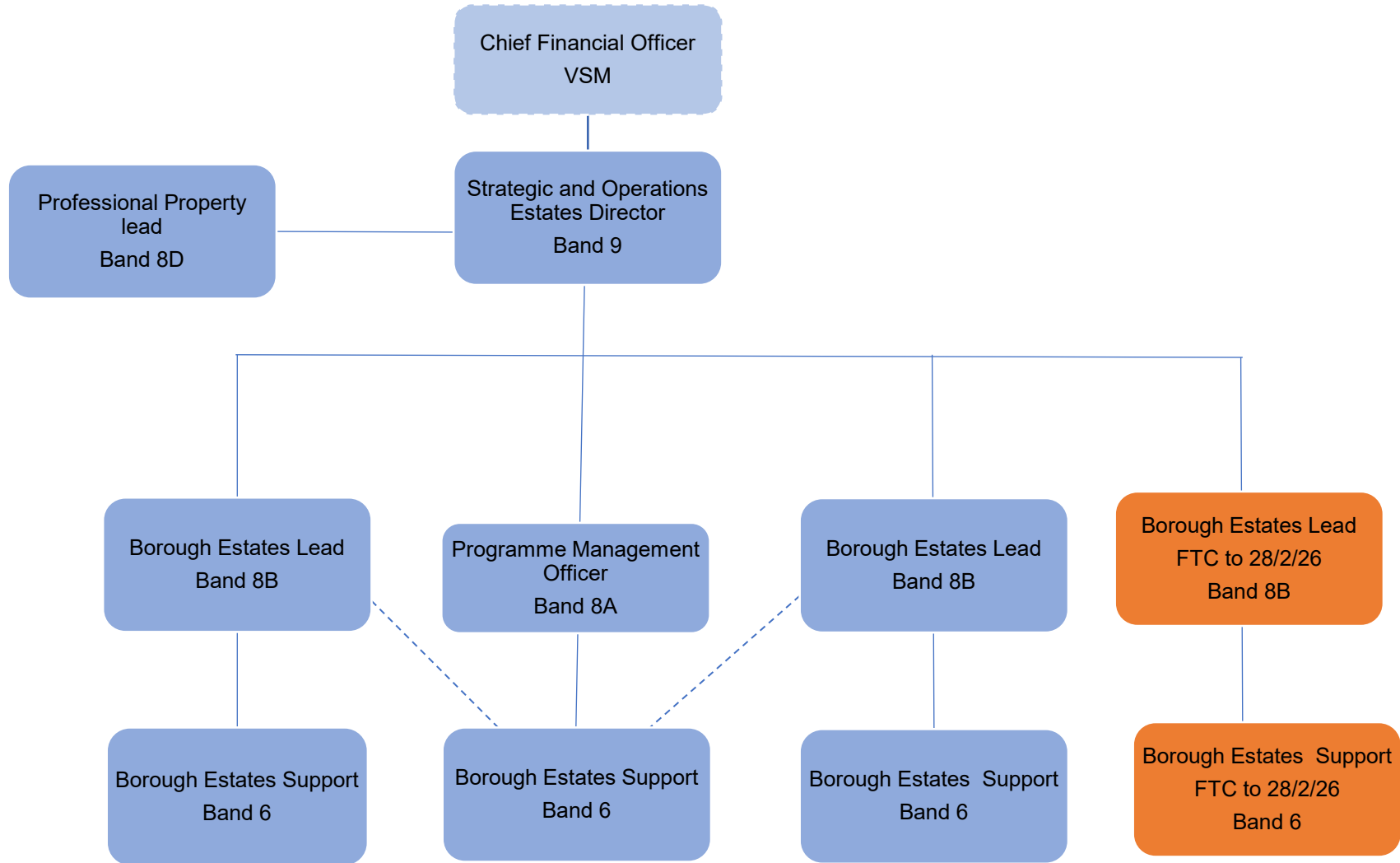
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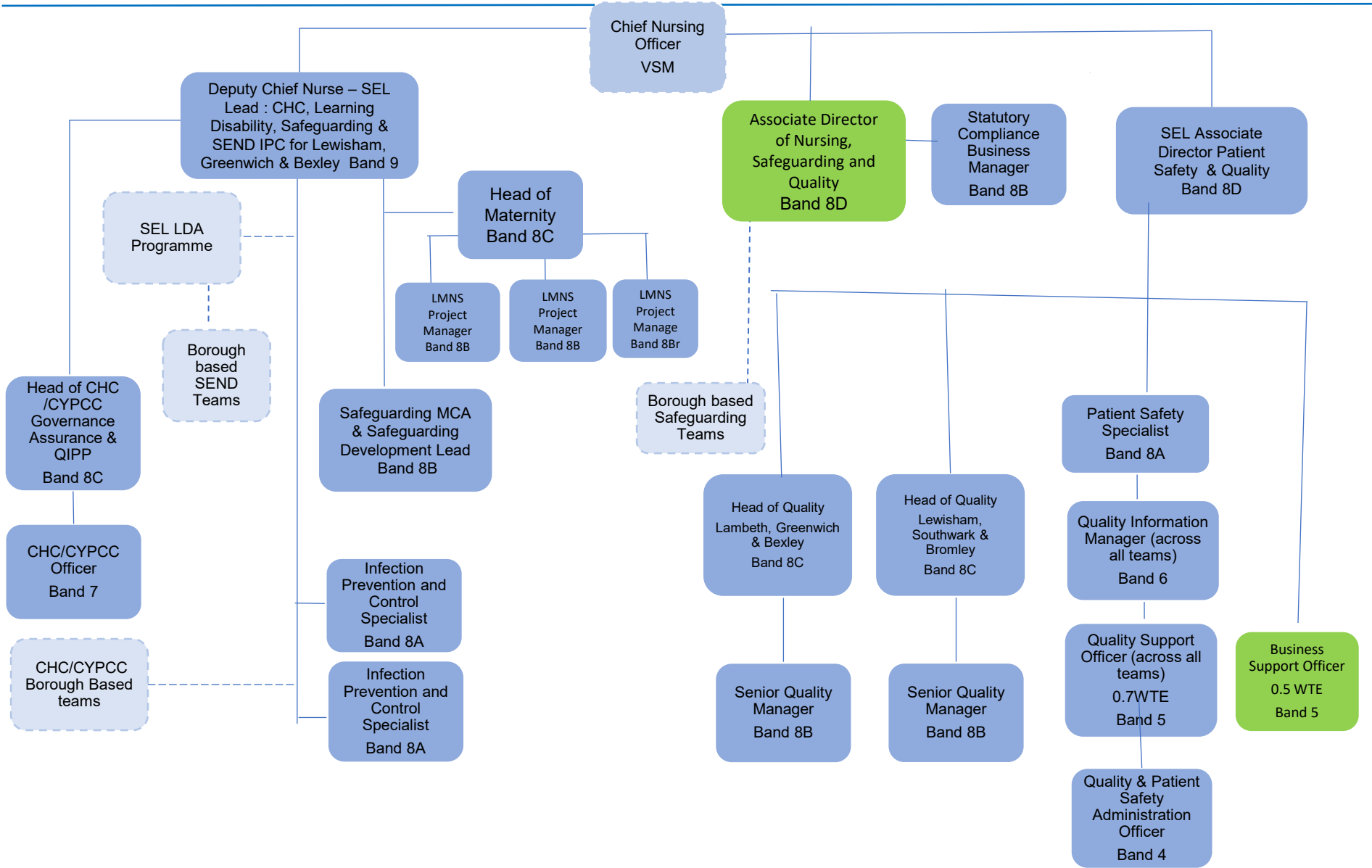


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Estates Team Structure



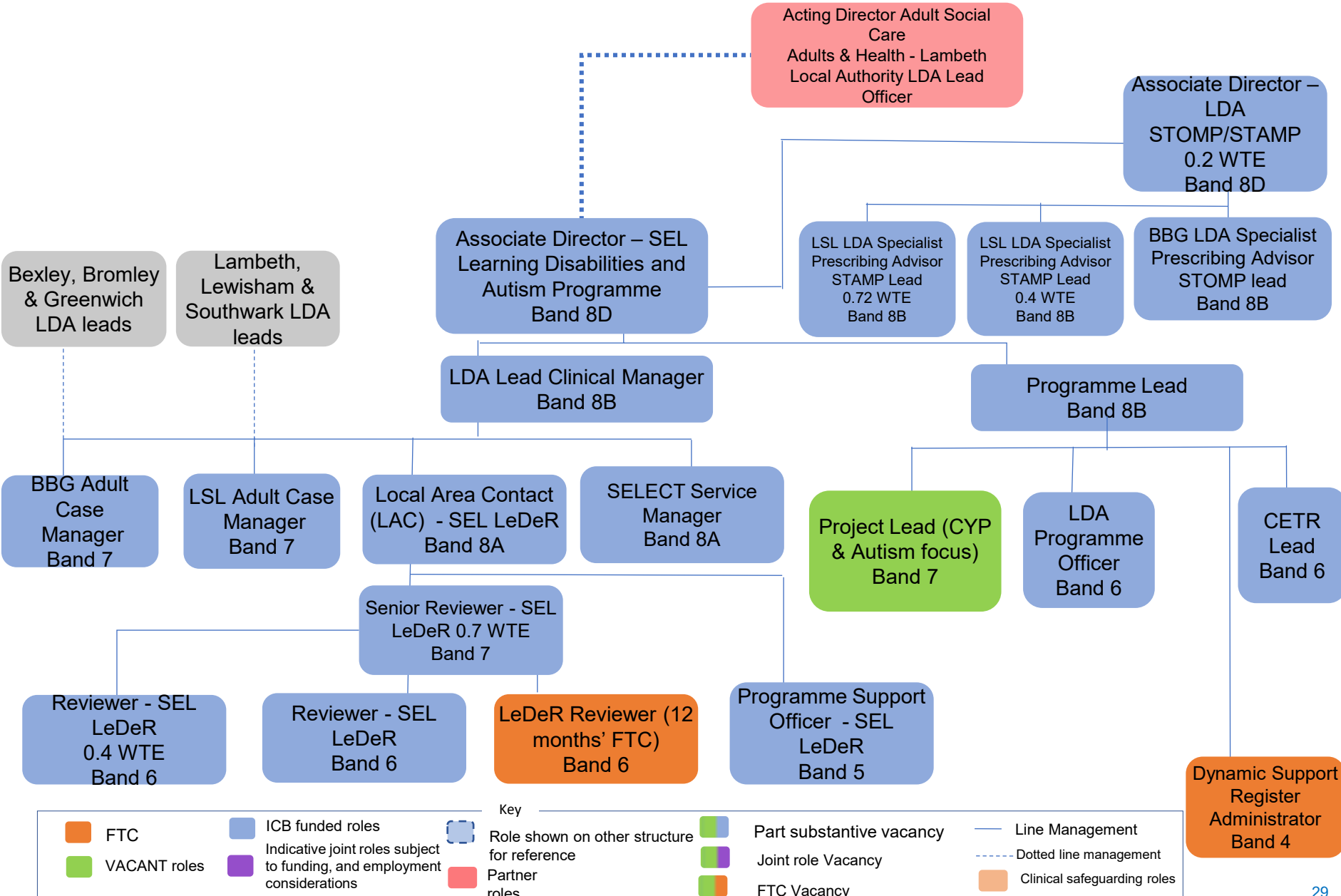
Quality & Nursing Structure



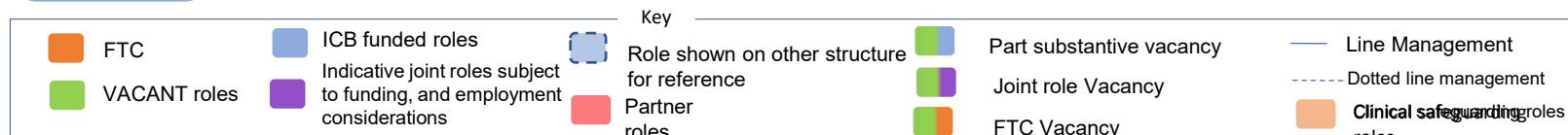
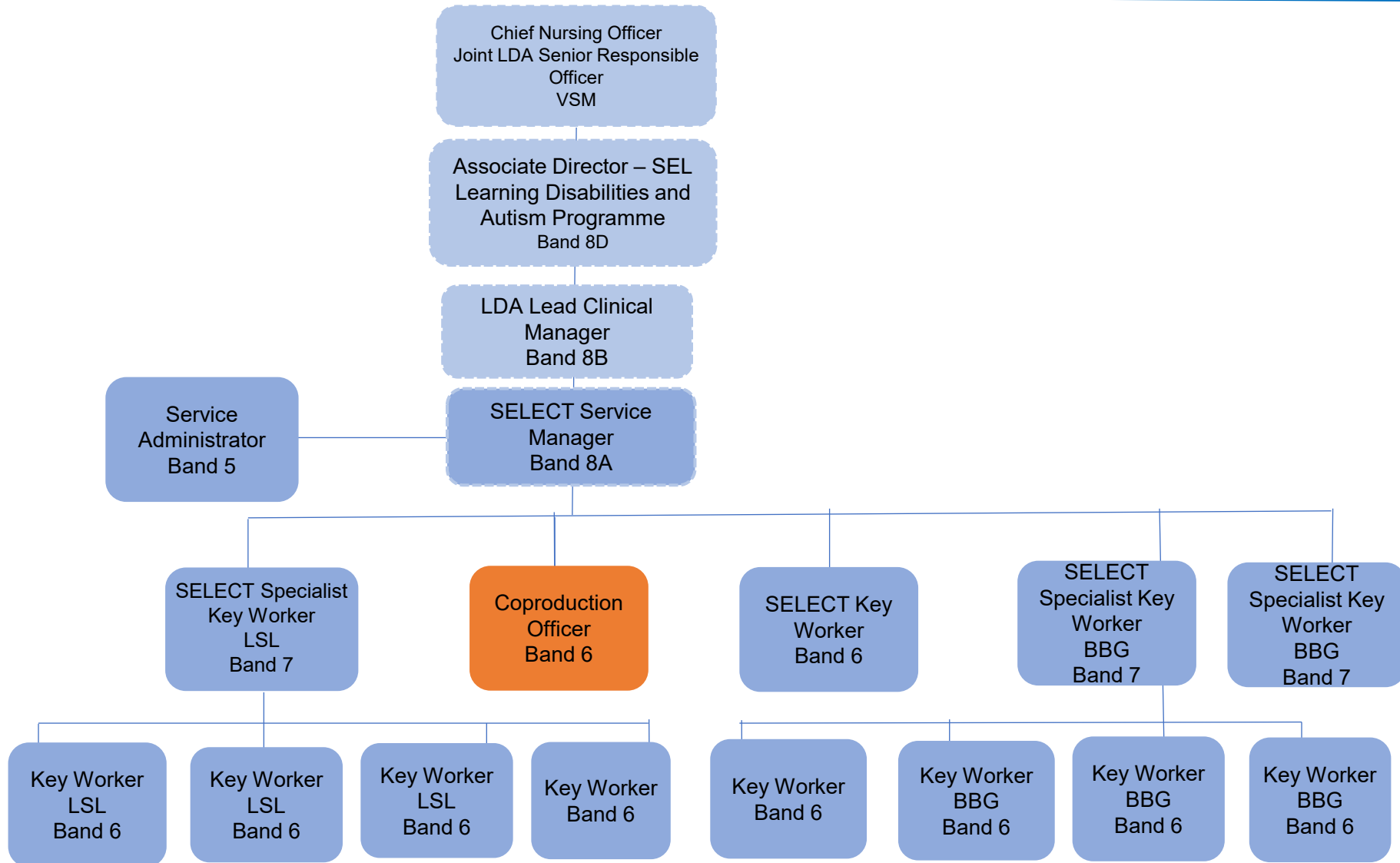
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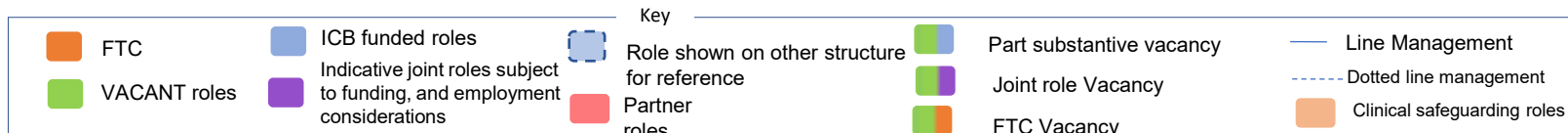
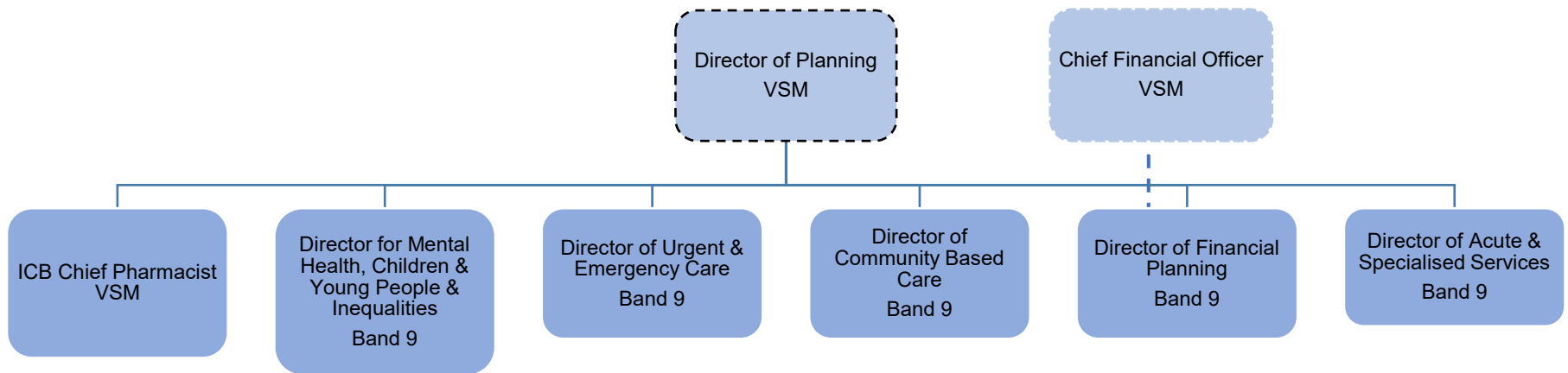
SEL ICS Learning Disability and Autism Programme including LeDeR & SELECT (SEL but hosted by Quality & Nursing) 1/2

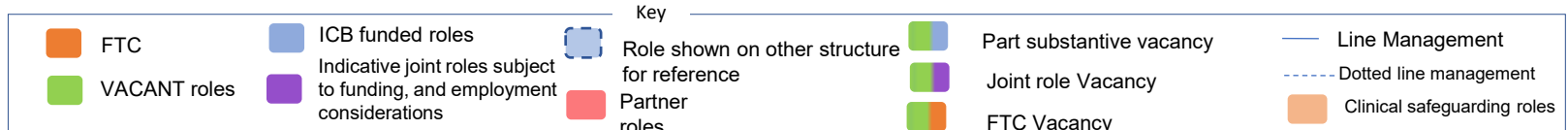
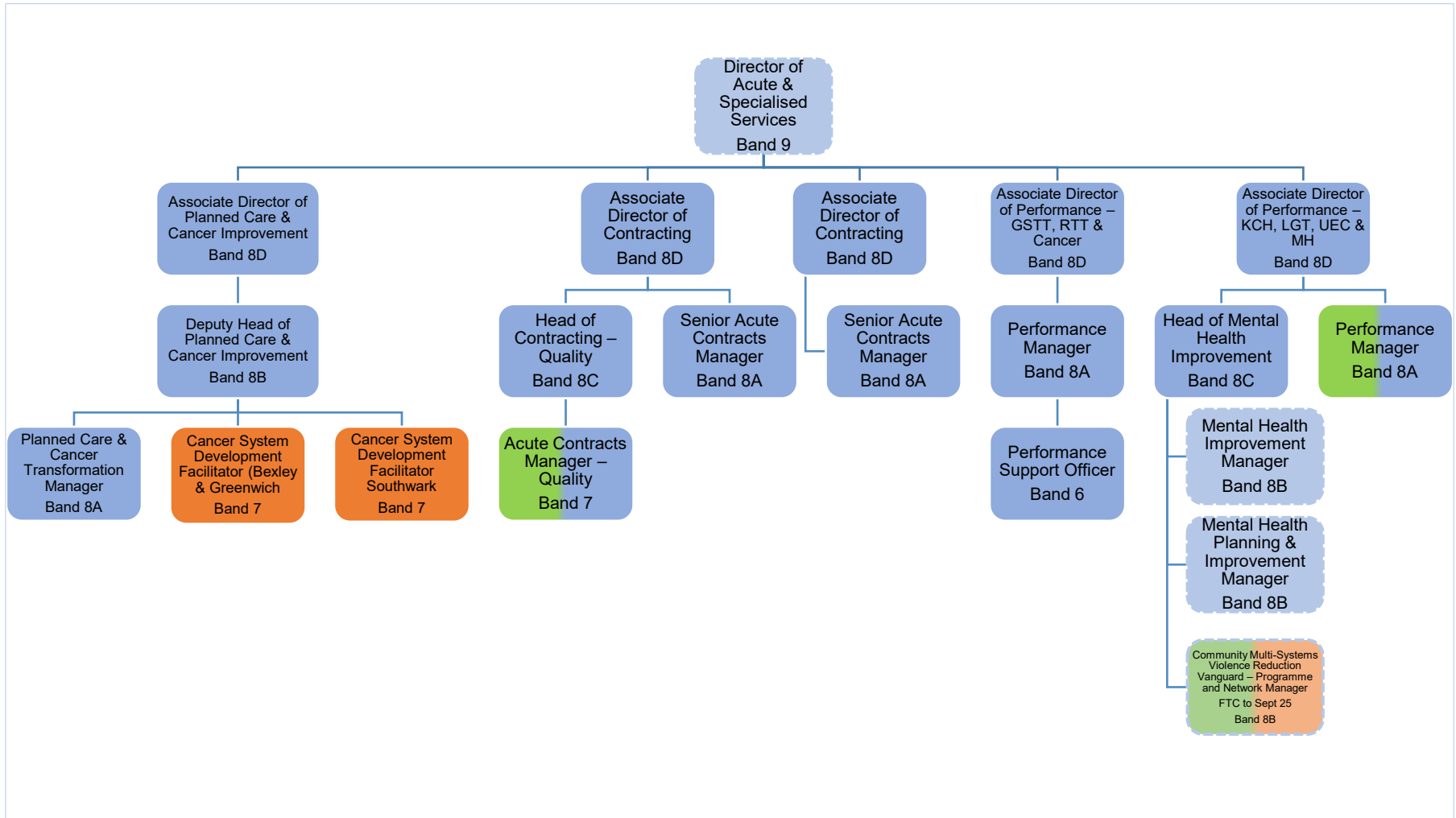


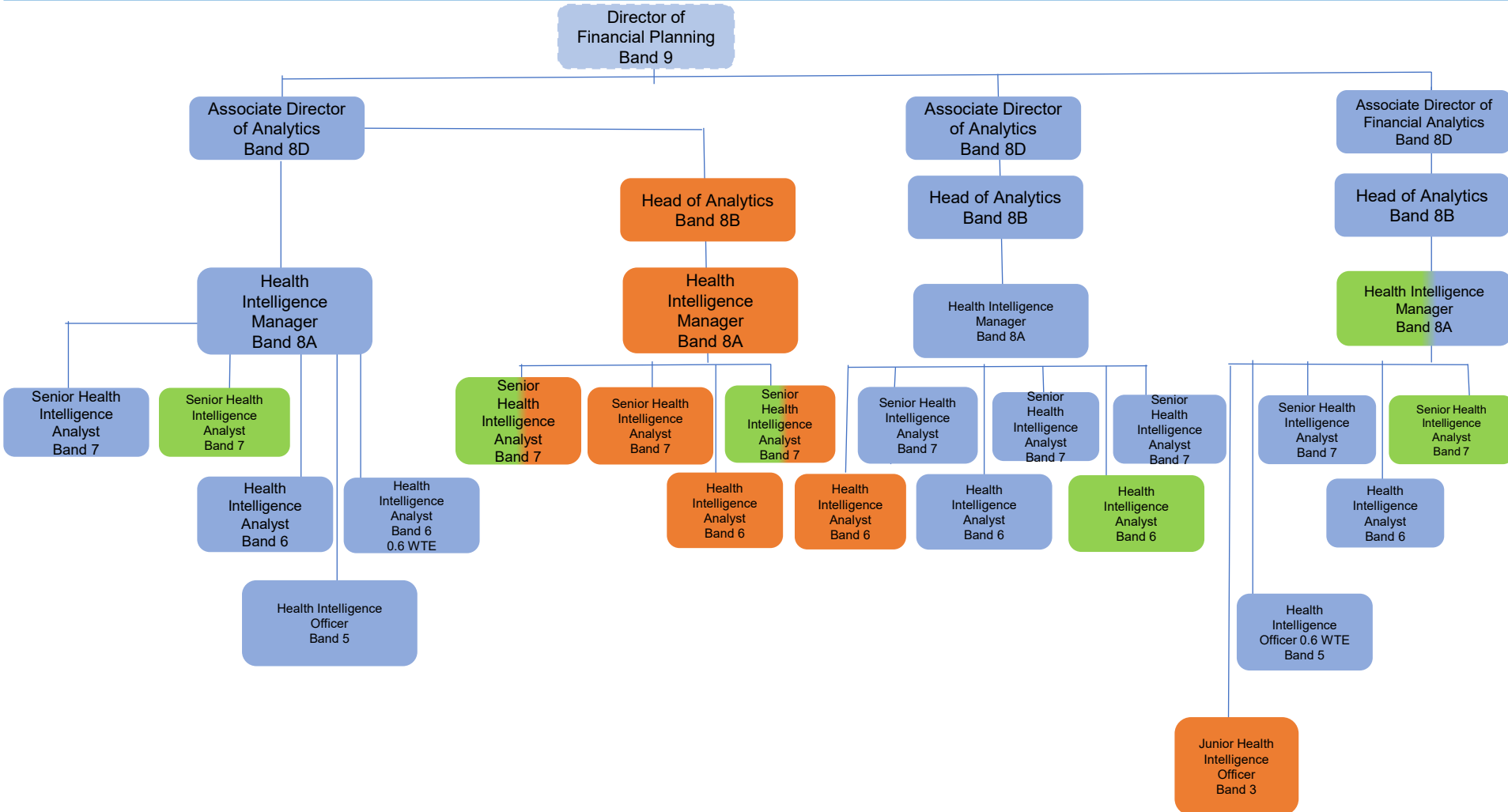
SEL ICS Learning Disability and Autism Programme including LeDeR & SELECT (SEL but hosted by Quality & Nursing) 2/2



Planning Team Structure

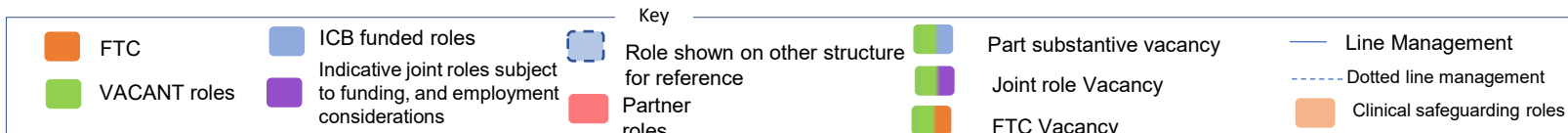
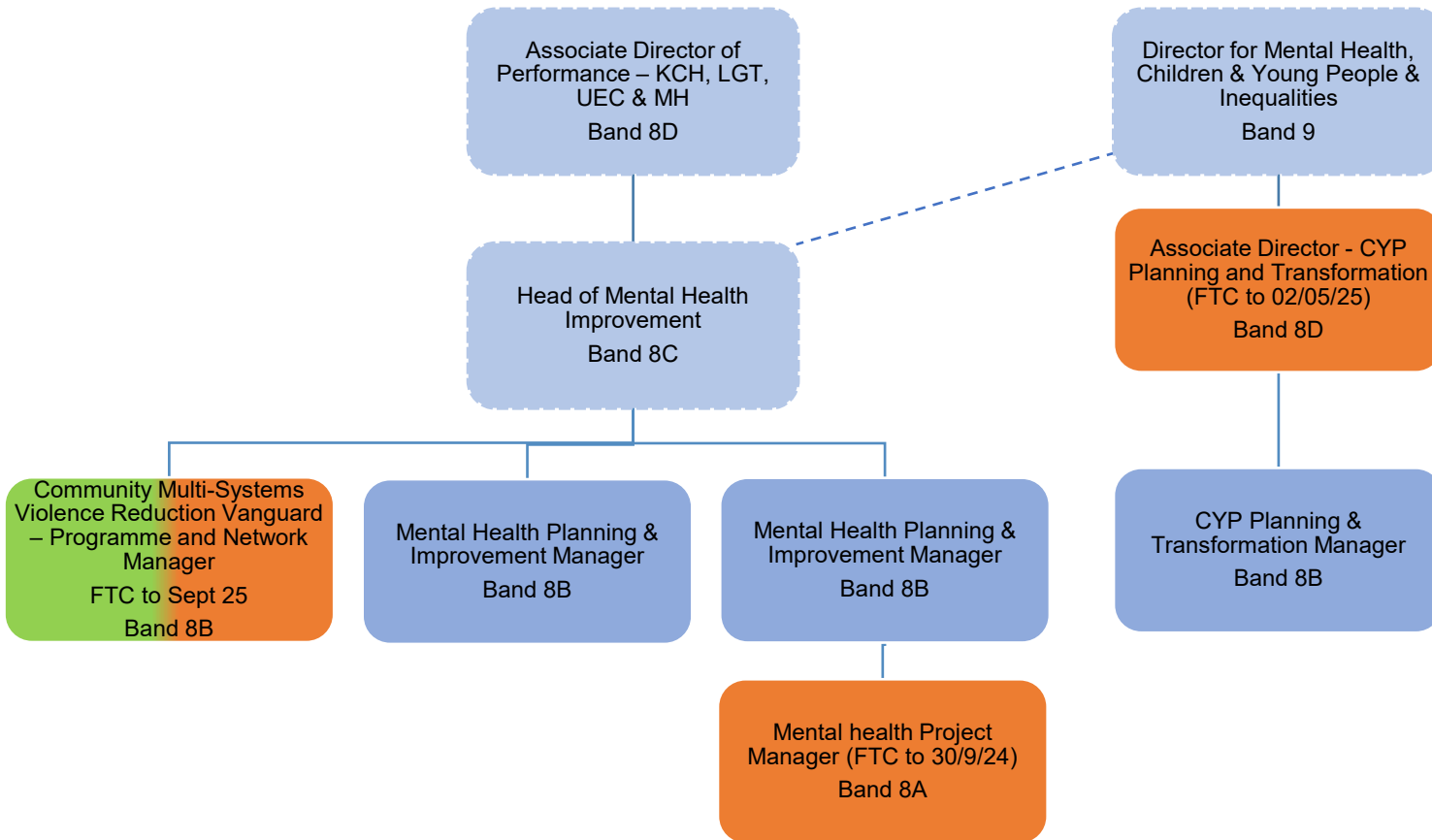


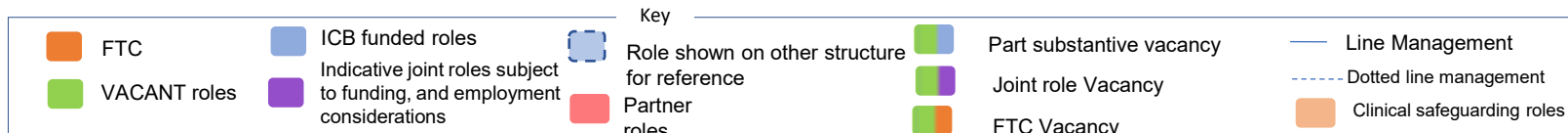
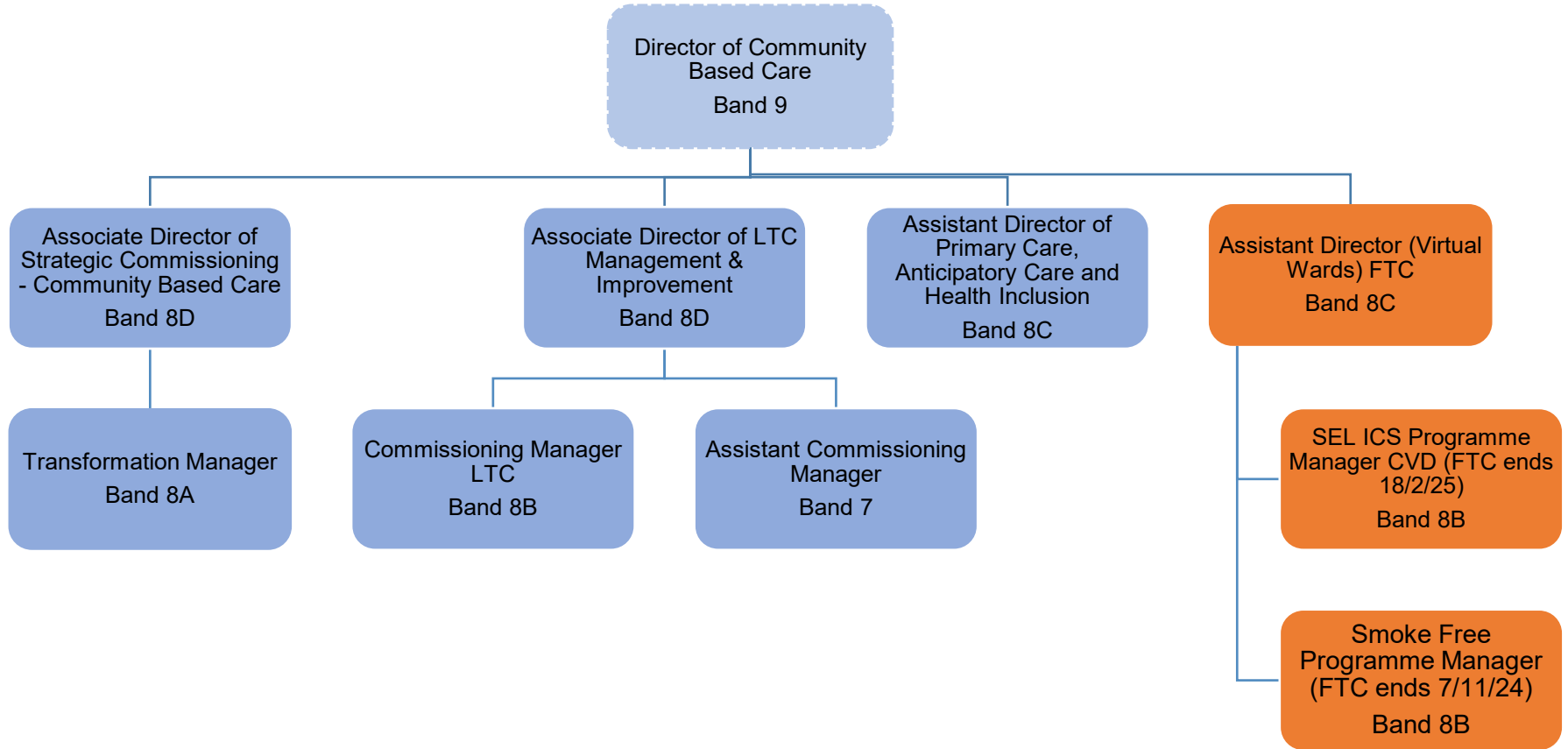


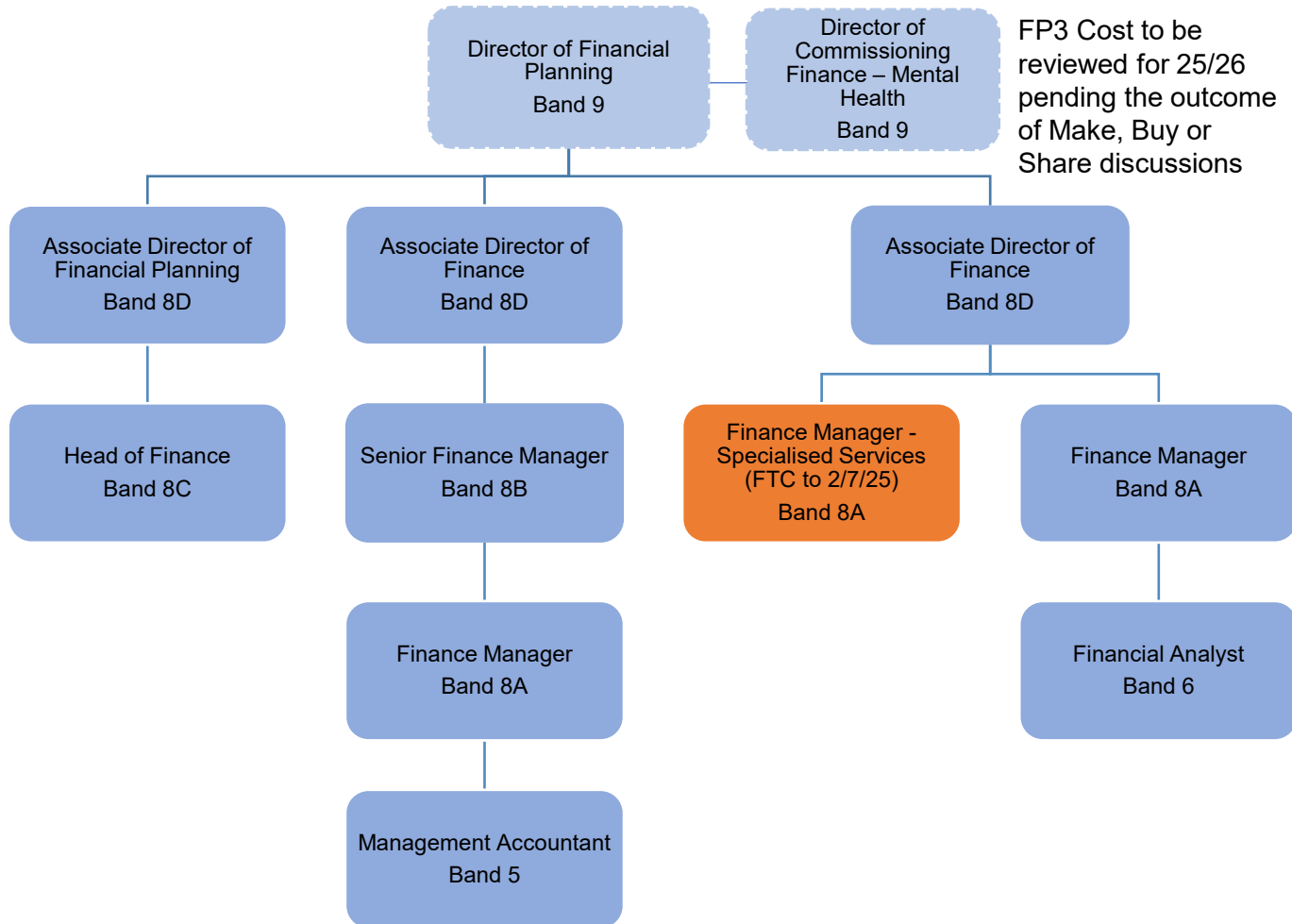


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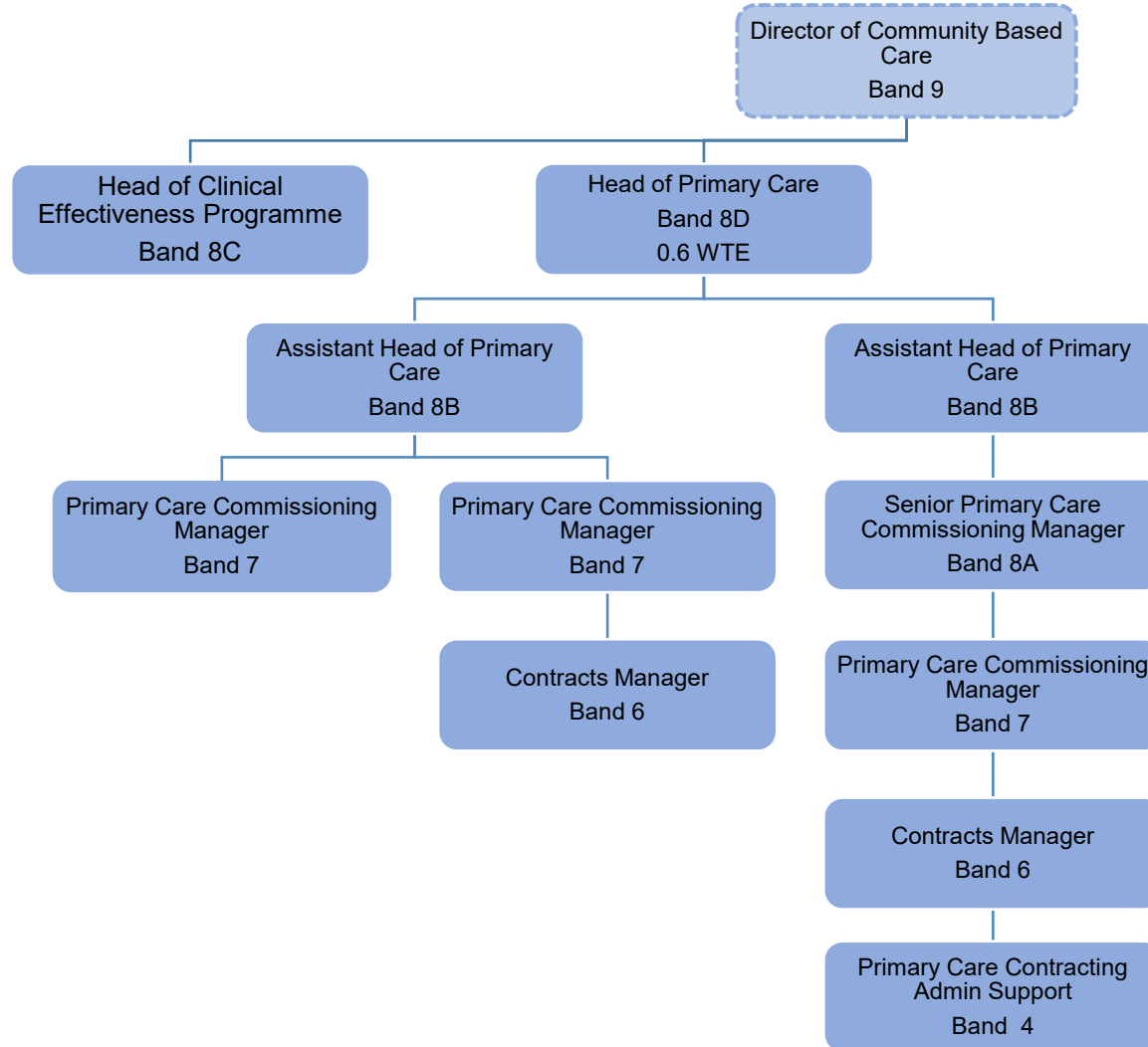




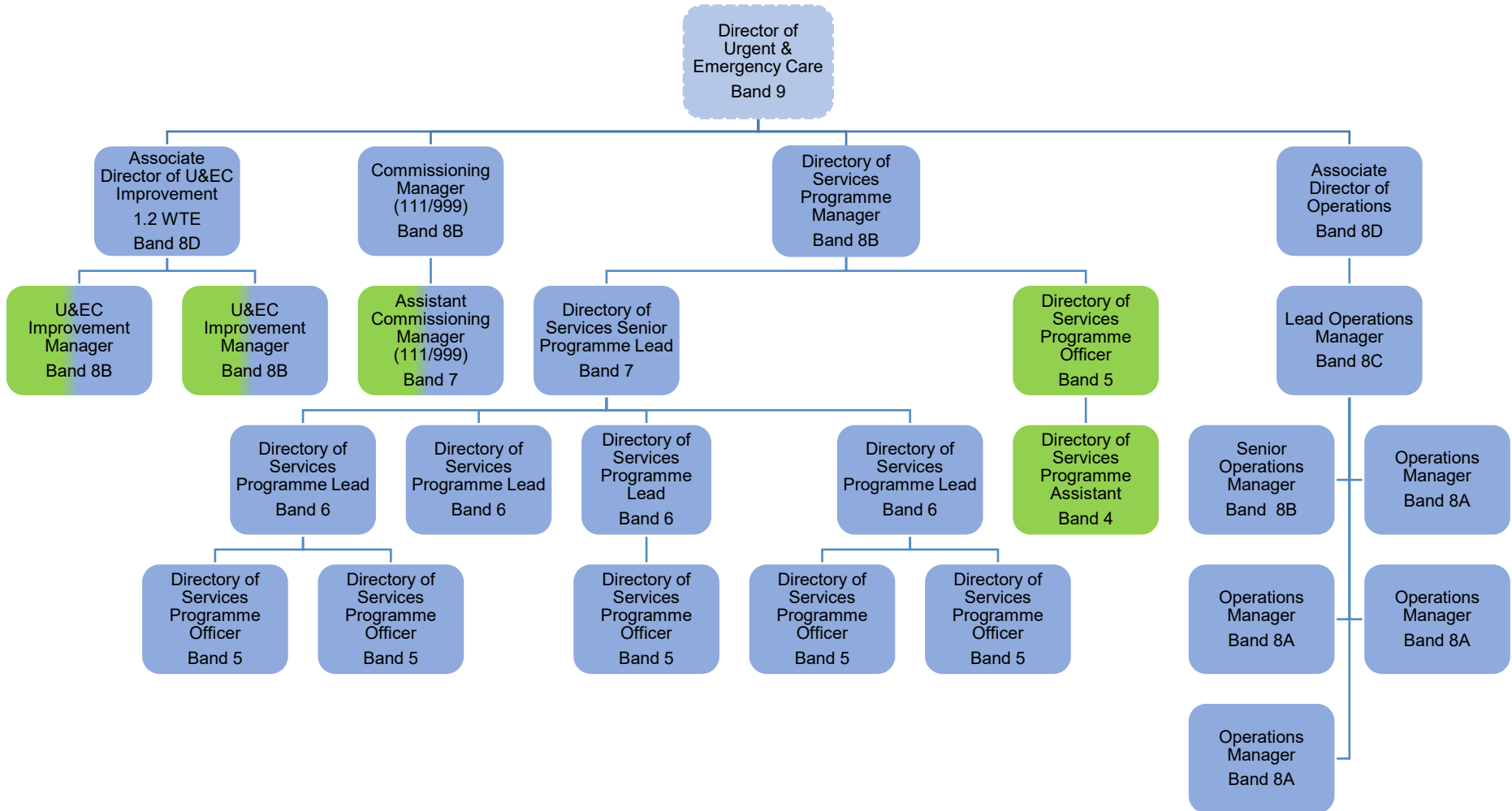


FP3 Cost to be reviewed for 25/26 pending the outcome of Make, Buy or Share discussions

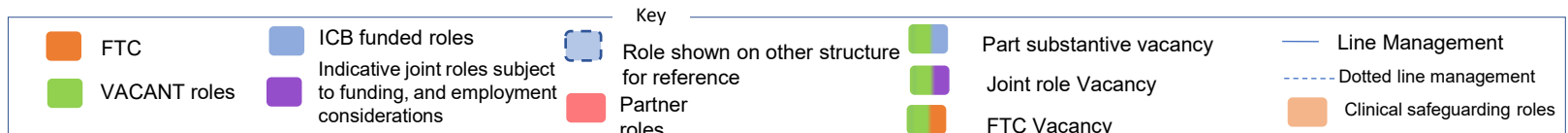
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* Note that the Directory of Services team is a London-wide function hosted by SEL ICB, and 80% funded by other ICBs *

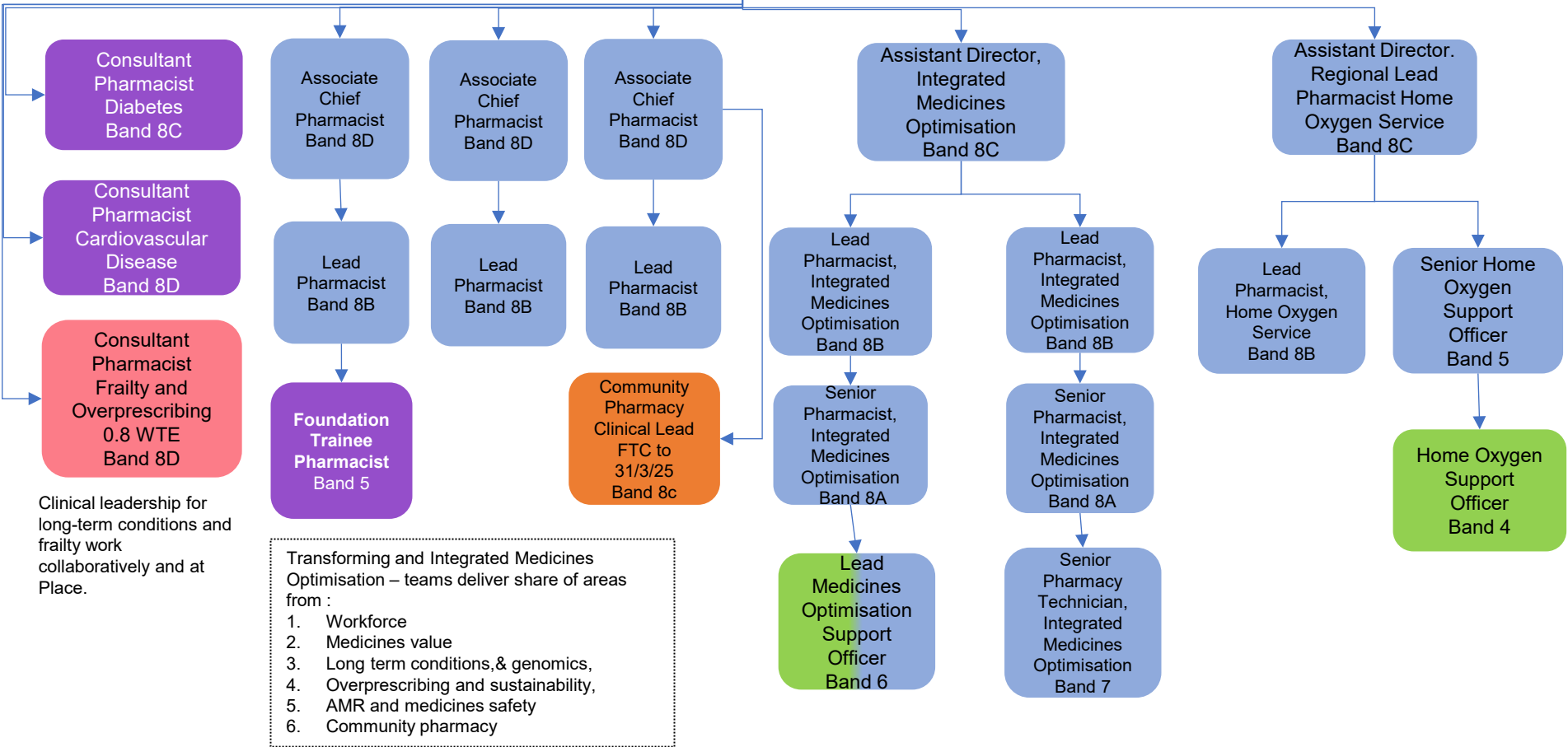


Medicines Optimisation Team Structure

Medicines Optimisation Team (1 of 4)

Notes
 LB17 : TUPE to GSTT
 SW16 : TUPE to GSTT

ICB Chief Pharmacist VSM
 Works with Place Executive
 Leads for delegated primary care budget elements



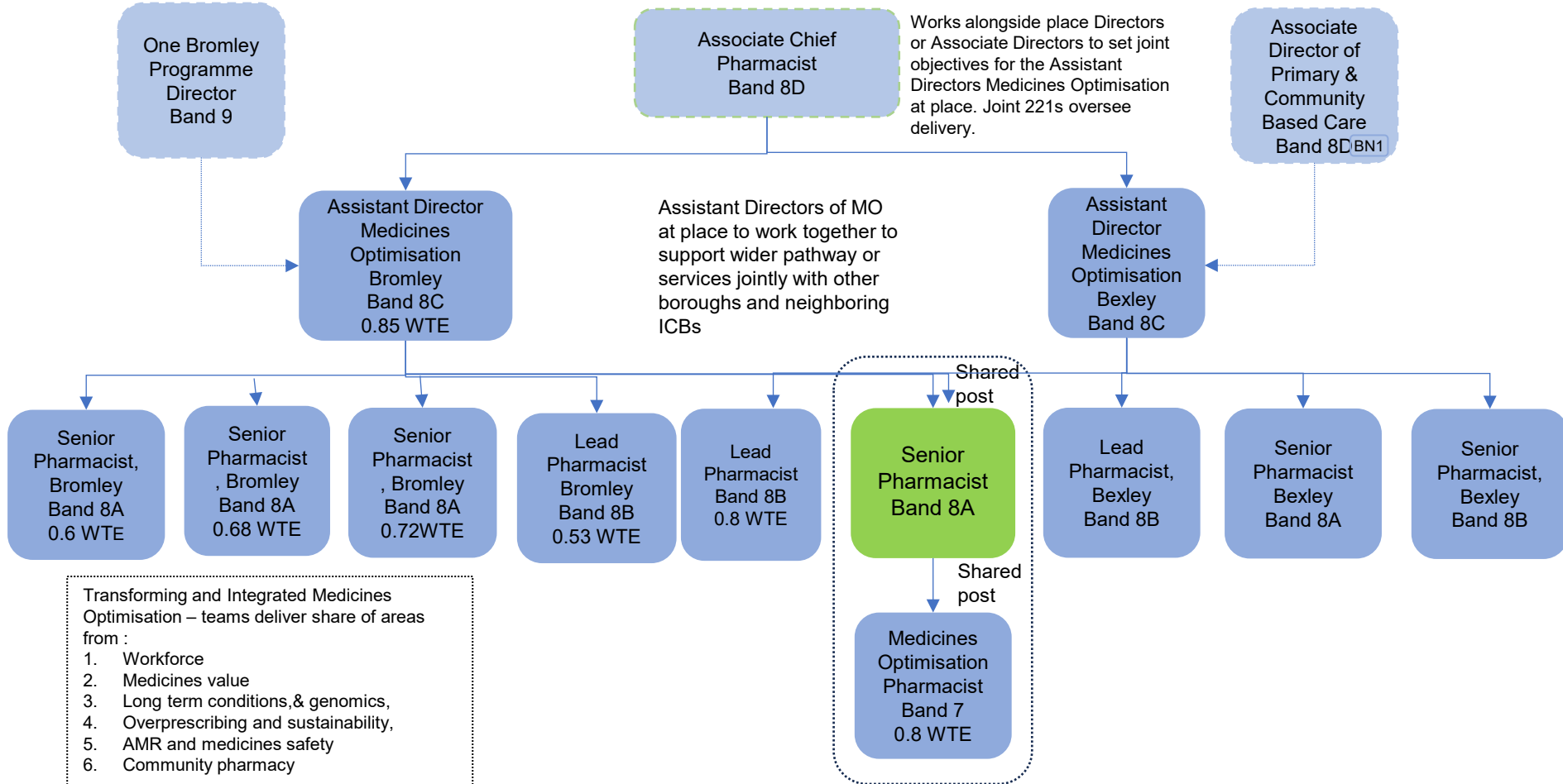
Clinical leadership for long-term conditions and frailty work collaboratively and at Place.

- 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

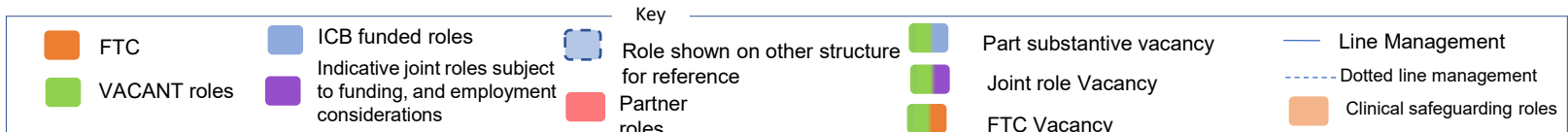
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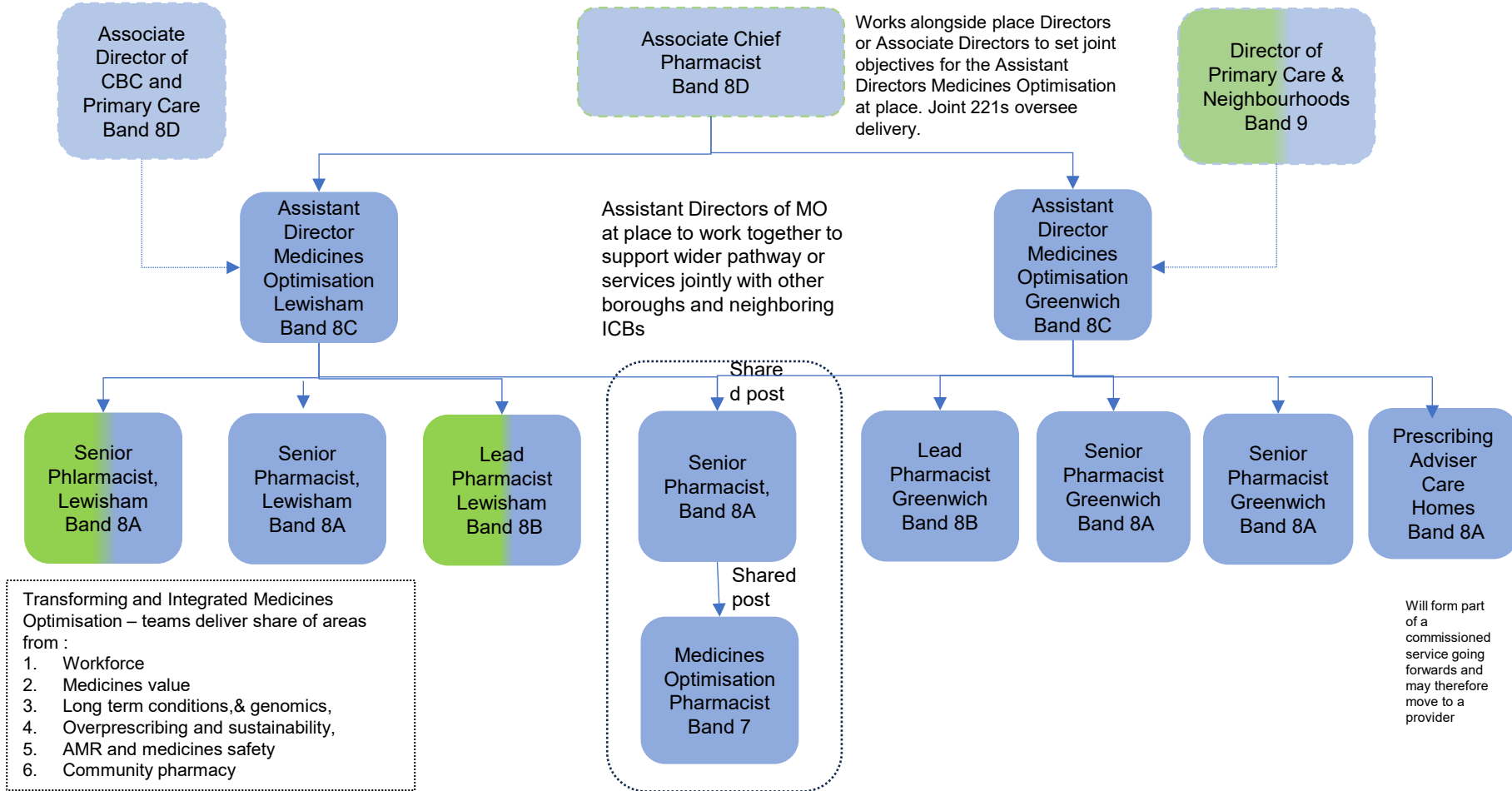
Medicines Optimisation Team (2 of 4)



Develop integrated pharmacy roles with PCNs and providers.



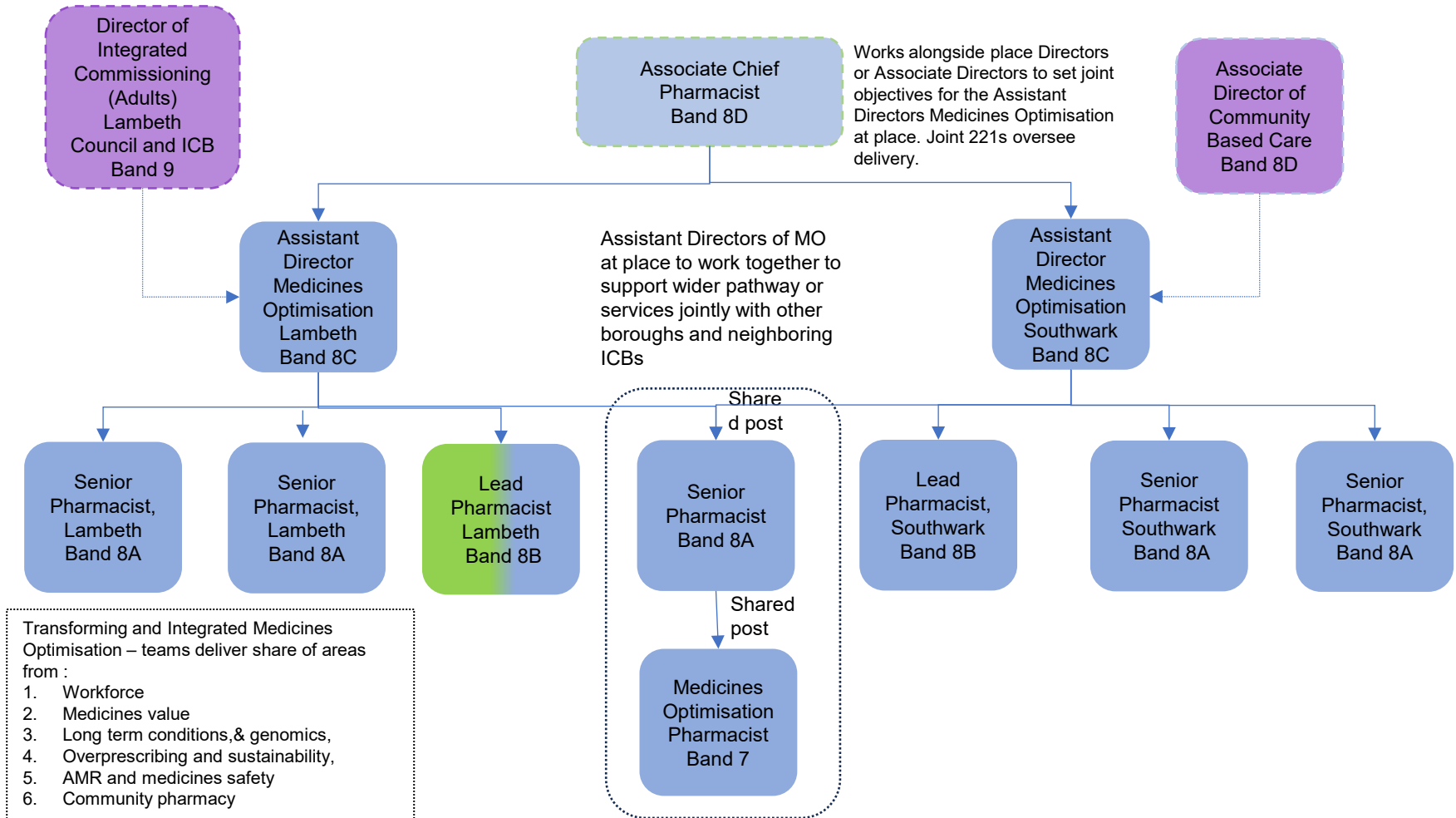
Medicines Optimisation Team (3 of 4)



Develop integrated pharmacy roles with PCNs and providers.

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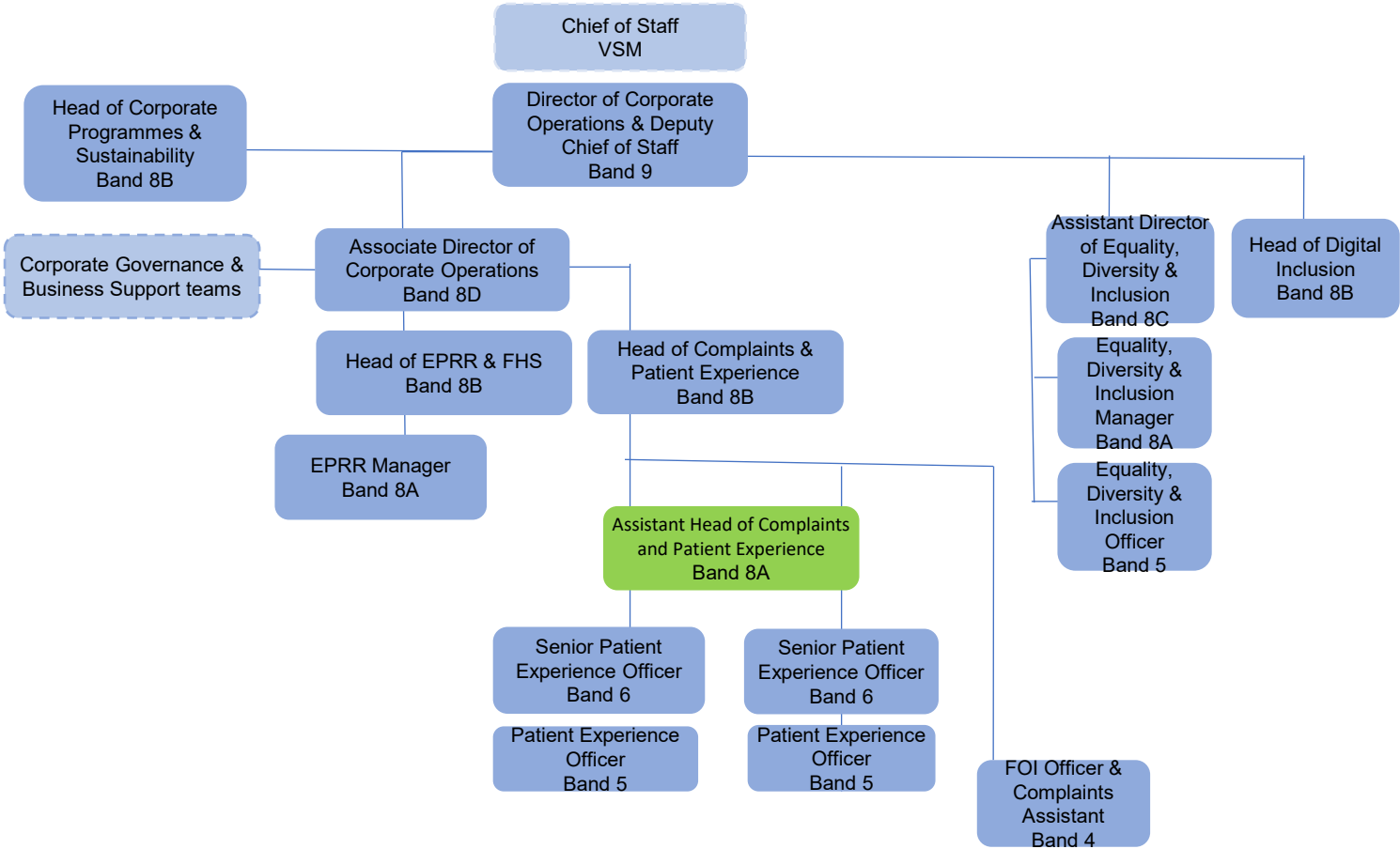
Medicines Optimisation Team (4 of 4)



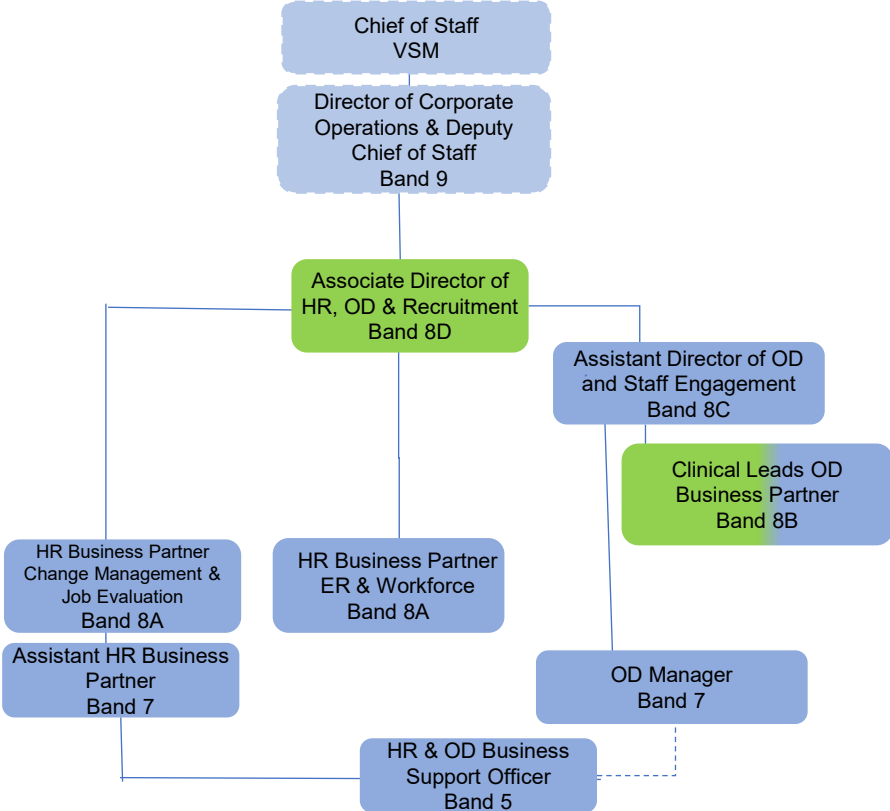
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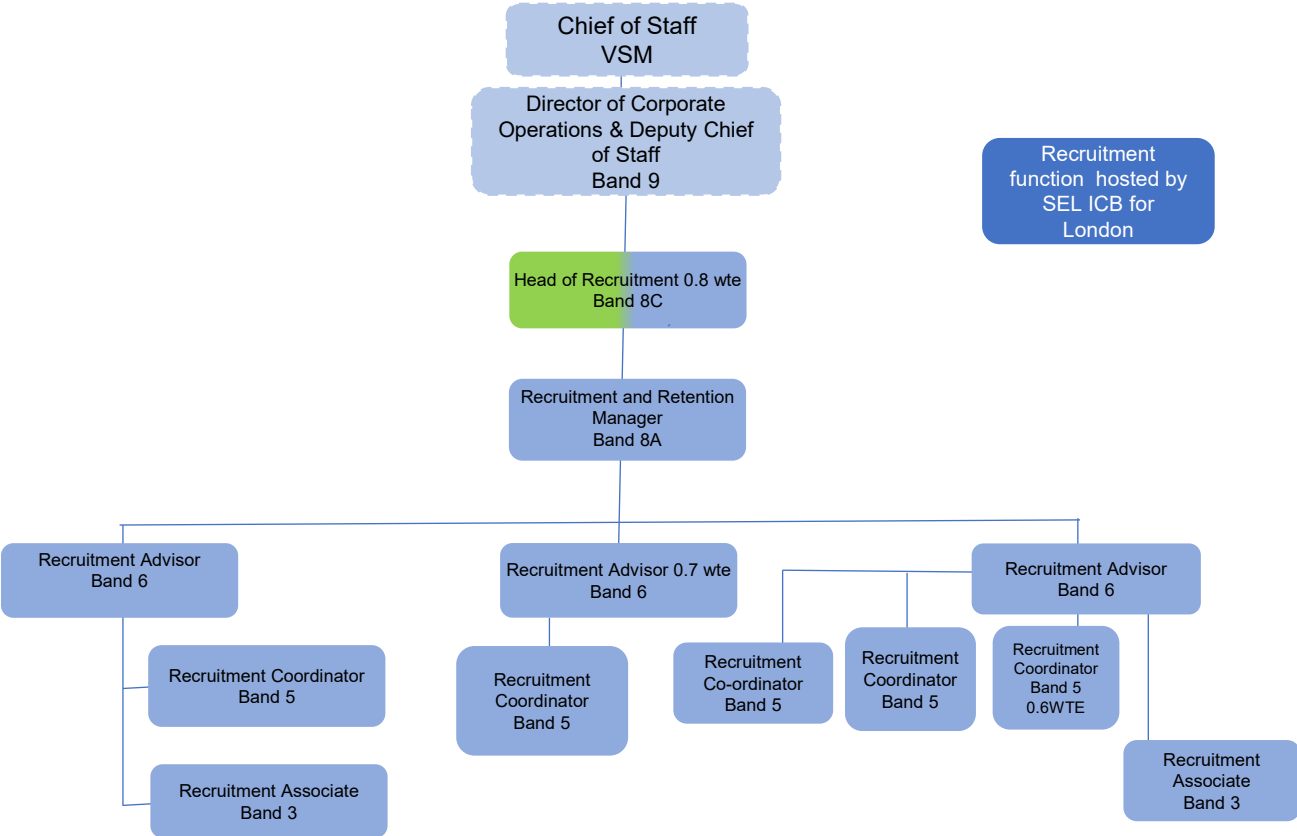
Corporate Team Structure



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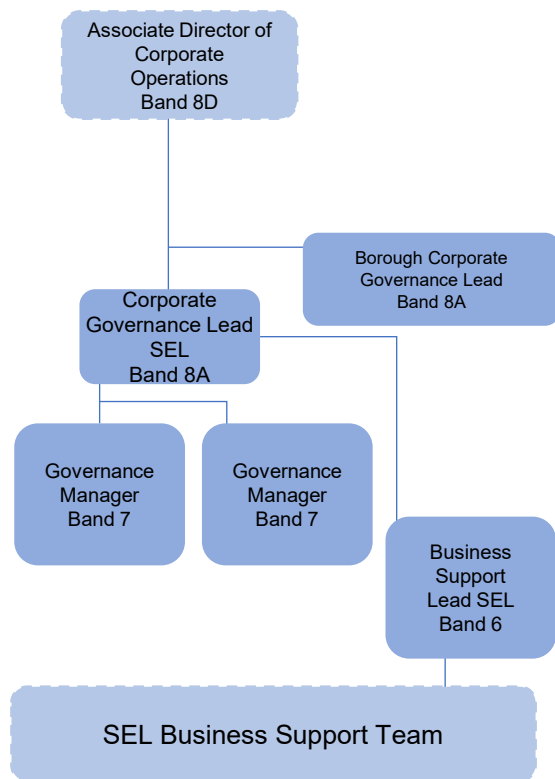
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Principles – Place Governance Teams

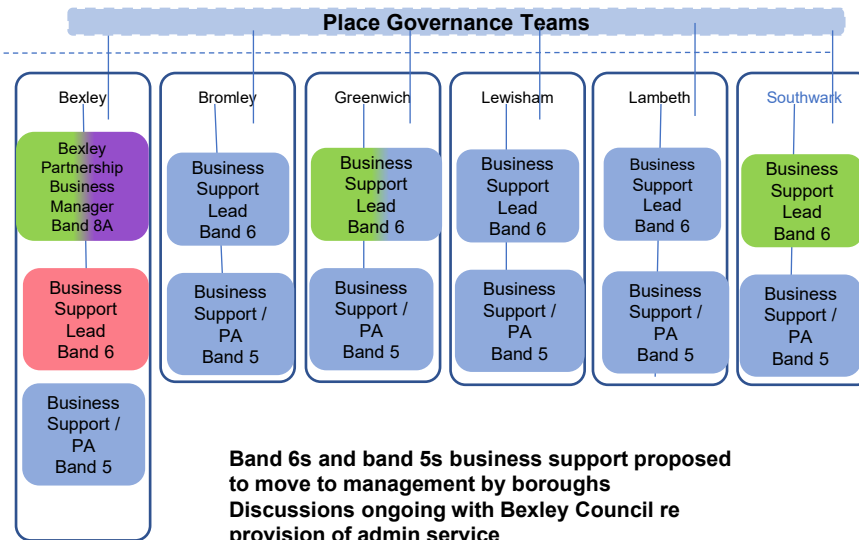
1. Responsibility for LCP committee governance; minutes, papers, arrangements and forward planners
2. Accountability for professional standards, which will be set consistently by the A4C Band 8(a) role in line with SEL ICB Policy across the 6 places
3. Not embedded, A4C Band 5/6 become part of the place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



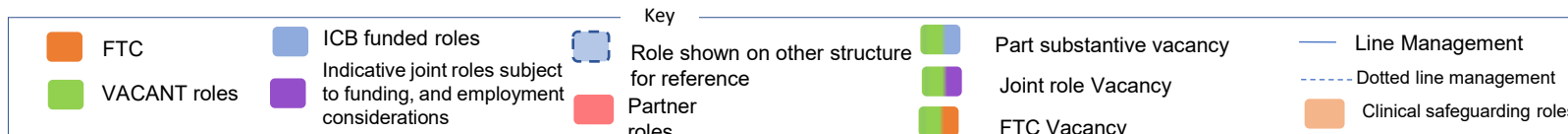
Functions across the six

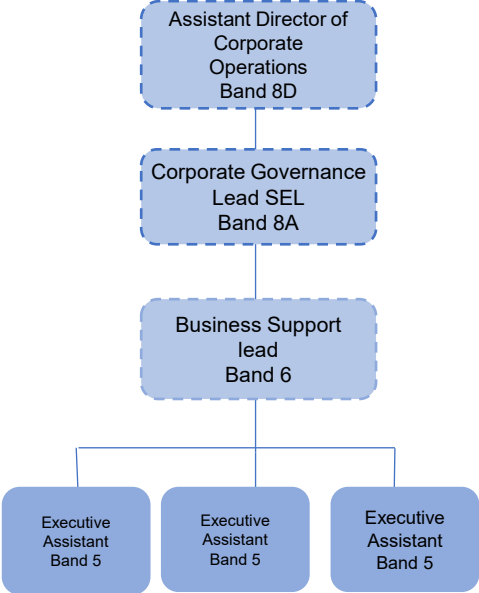
Professional governance support is needed:

- 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

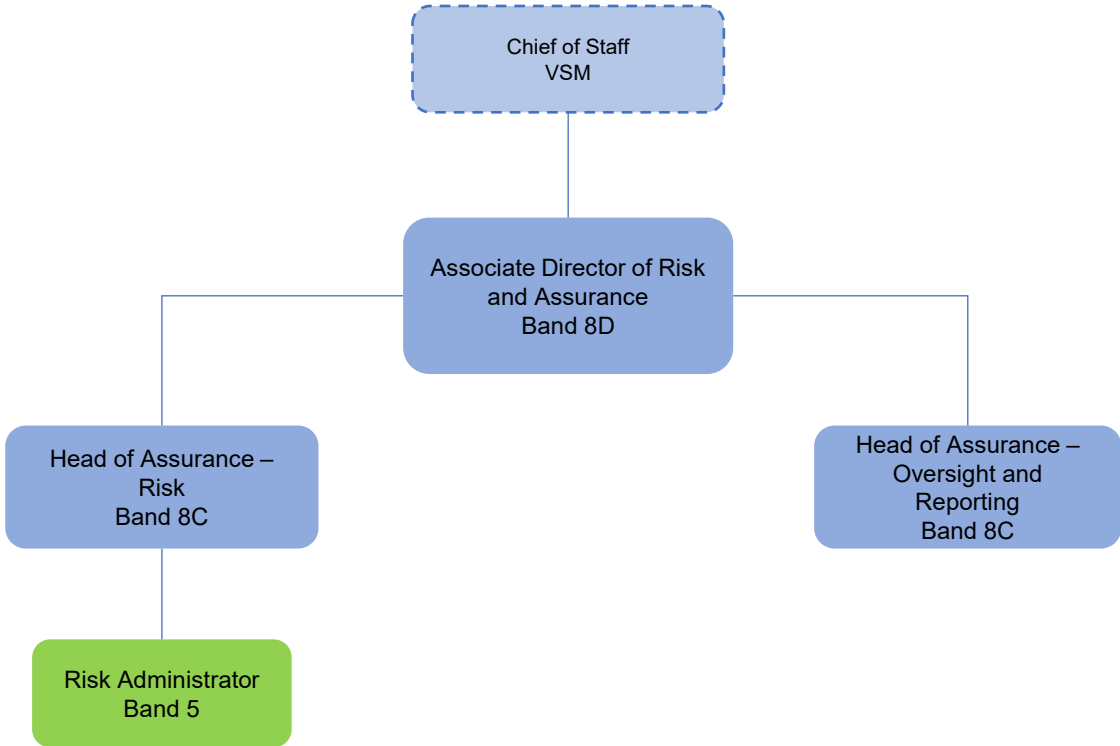


Band 6s and band 5s business support proposed to move to management by boroughs
Discussions ongoing with Bexley Council re provision of admin service





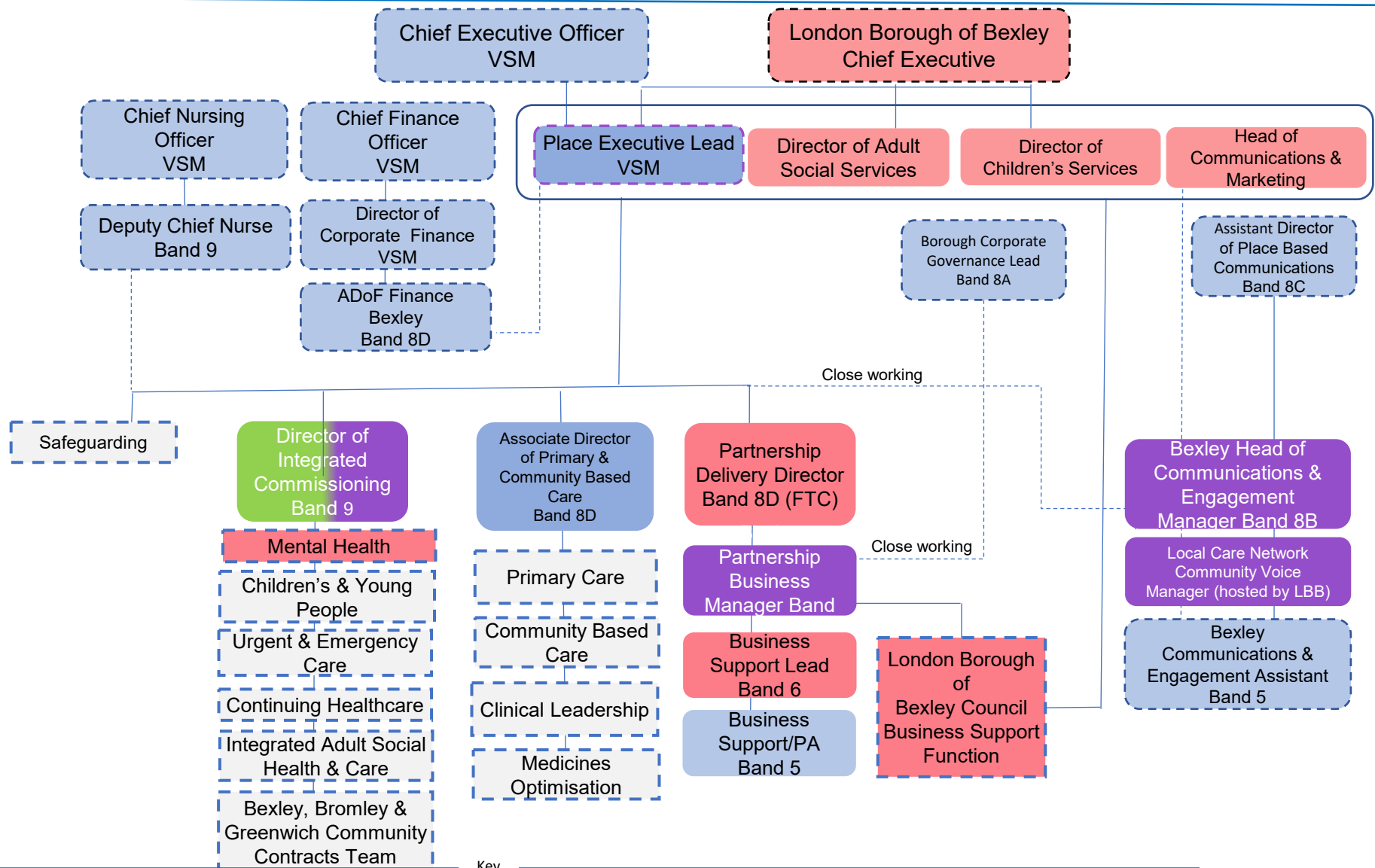
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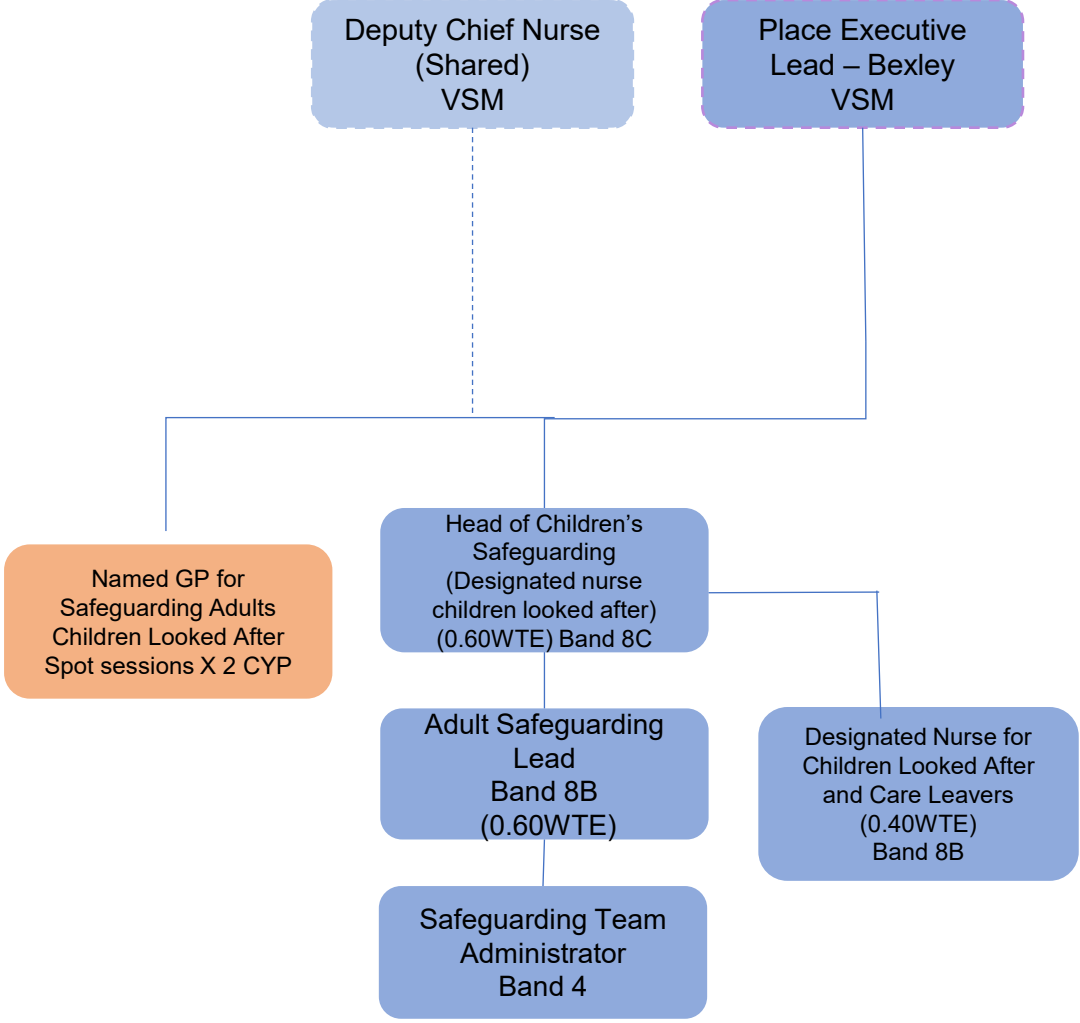
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Bexley Structure



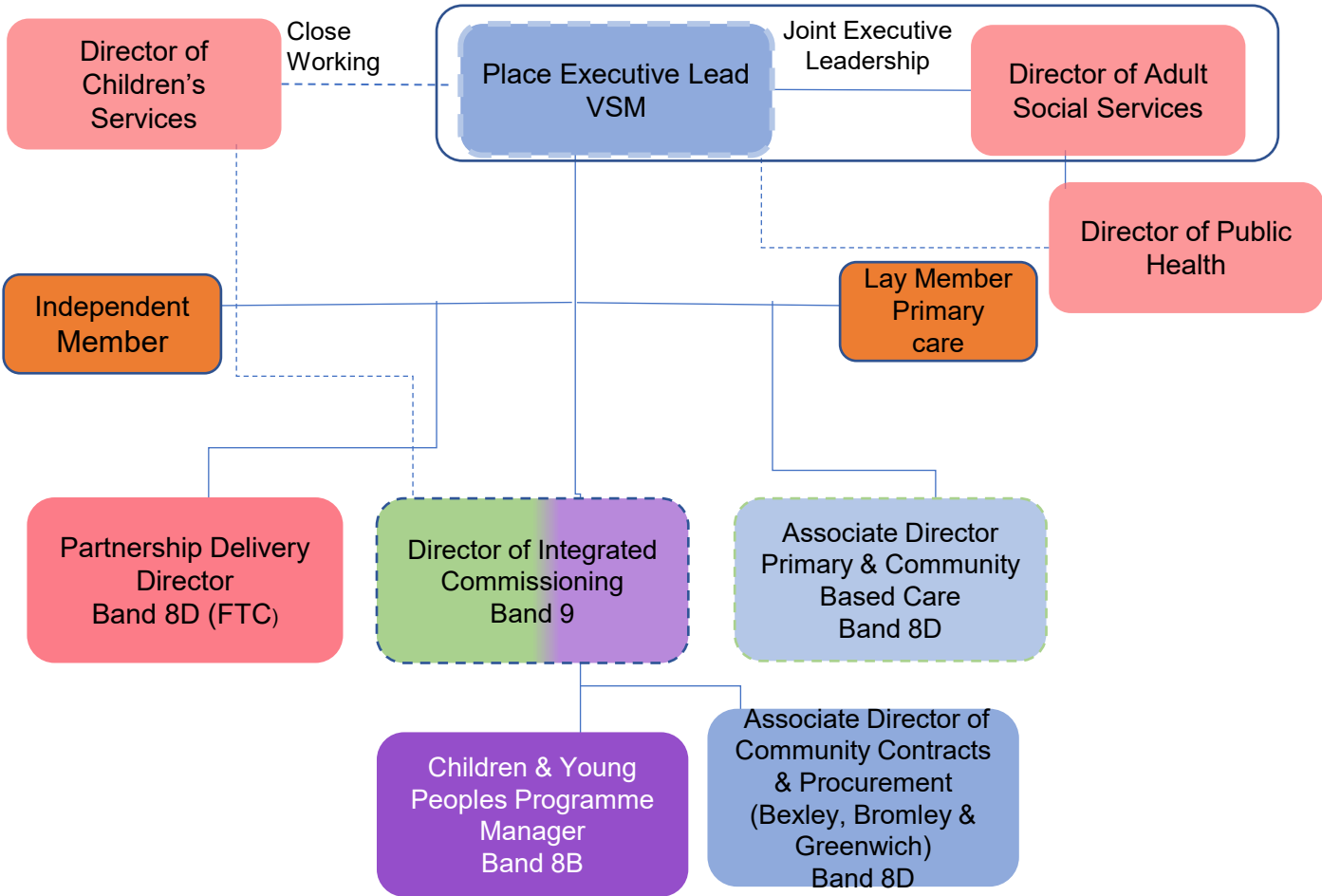
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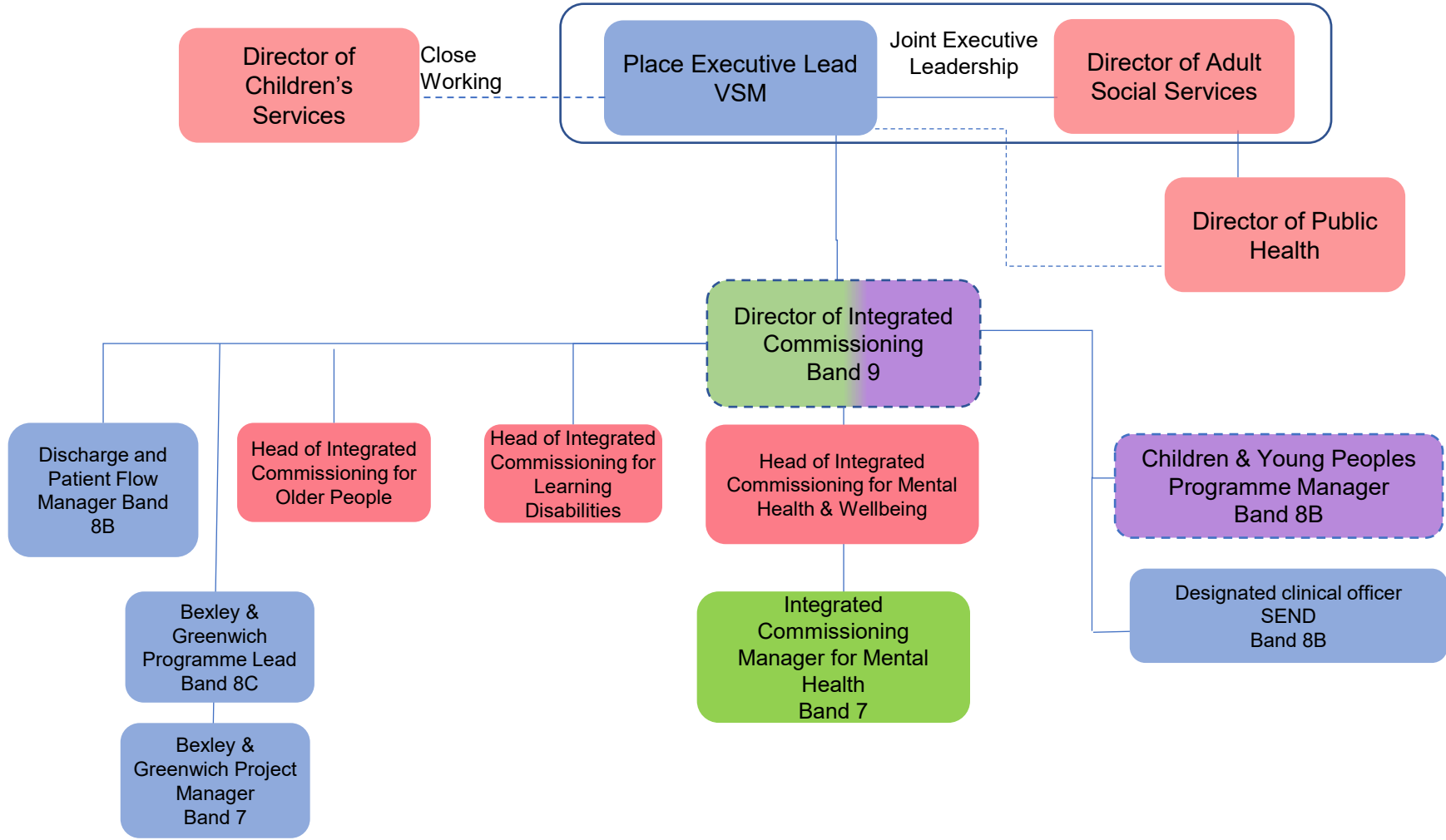


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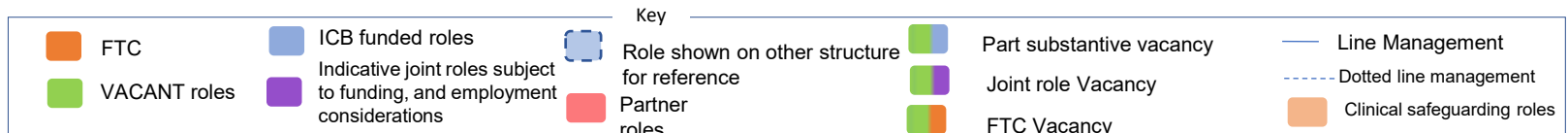
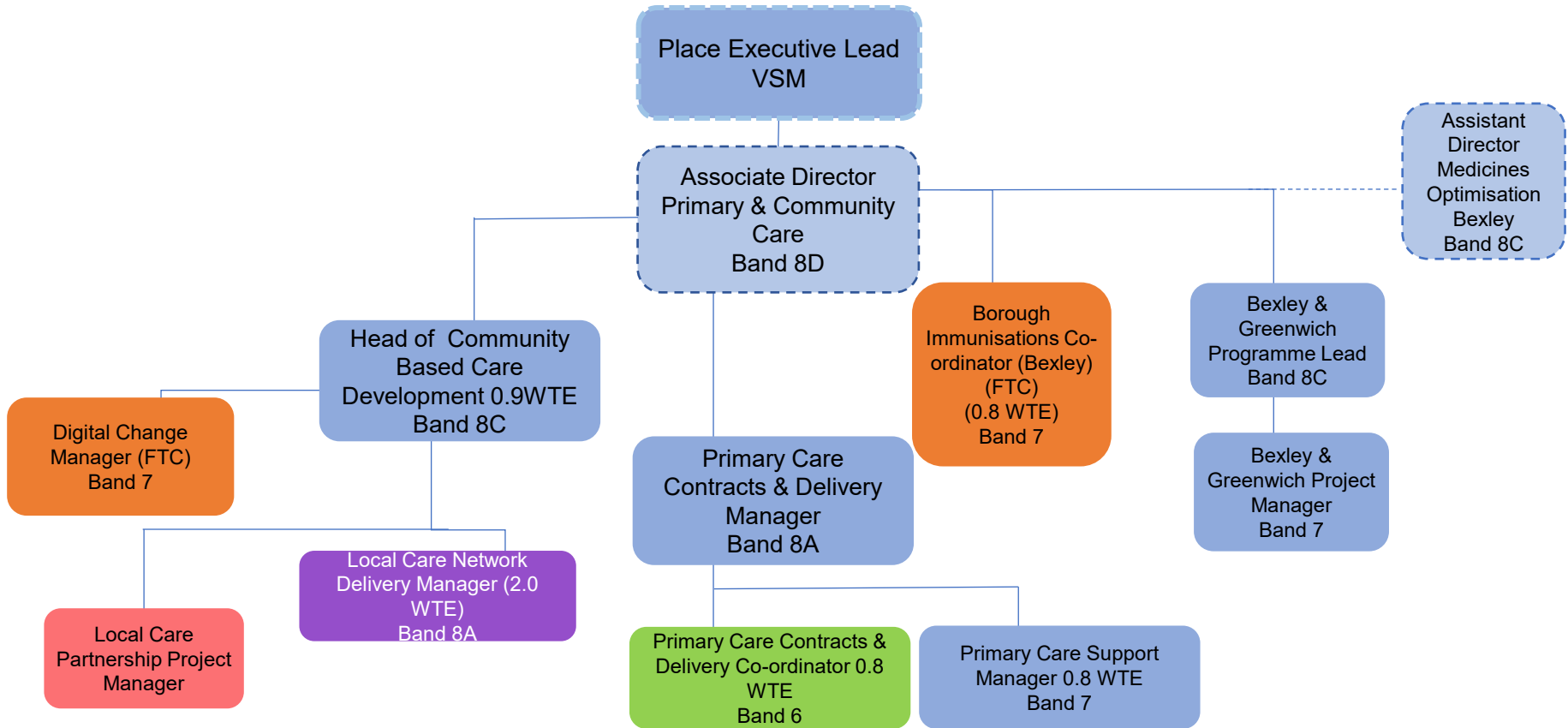


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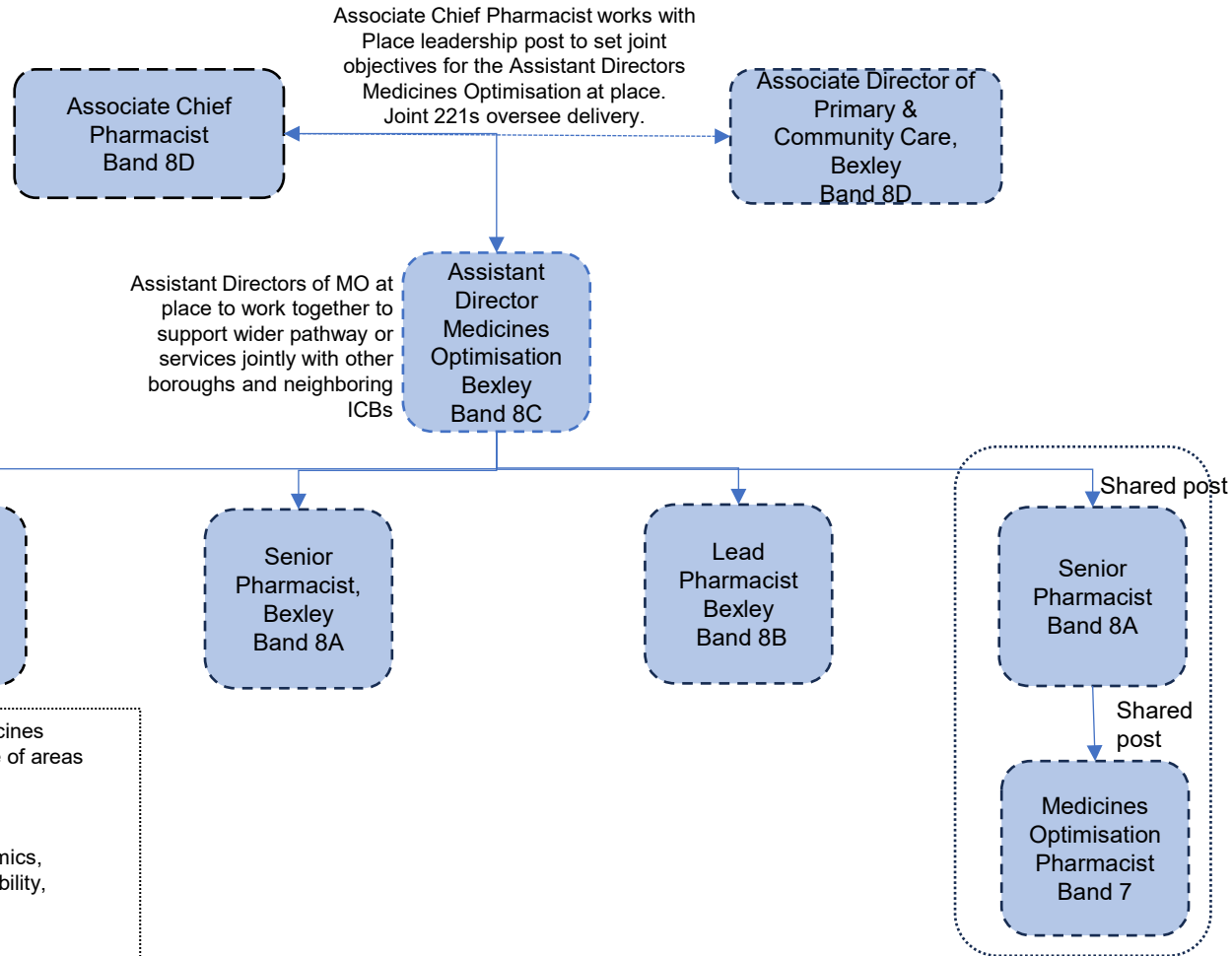


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			FTC Vacancy	Clinical safeguarding roles

Community Based Care Team Structure



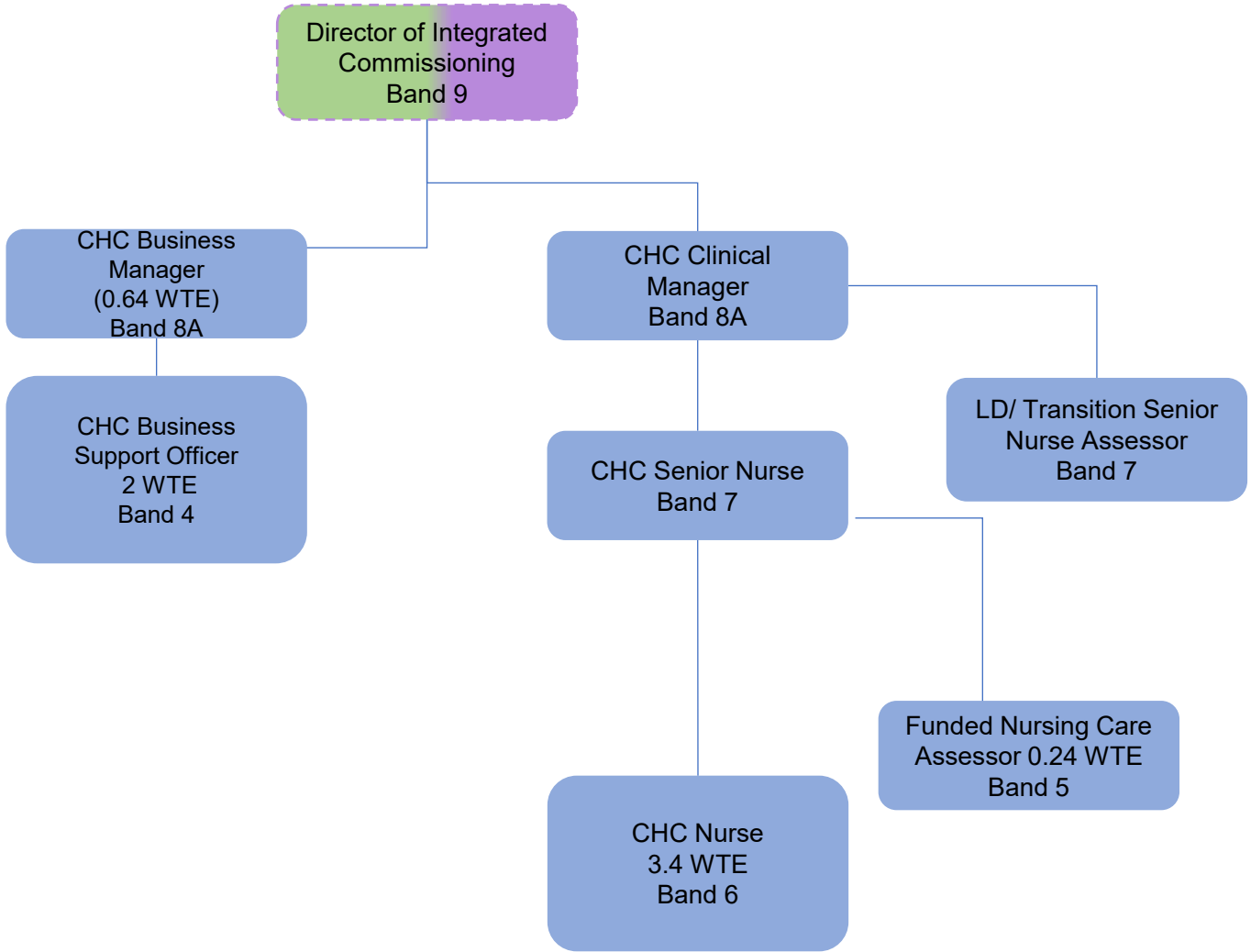
Bexley Place Structure – Medicines Optimisation Team



- 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

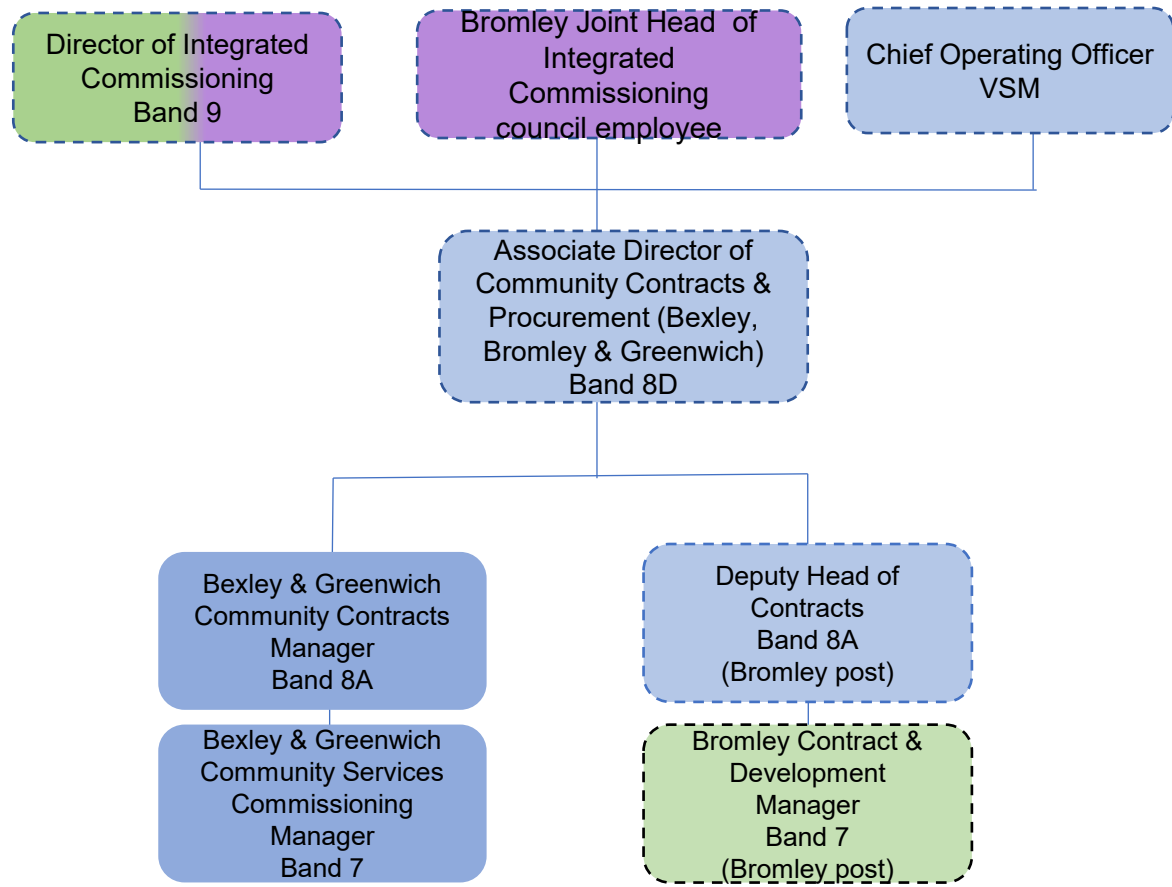
Develop integrated pharmacy roles with PCNs and providers.

Key					
	FTC		ICB funded roles		Part substantive vacancy
	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
					Clinical safeguarding roles
					Line Management
					Dotted line management



Key

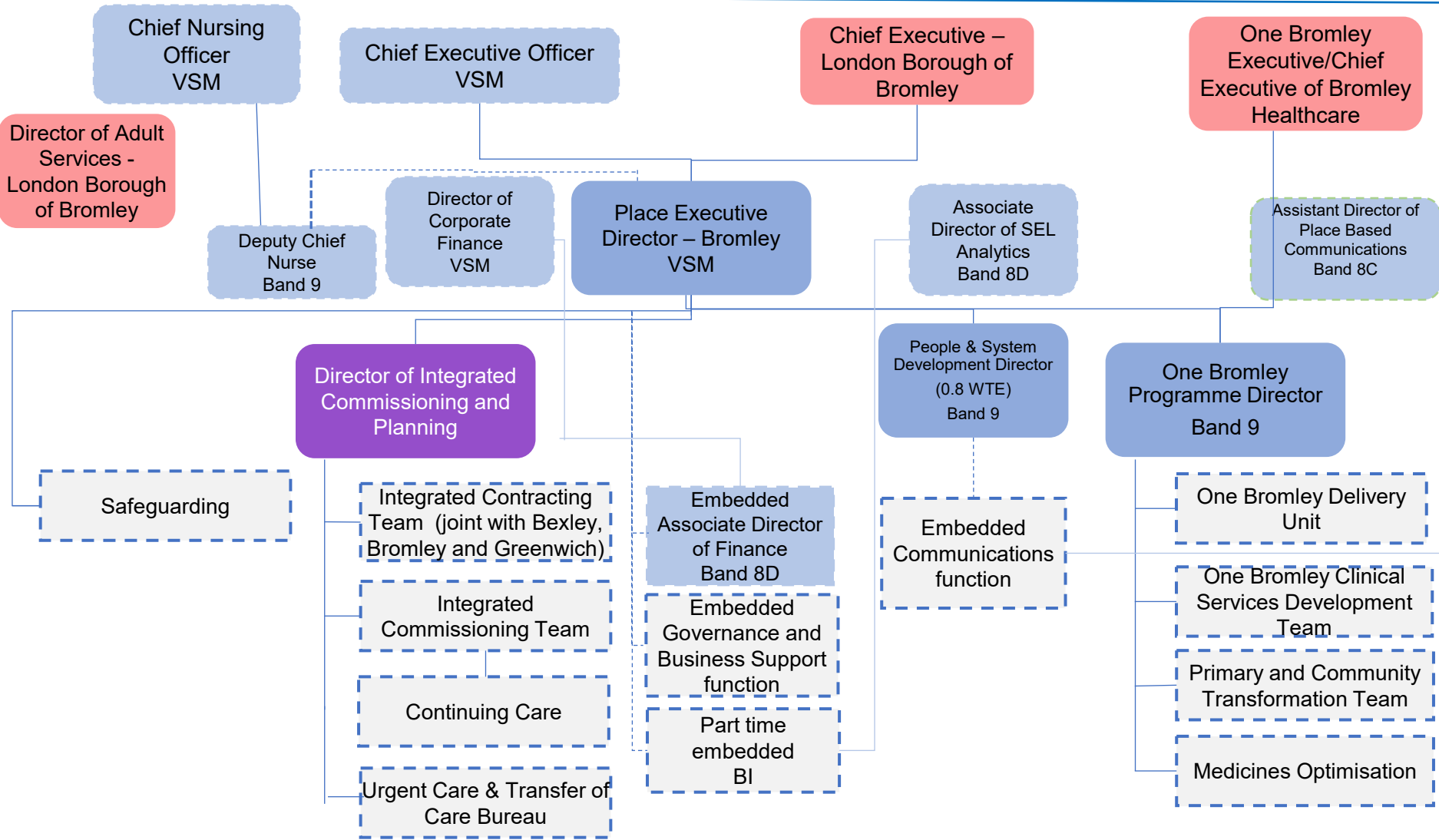
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



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

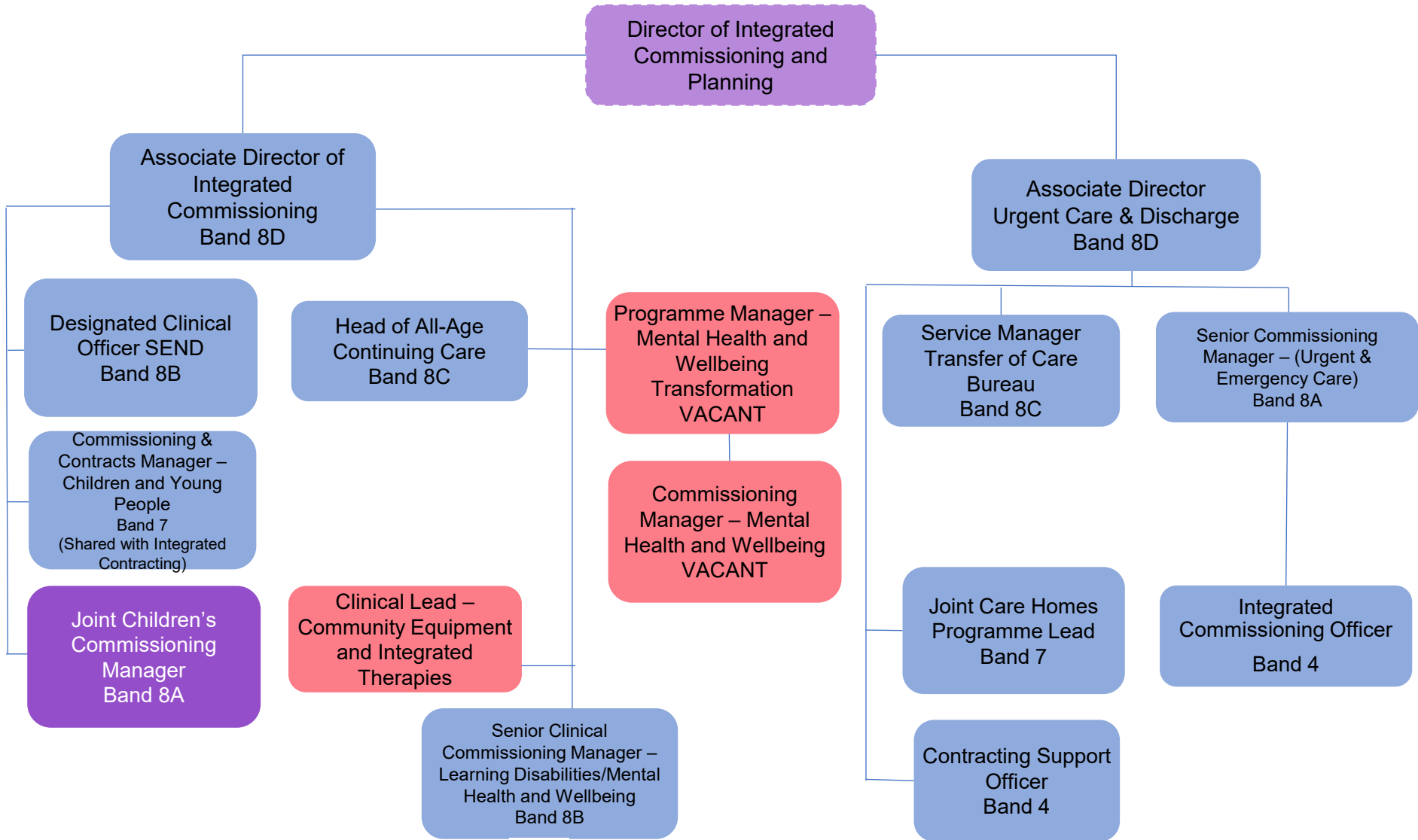
Bromley Structure

Bromley Overall



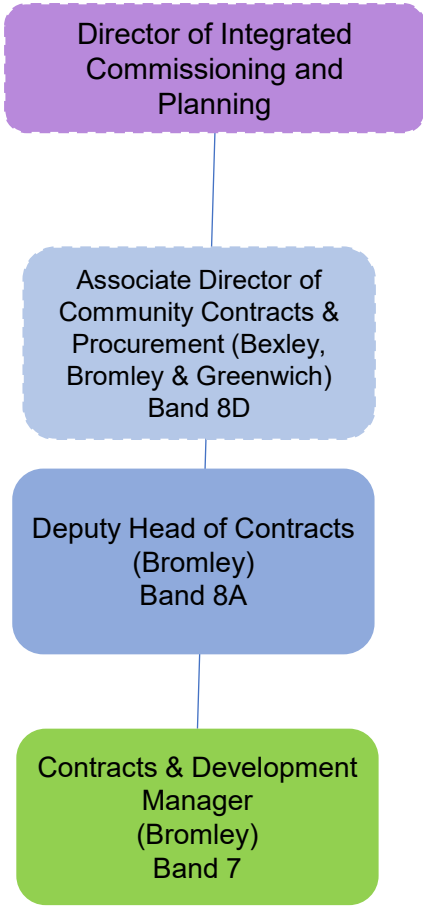
Key

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



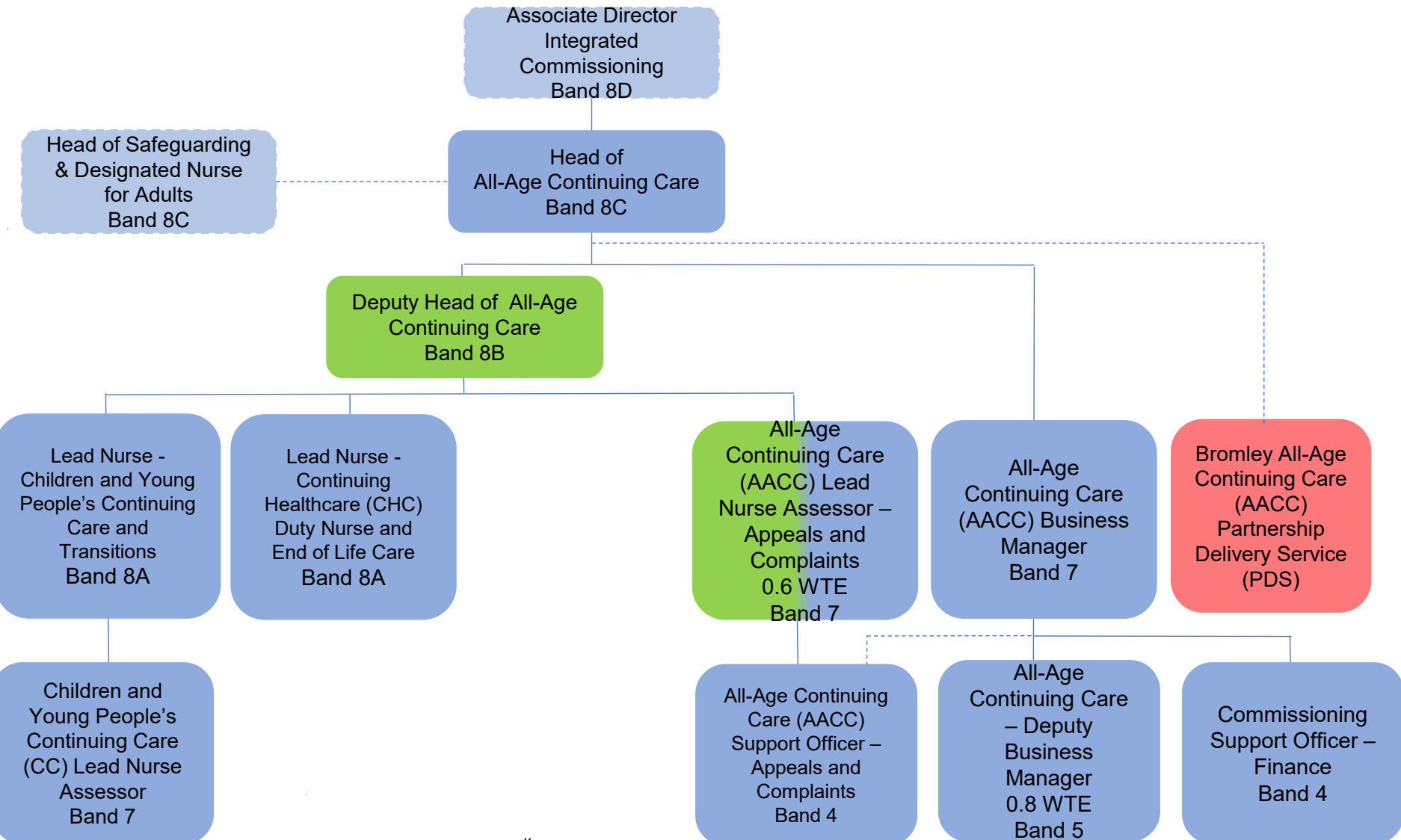
Key

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



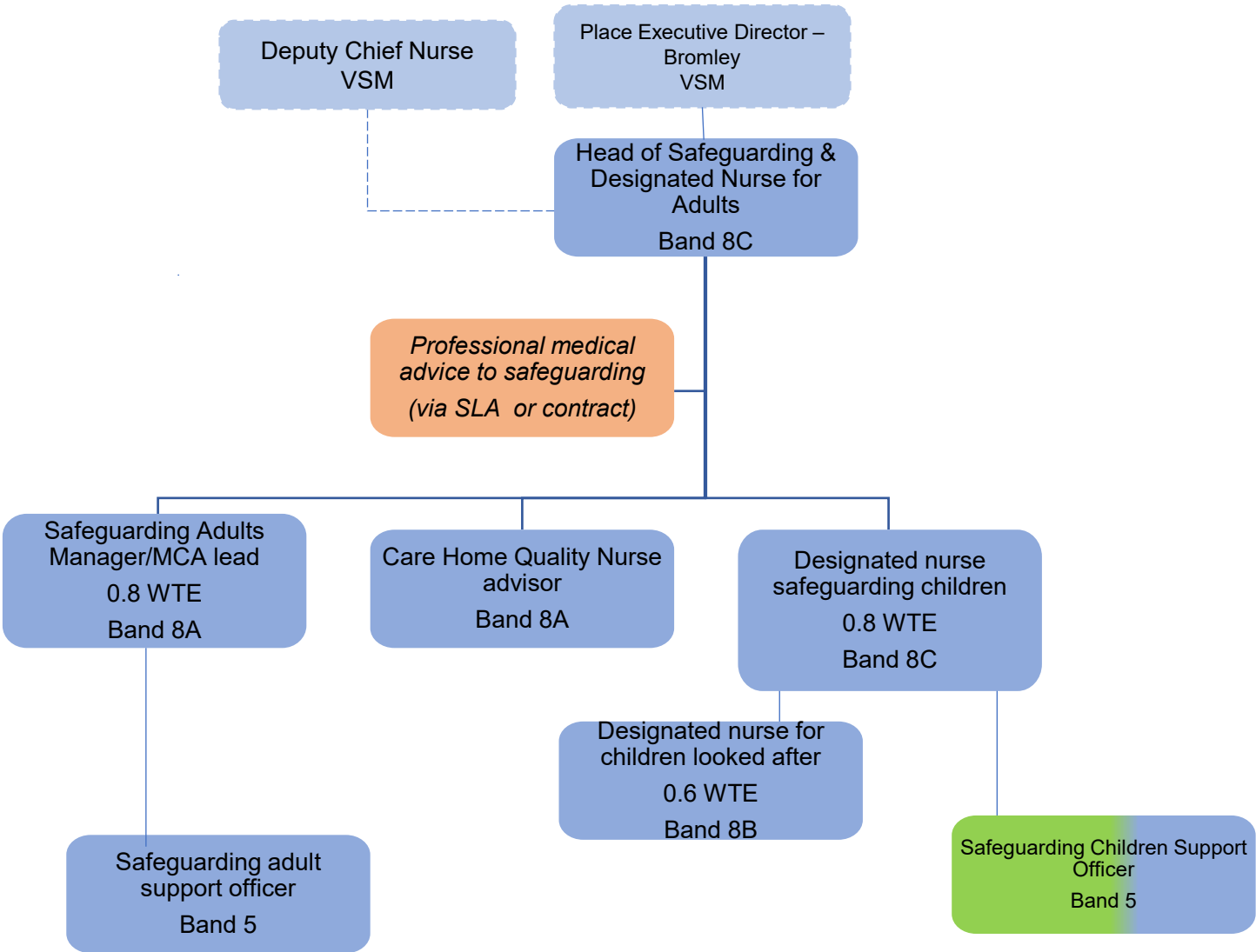
Key

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



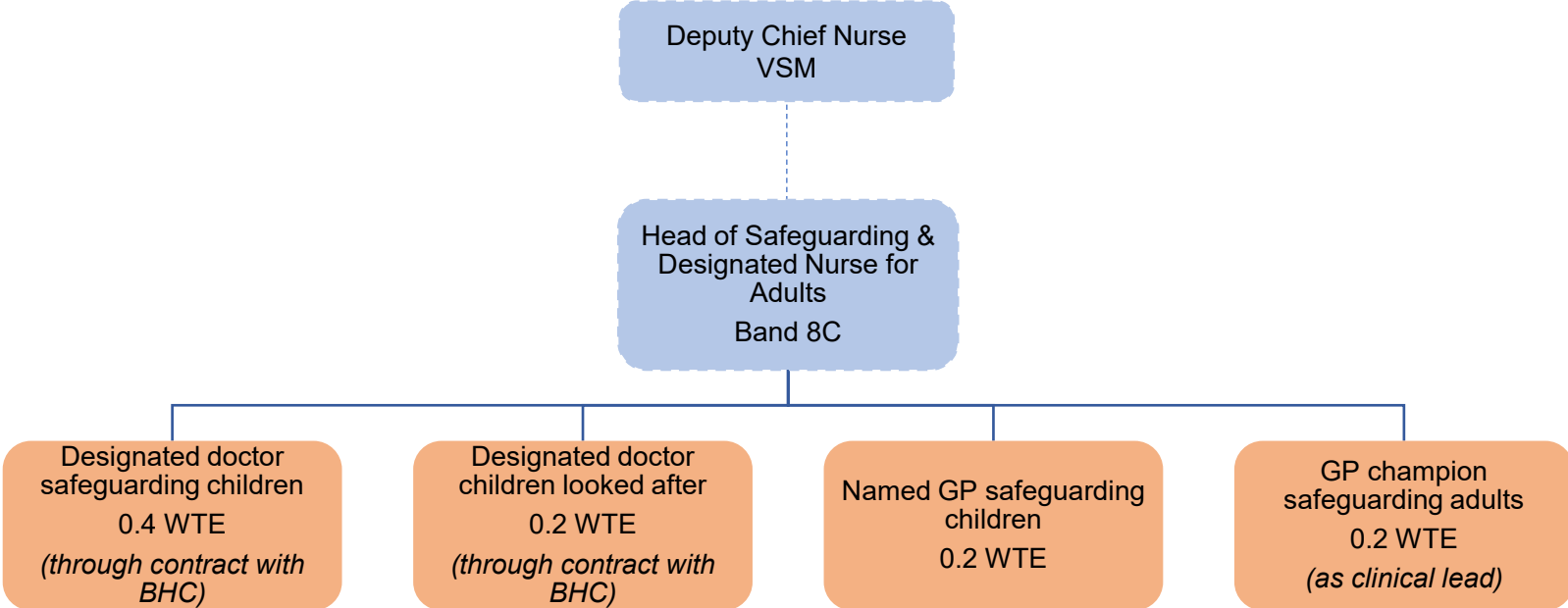
Key

- 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

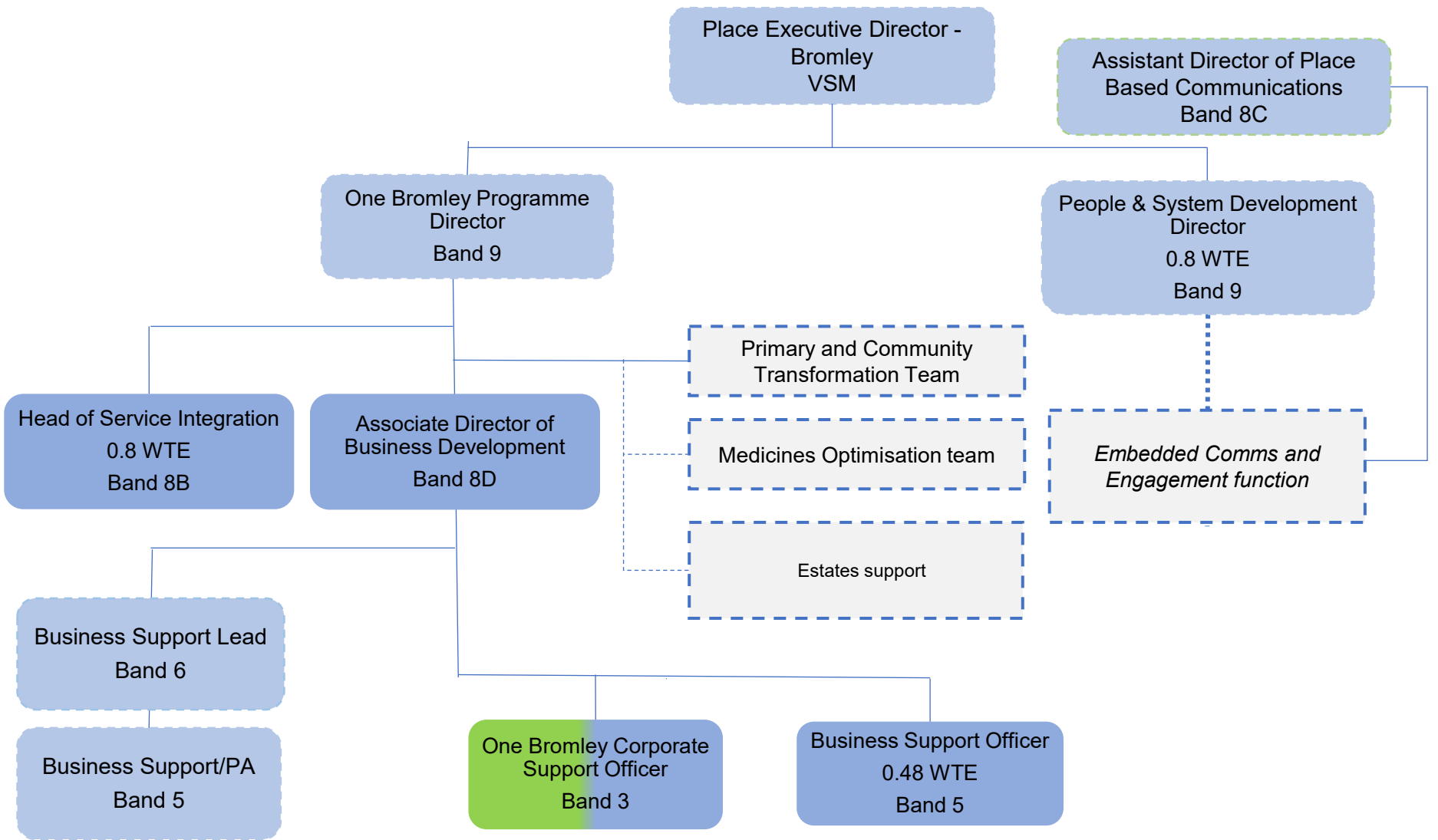


Key

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

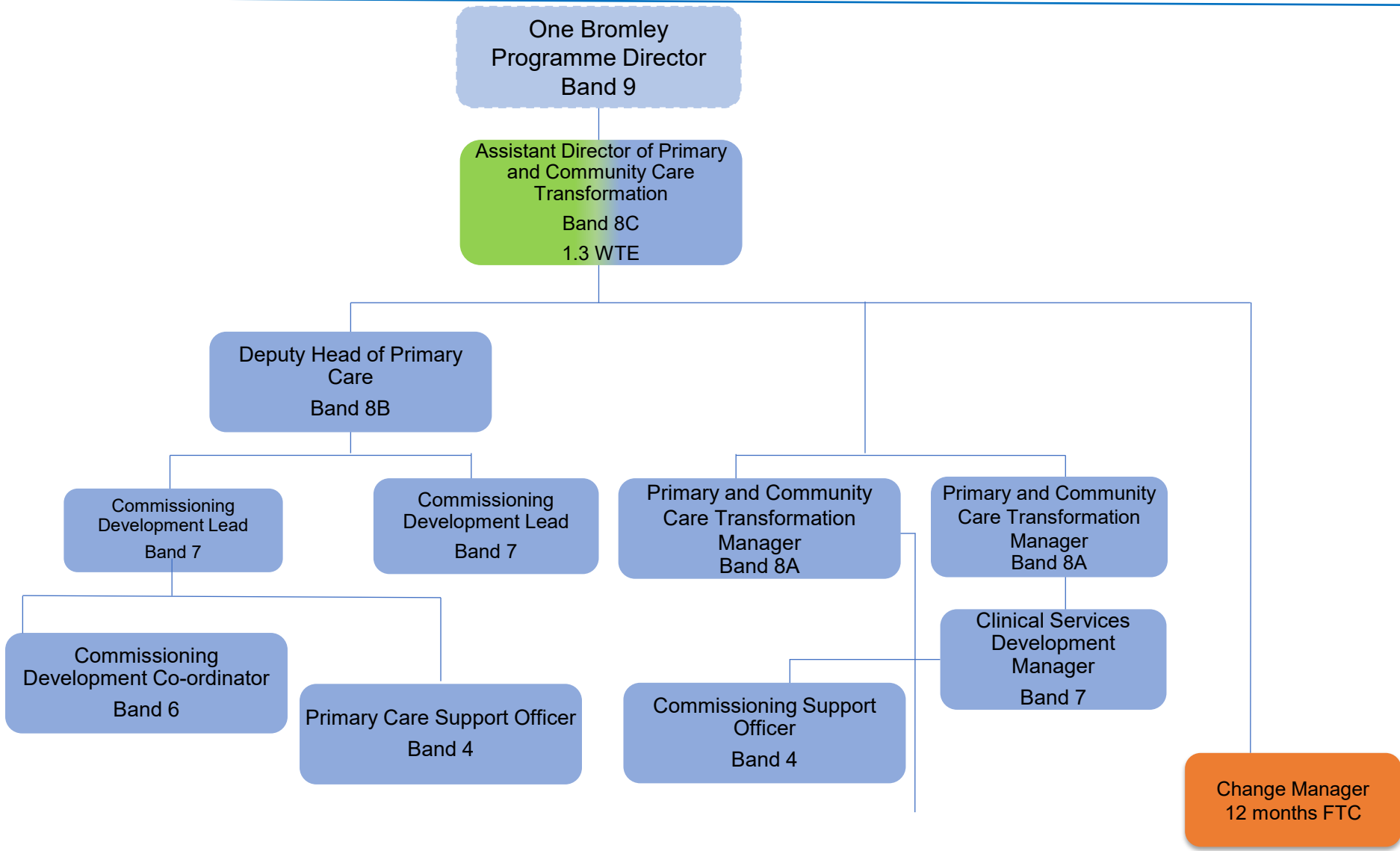


FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key

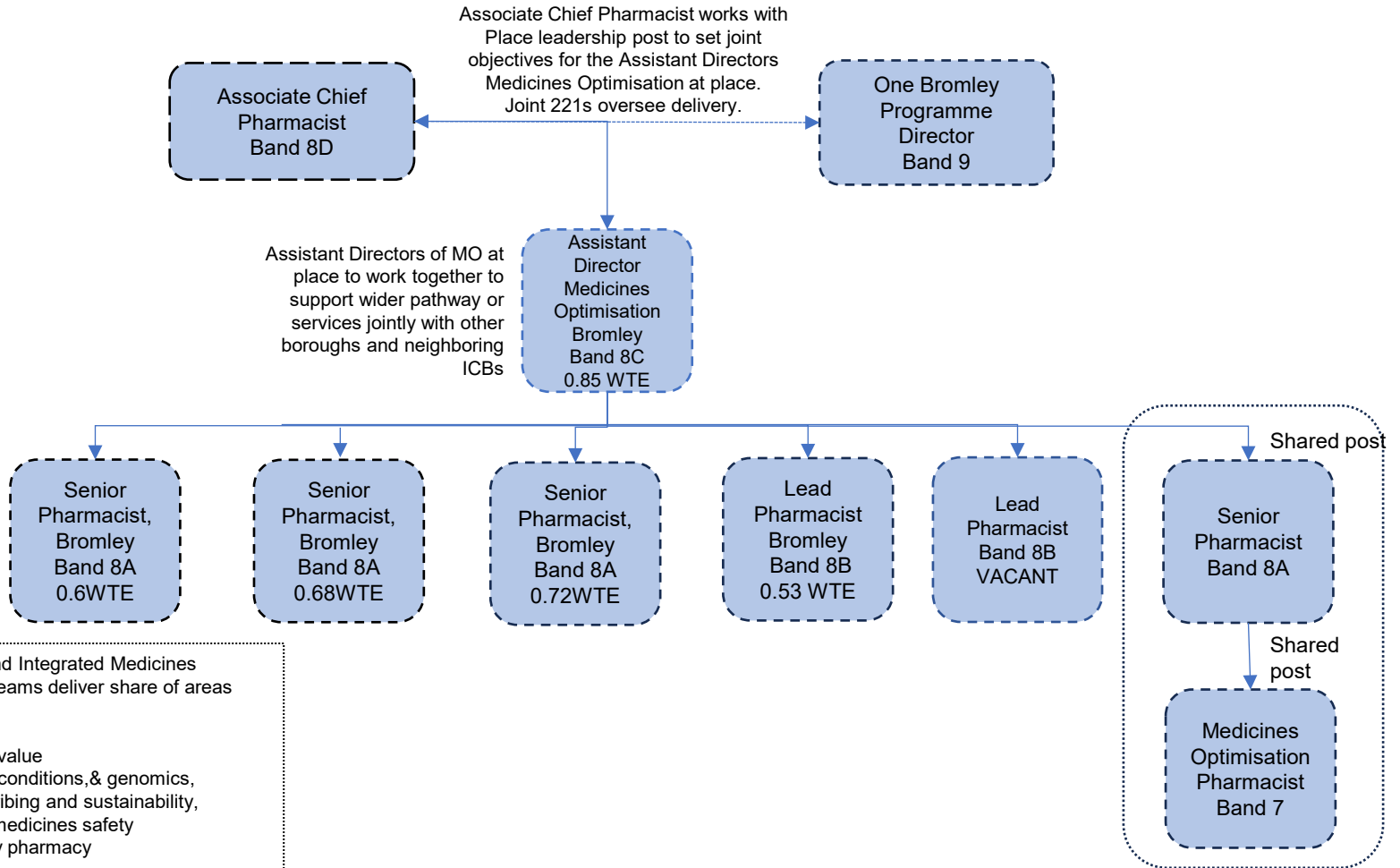
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



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

Bromley Place Structure – Medicines Optimisation Team

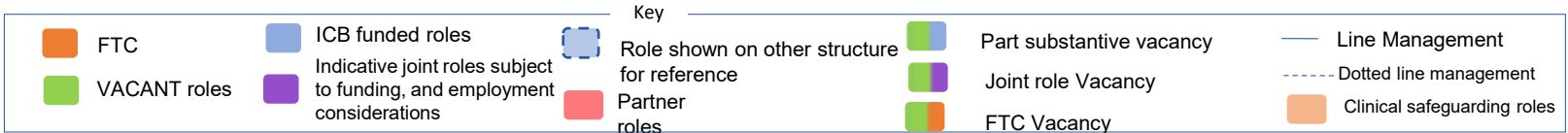
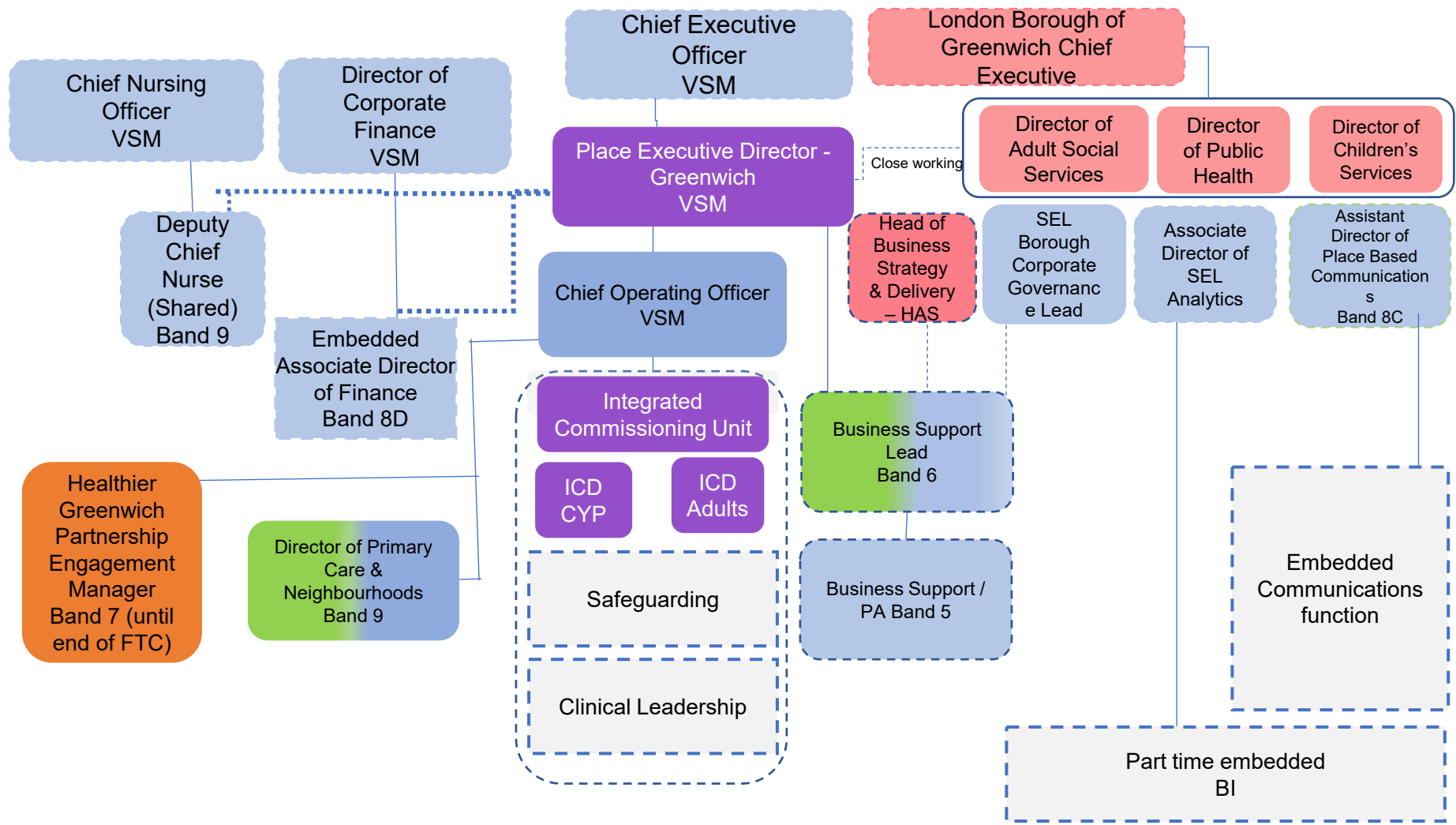


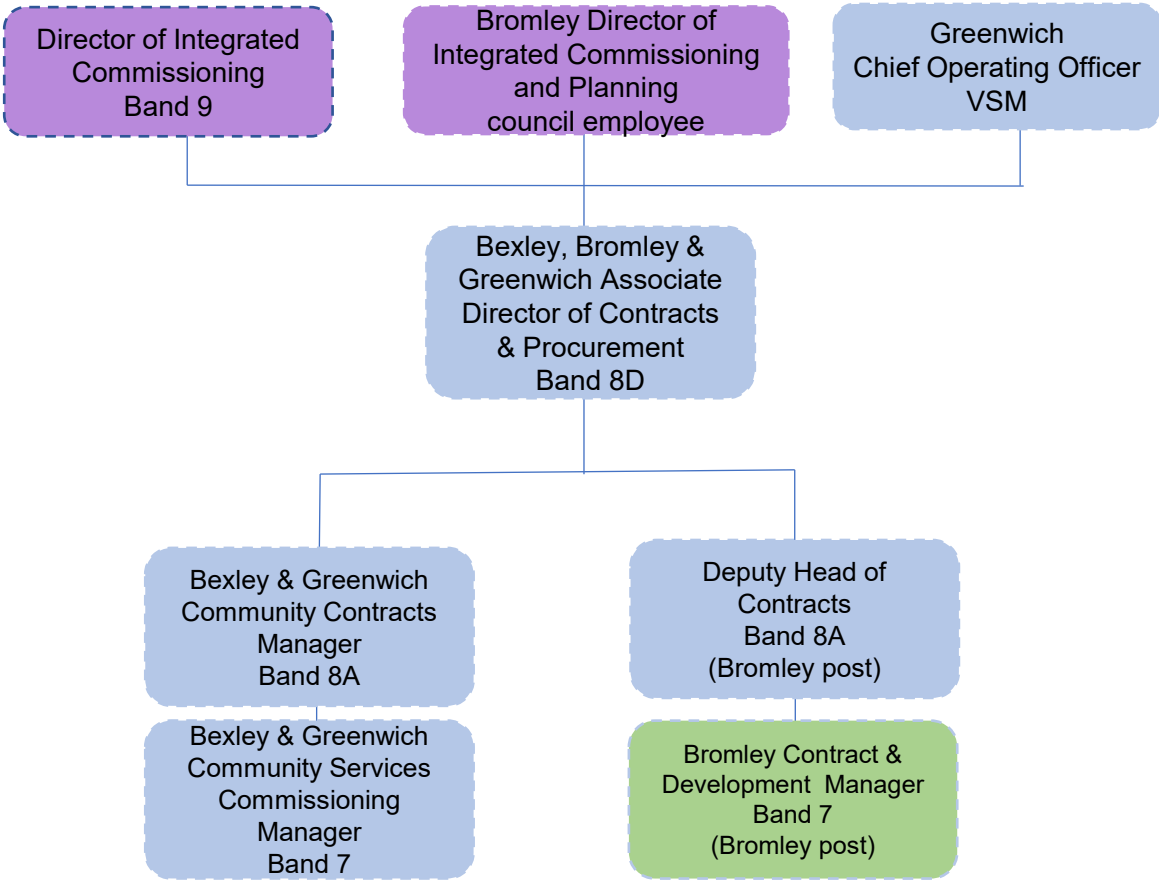
- Transforming and Integrated Medicines Optimisation – teams deliver share of areas from :
1. Workforce
 2. Medicines value
 3. Long term conditions, & genomics,
 4. Overprescribing and sustainability,
 5. AMR and medicines safety
 6. Community pharmacy

Develop integrated pharmacy roles with PCNs and providers

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)

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 incl PD Partnerships)

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

Quality Assurance Lead Officer
(Learning Disabilities)

Quality Assurance Lead Officer
(Mental Health)

Quality Assurance Lead Officer
(Ageing Well/Older People)

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

Quality Assurance Lead Officer
(Homefirst/ Homecare)

33 Joint Funding Delivery Lead

34 Data and Insight Officer
- Market Sustainability & Development

35 Community Enterprise/Assets Development Lead

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

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)

Senior Commissioning Development Officer

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

21 Senior Commissioning Development Officer

24 Senior Commissioning Development Officer

Project Officer (System change)

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

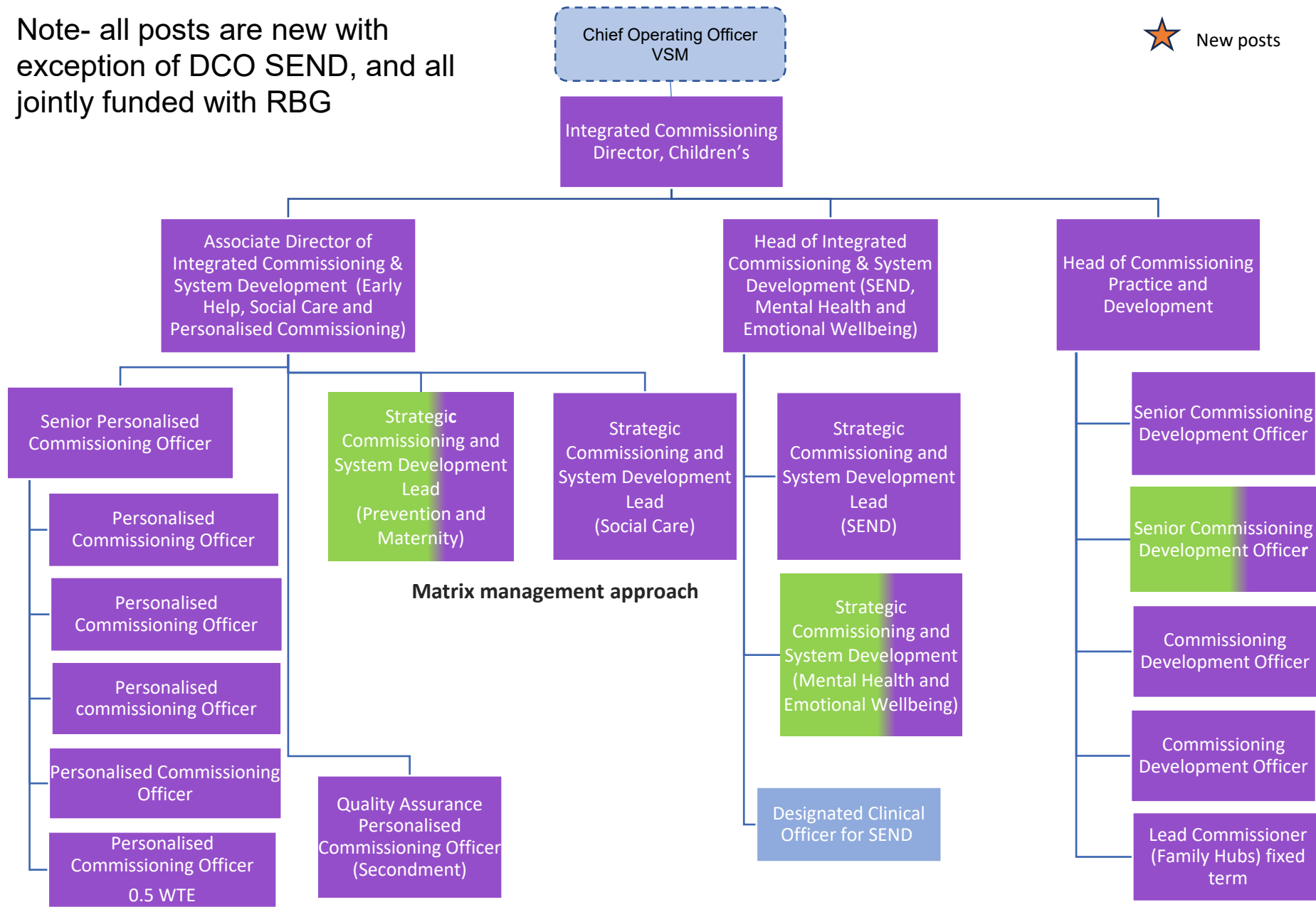
Matrix management approach

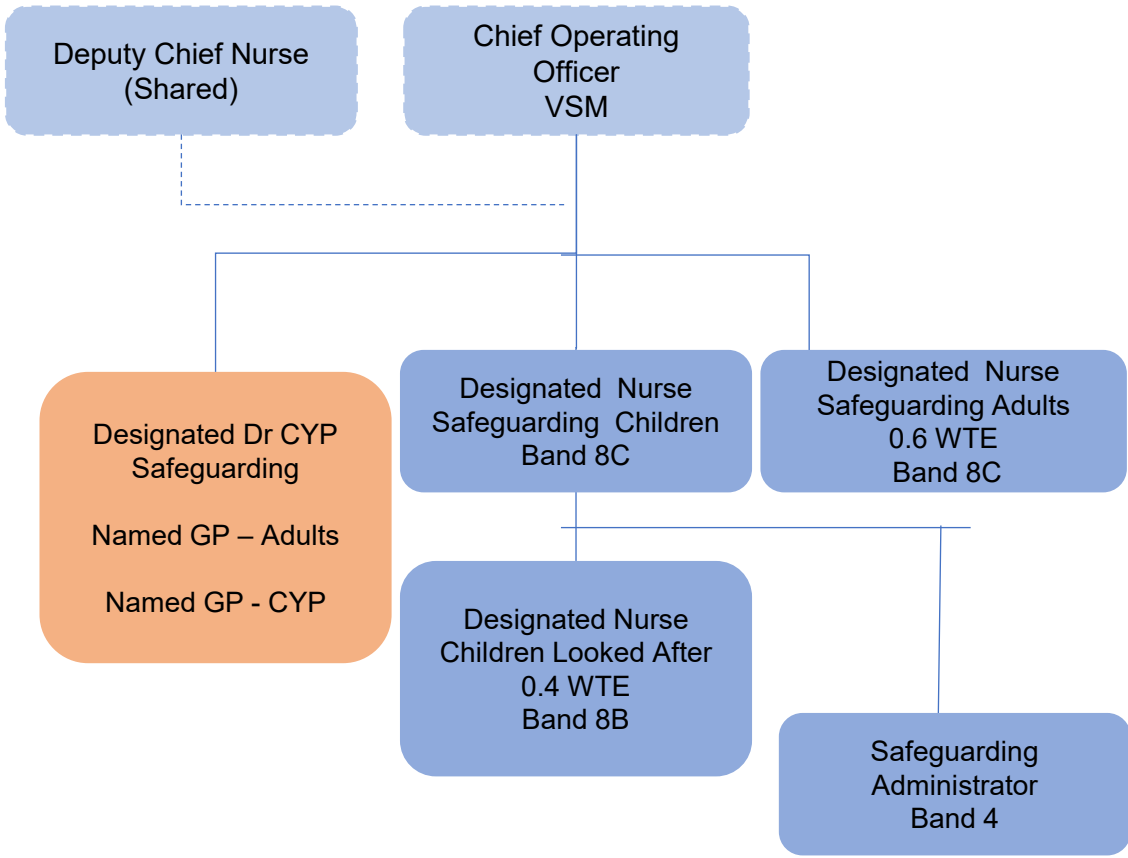
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

Integrated Commissioning - Children

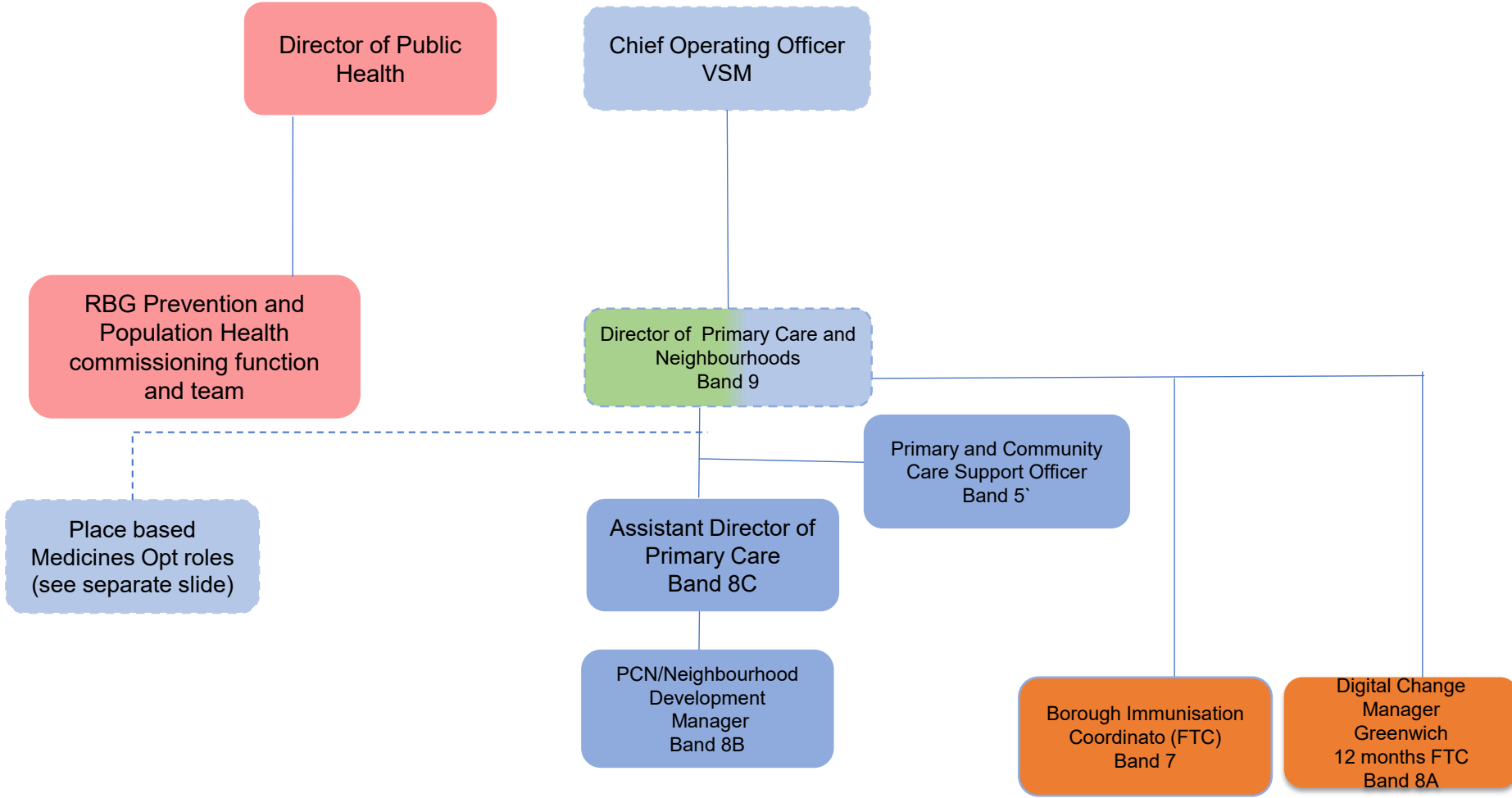
Note- all posts are new with exception of DCO SEND, and all jointly funded with RBG

★ New posts



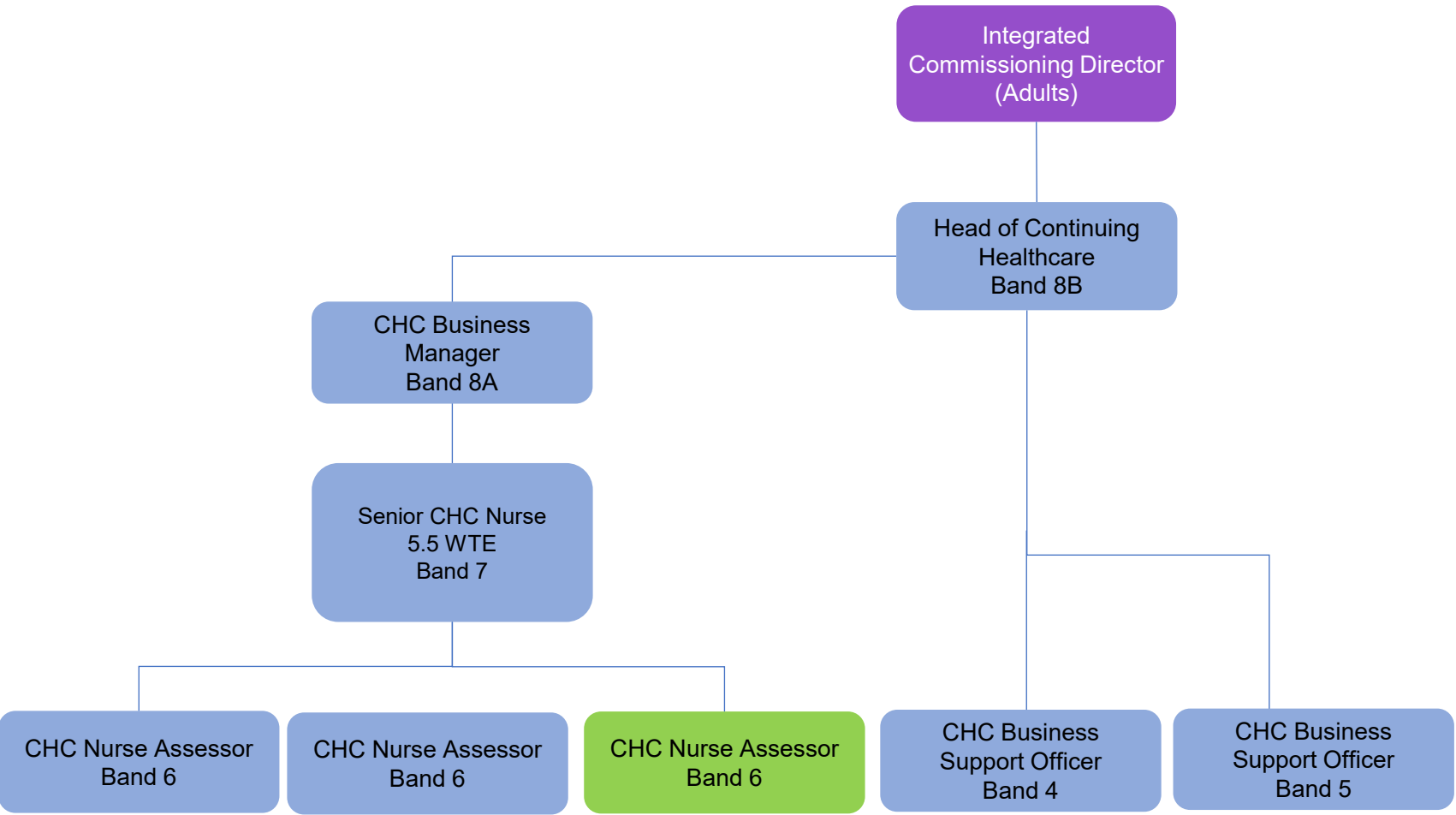


Key				
 FTC	 ICB funded roles	 Role shown on other structure for reference	 Part substantive vacancy	 Line Management
 VACANT roles	 Indicative joint roles subject to funding, and employment considerations	 Partner roles	 Joint role Vacancy	 Dotted line management
			 FTC Vacancy	 Clinical safeguarding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



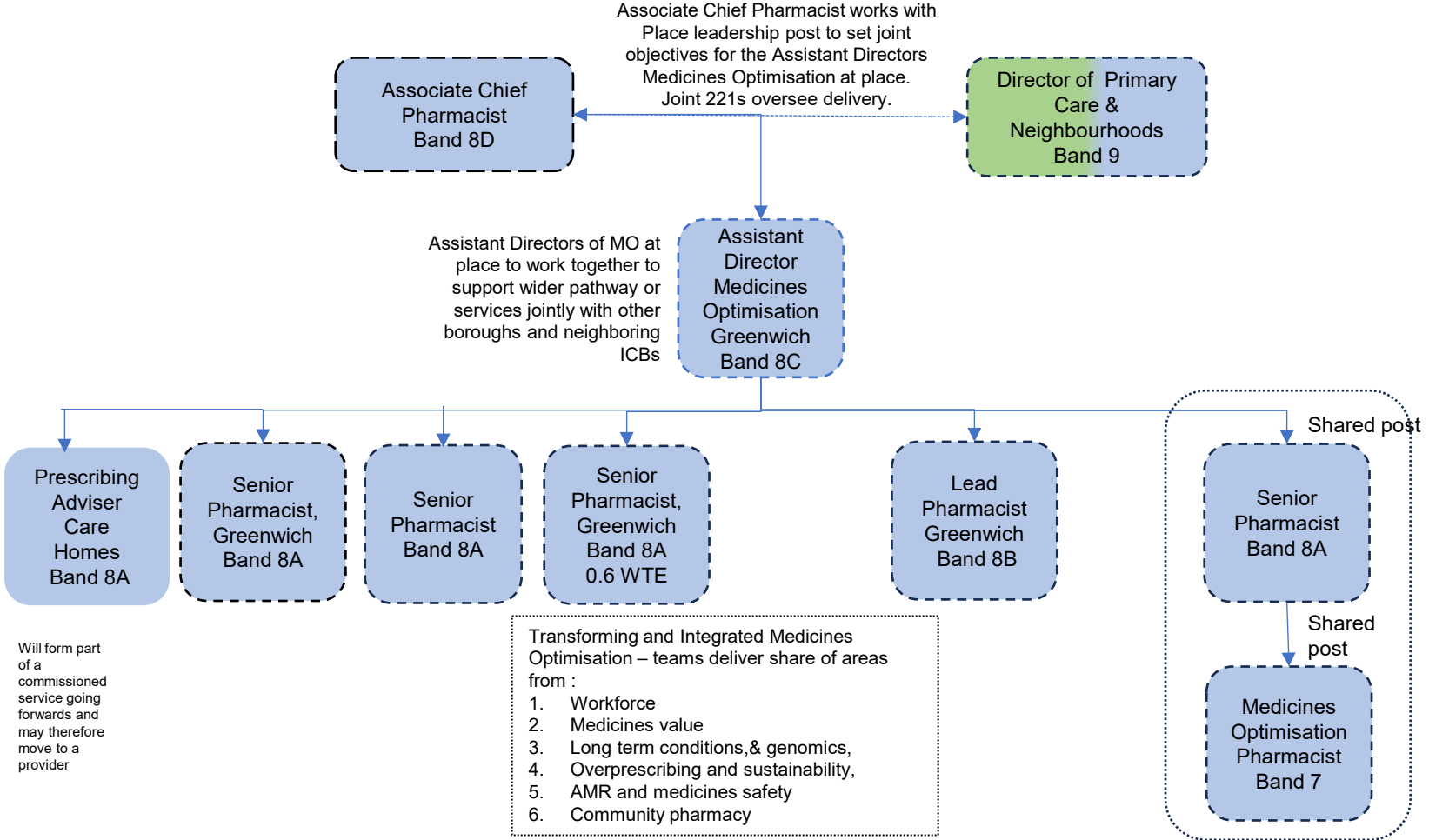
Key

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

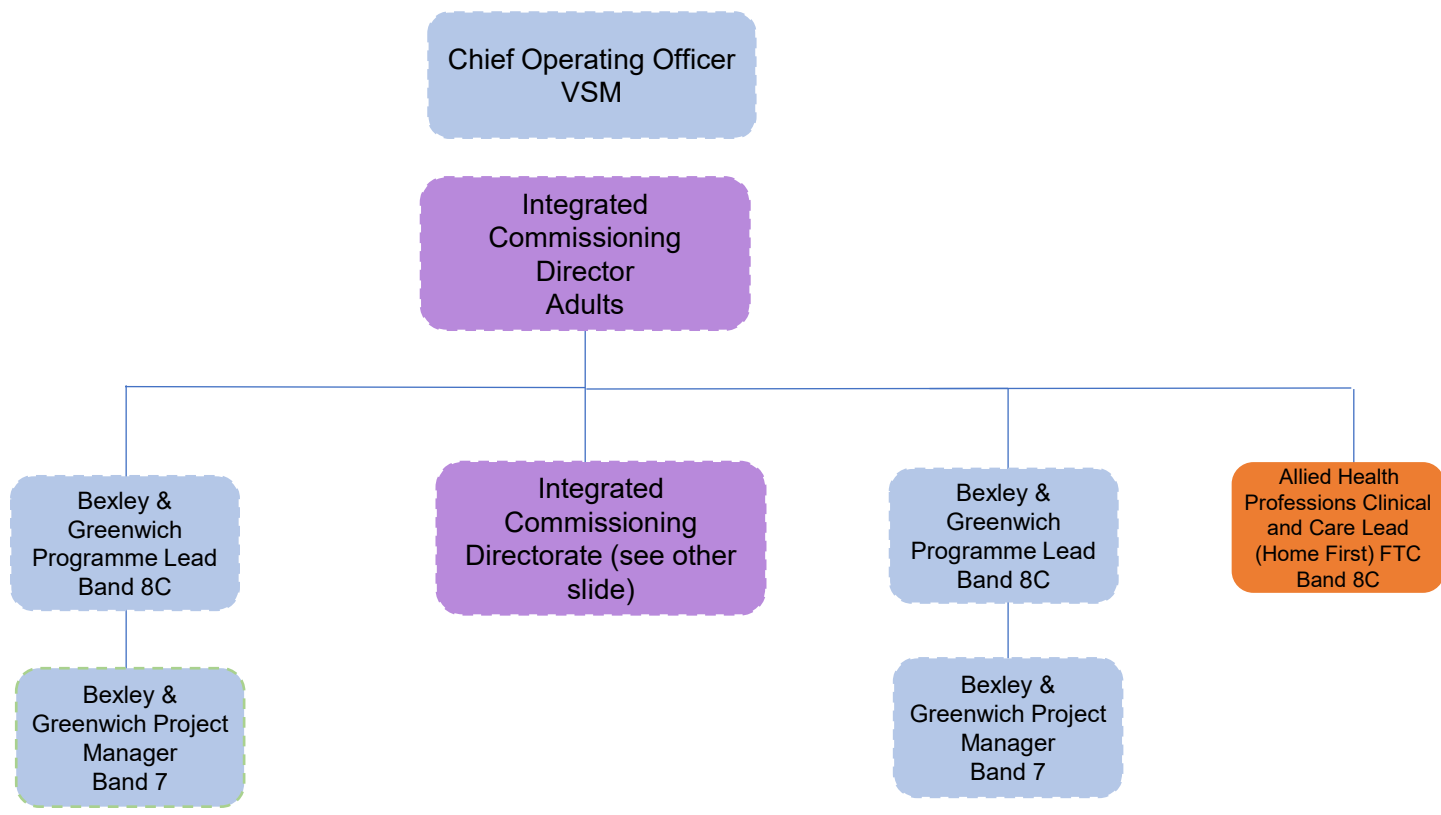
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Develop integrated pharmacy roles with PCNs and providers.

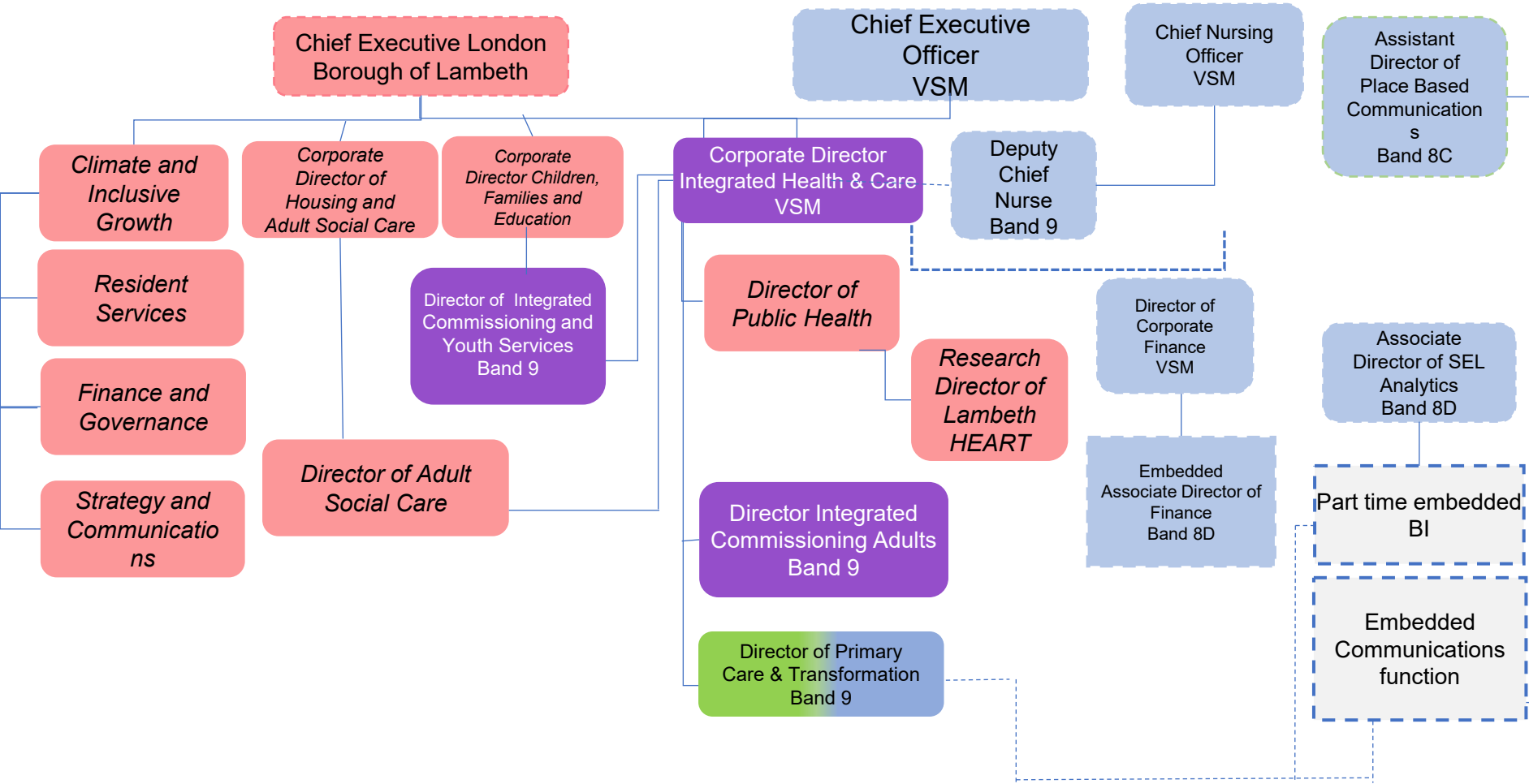
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTCo/Vacancy	Clinical safeguarding roles

These are hosted roles, with accountability back to place

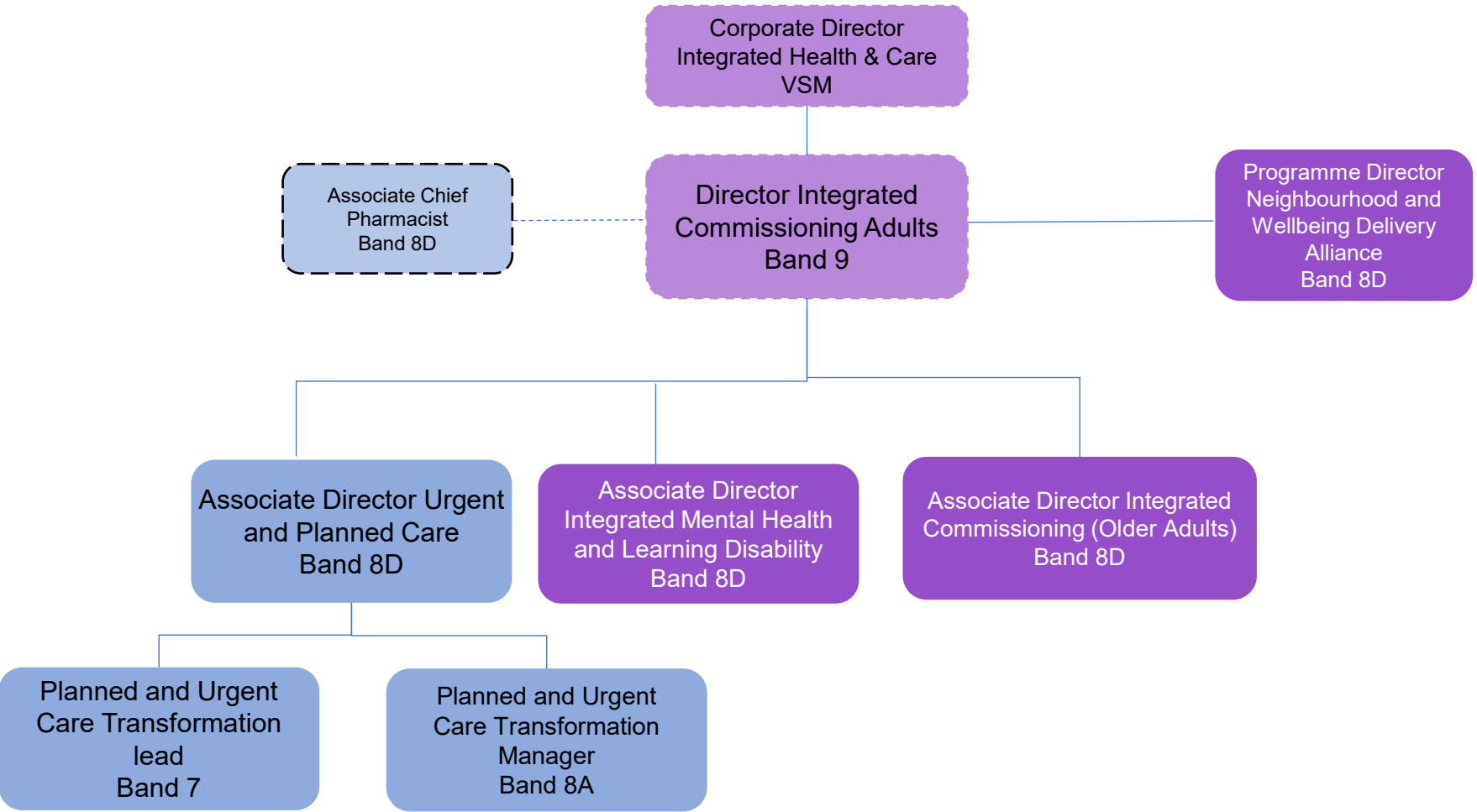


Key					
	FTC		ICB funded roles		Role shown on other structure for reference
	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
	Part substantive vacancy		Joint role Vacancy		FTC Vacancy
	Line Management		Dotted line management		Clinical safeguarding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

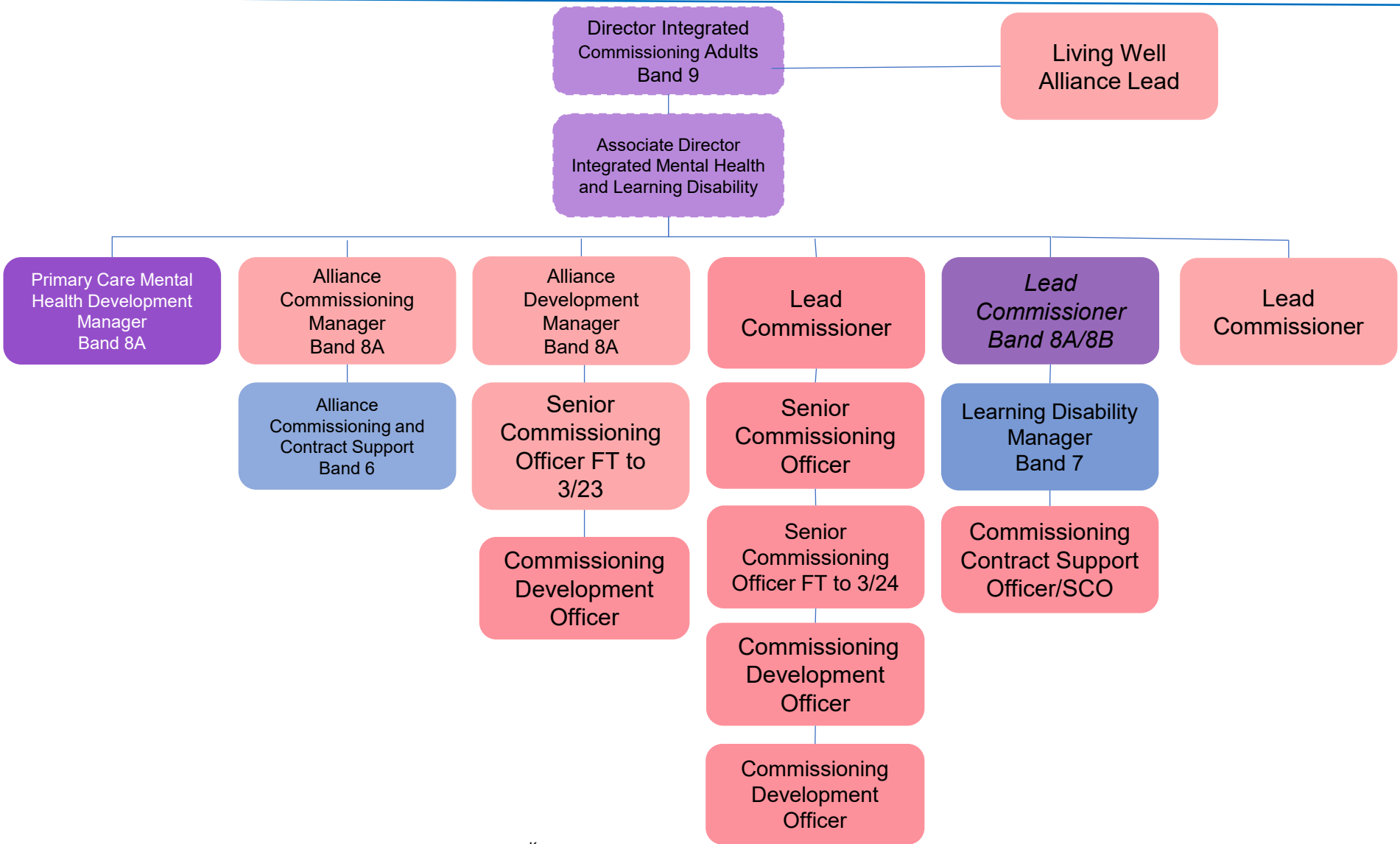
Lambeth Structure



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	

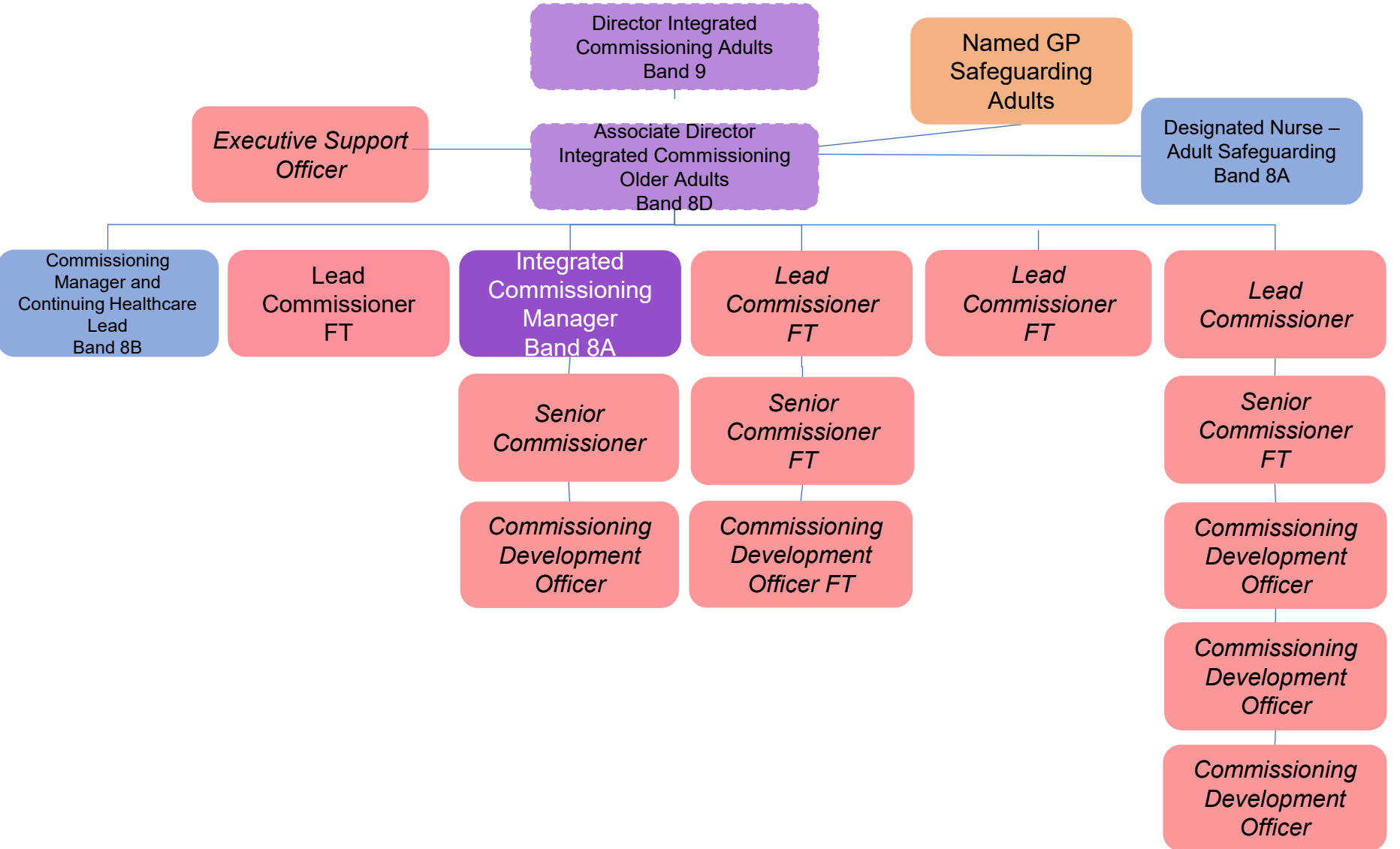


Key					
	FTC		ICB funded roles		Role shown on other structure for reference
	VACANT roles		Indicative joint roles subject to funding, and employment considerations		Partner roles
					FTC Vacancy
					Line Management
					Dotted line management
					Part substantive vacancy
					Joint role Vacancy
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



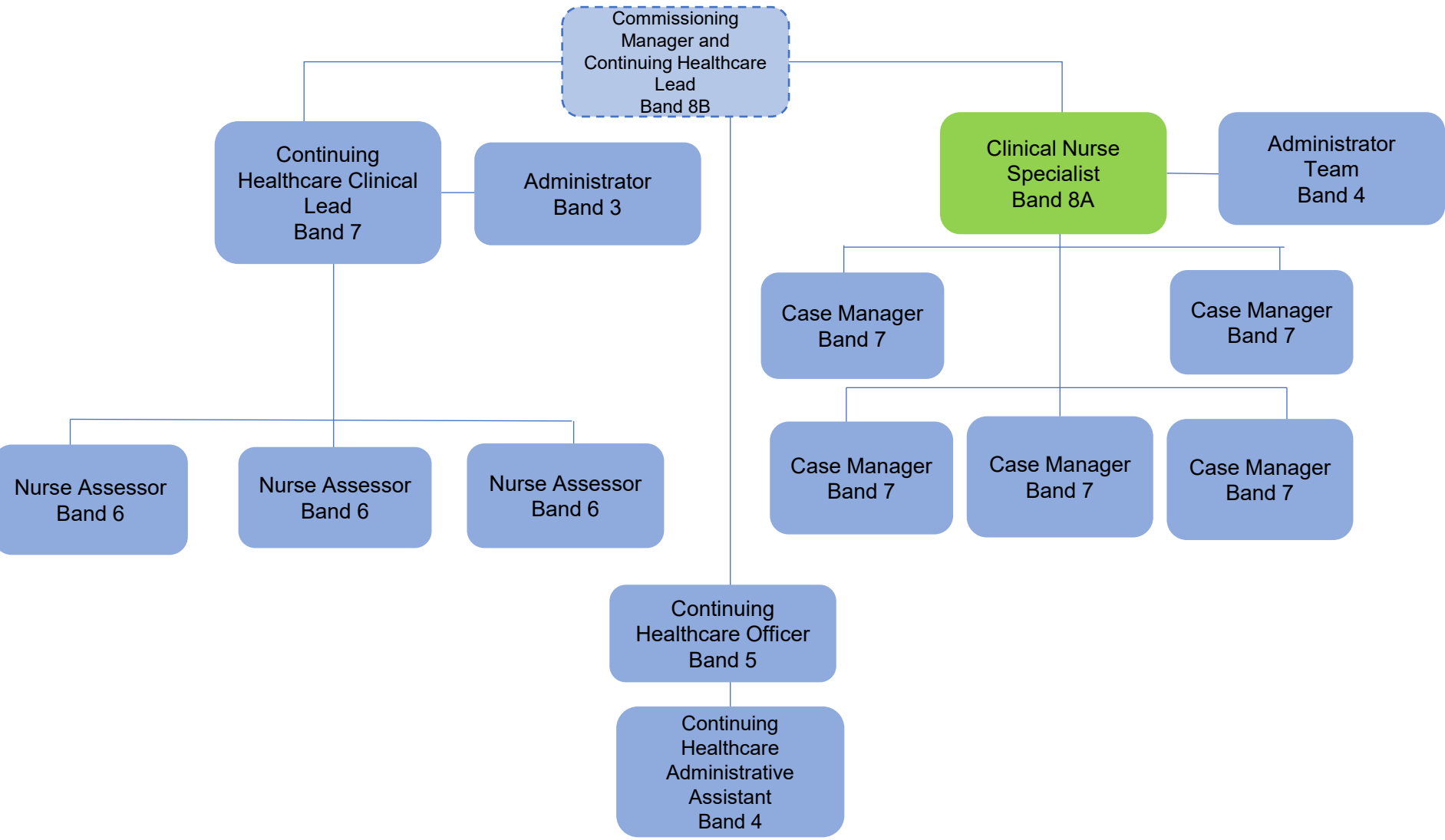
Key

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

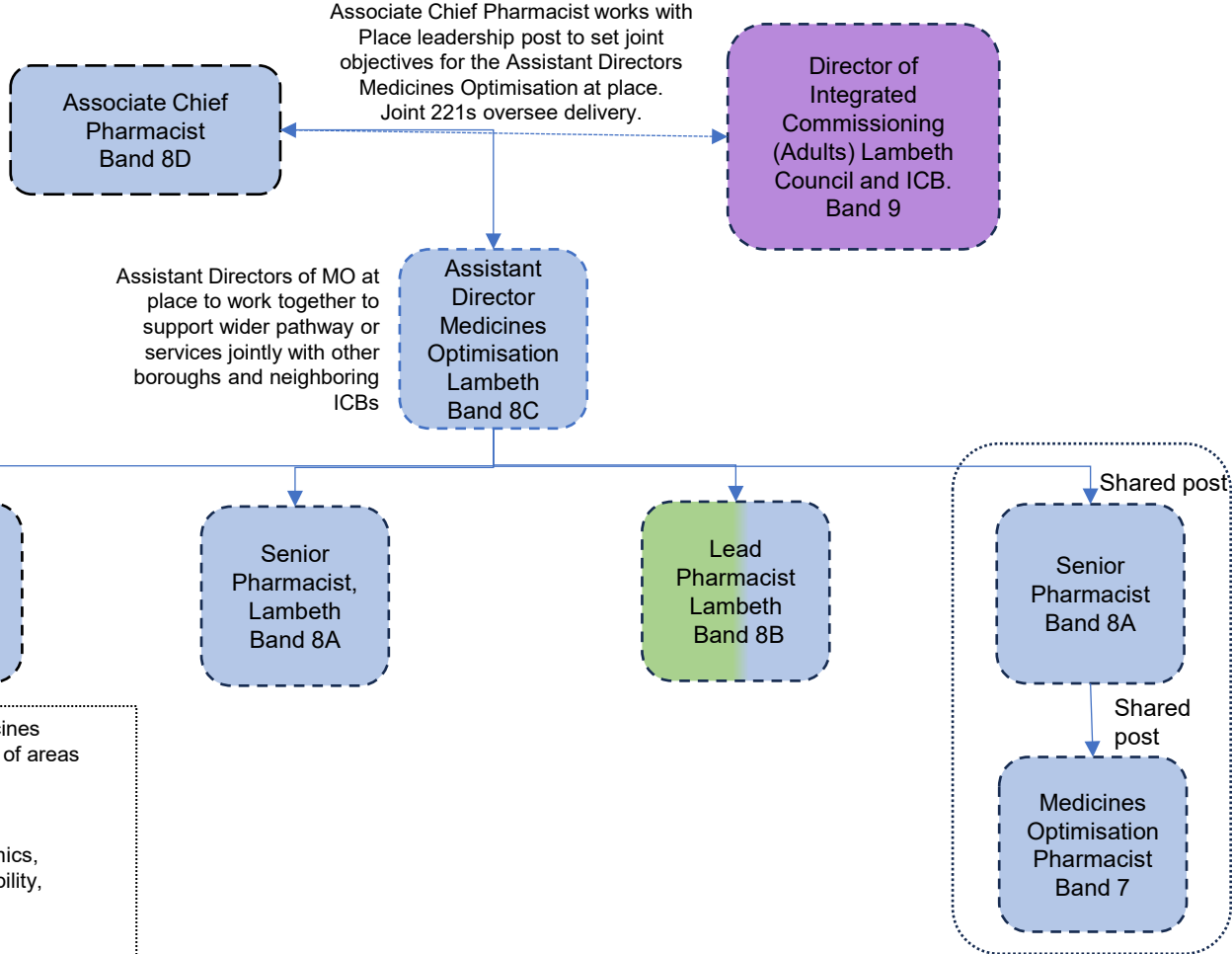


Key

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

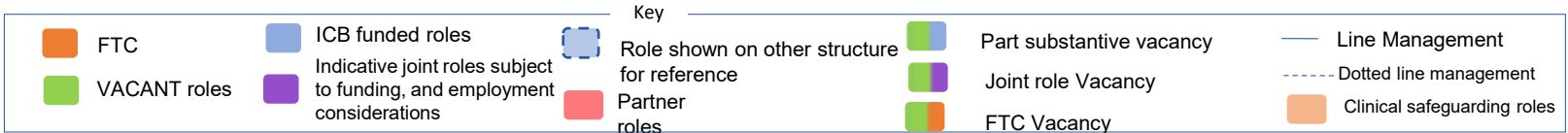
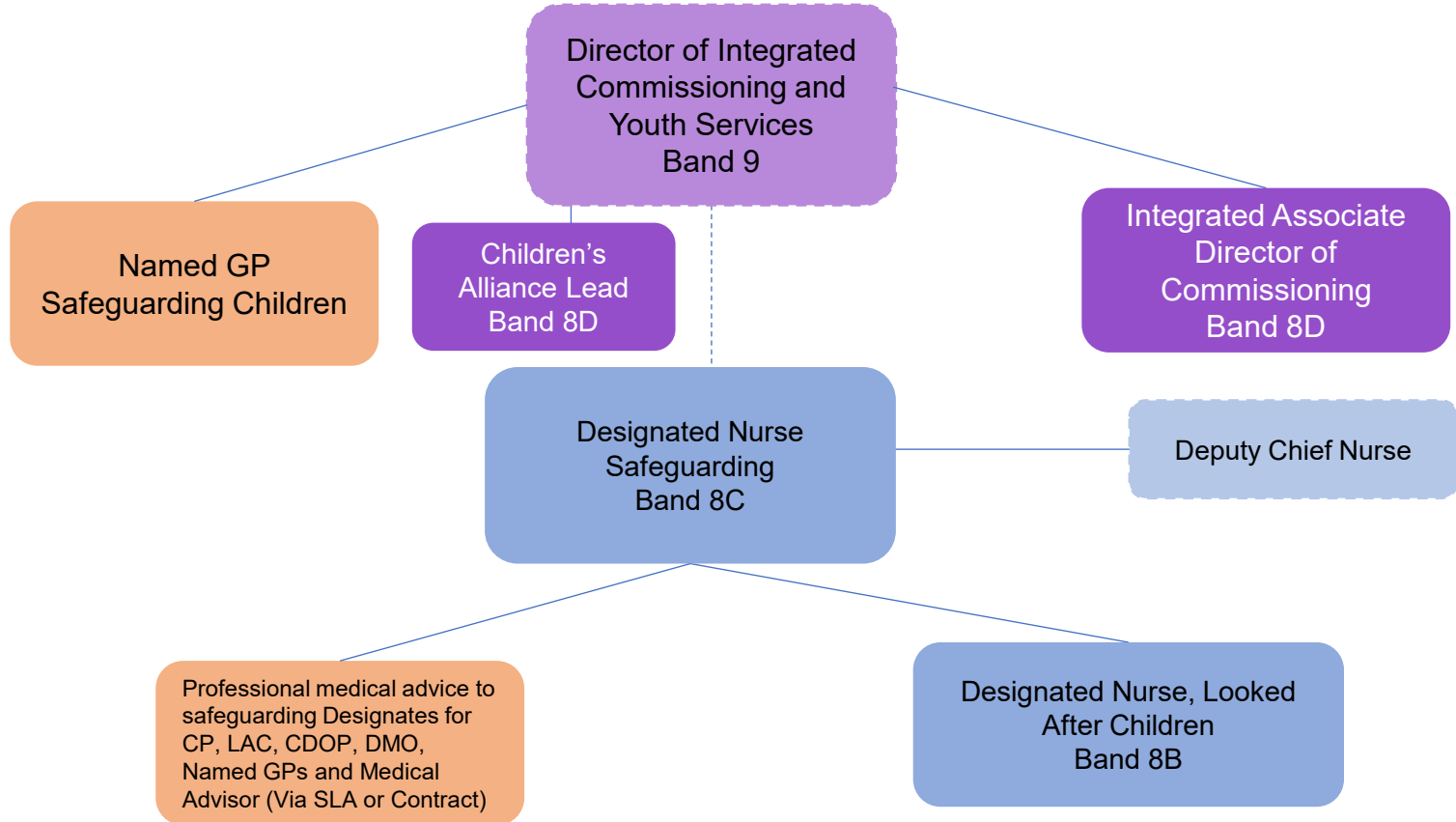


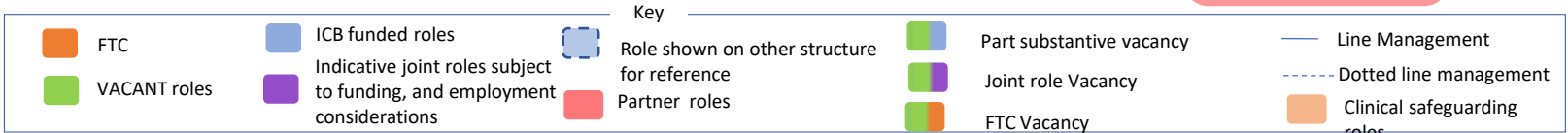
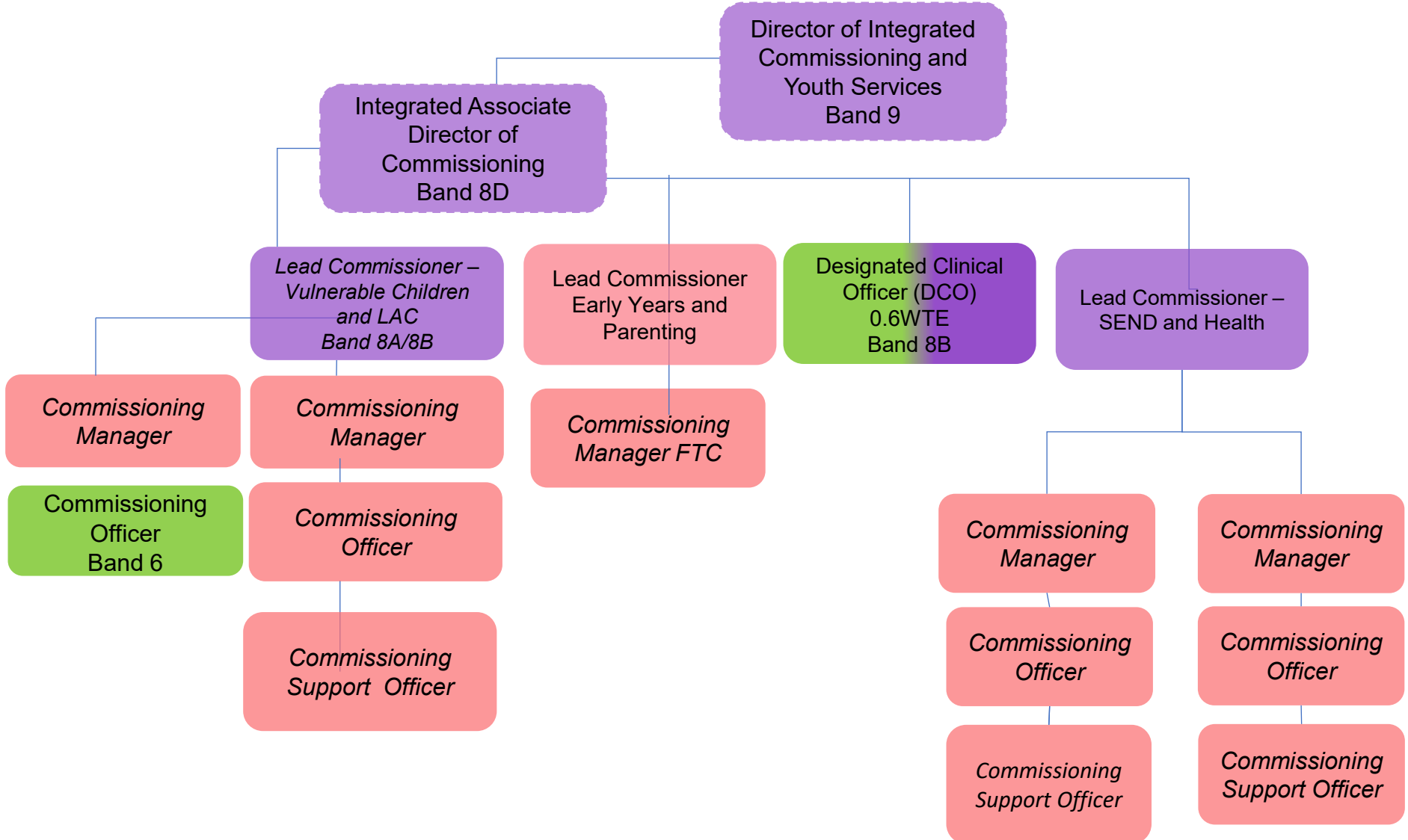
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles

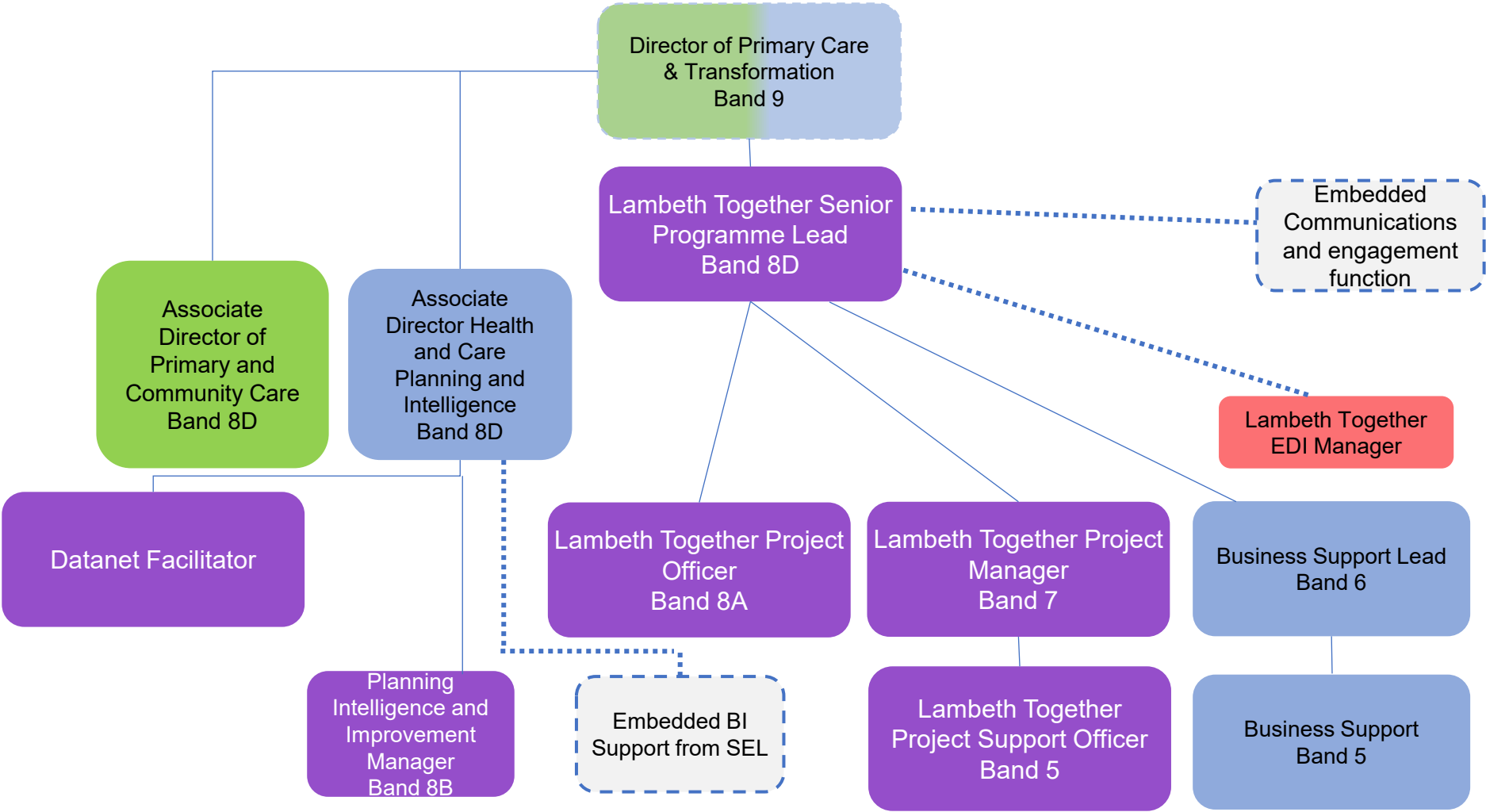


Develop integrated pharmacy roles with PCNs and providers.

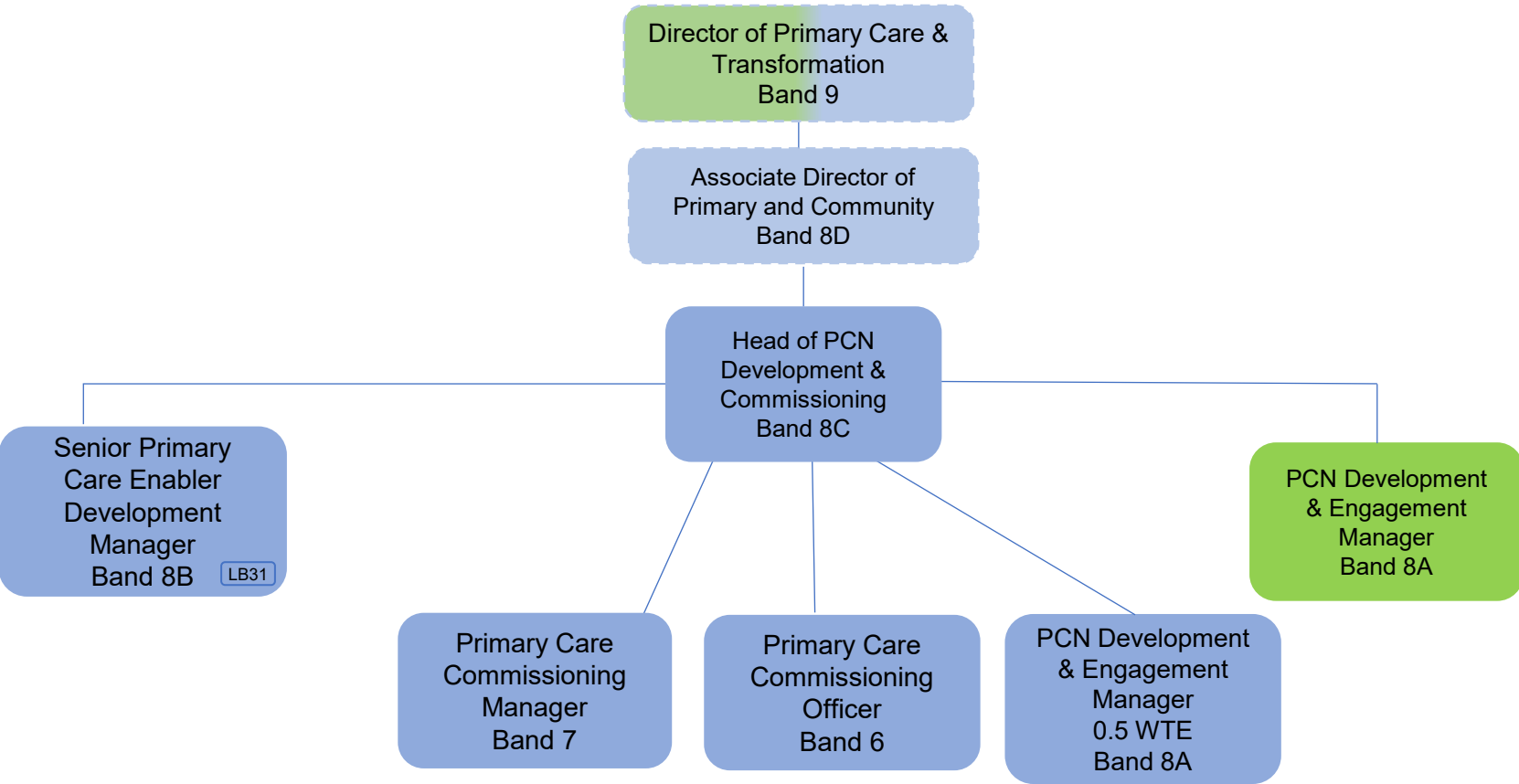
Key				
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



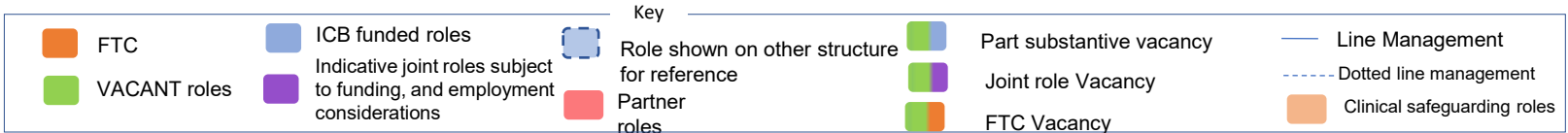
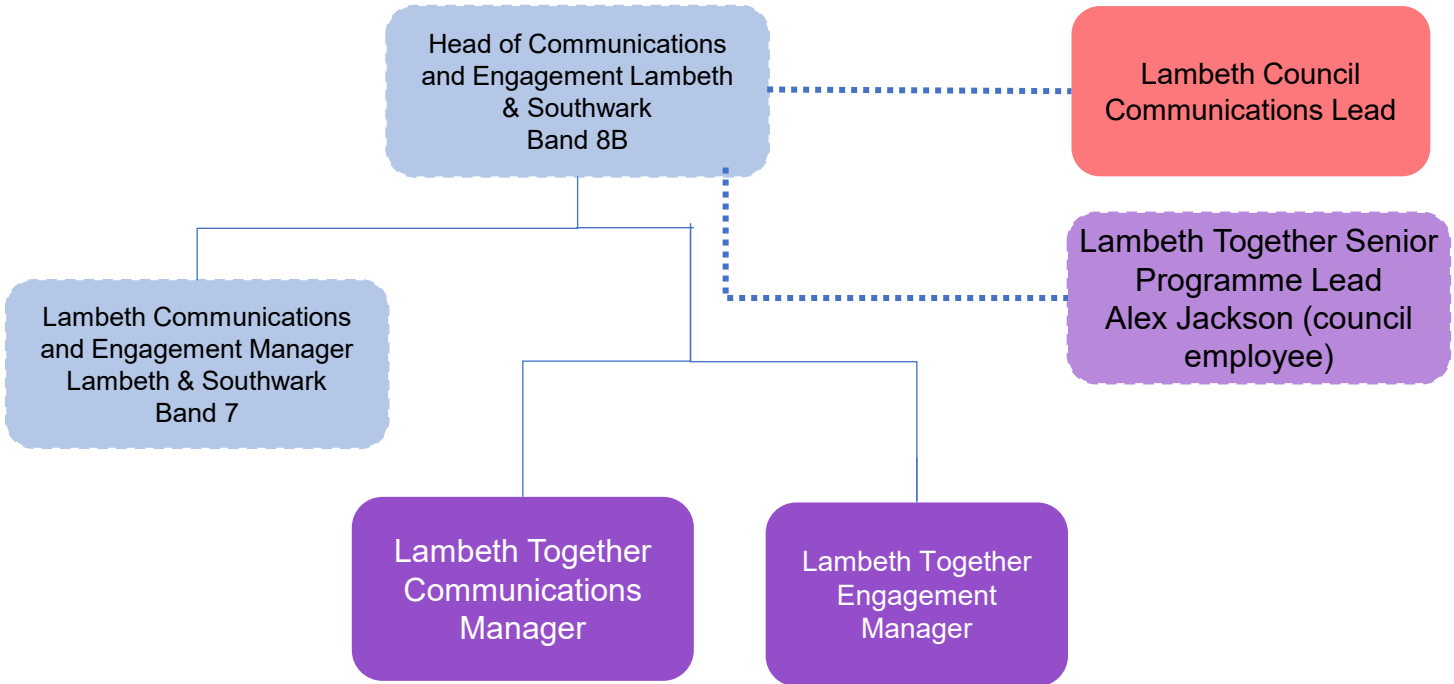




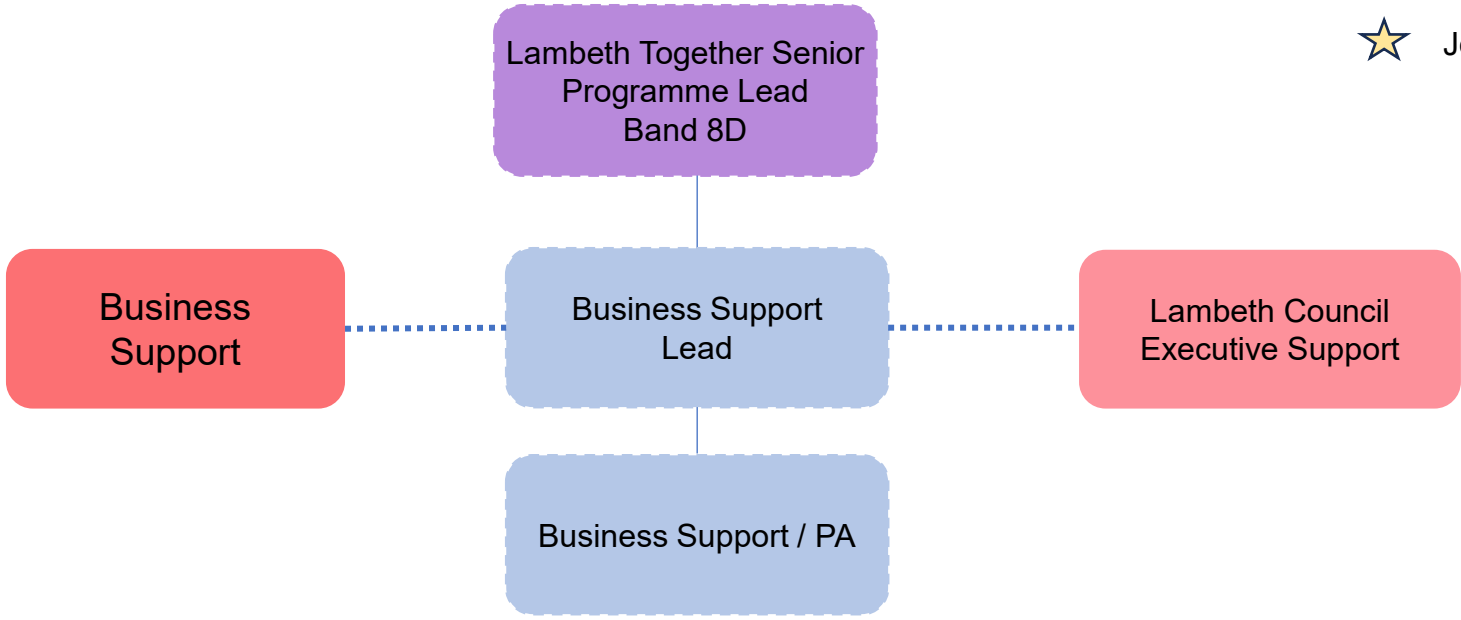
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



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	

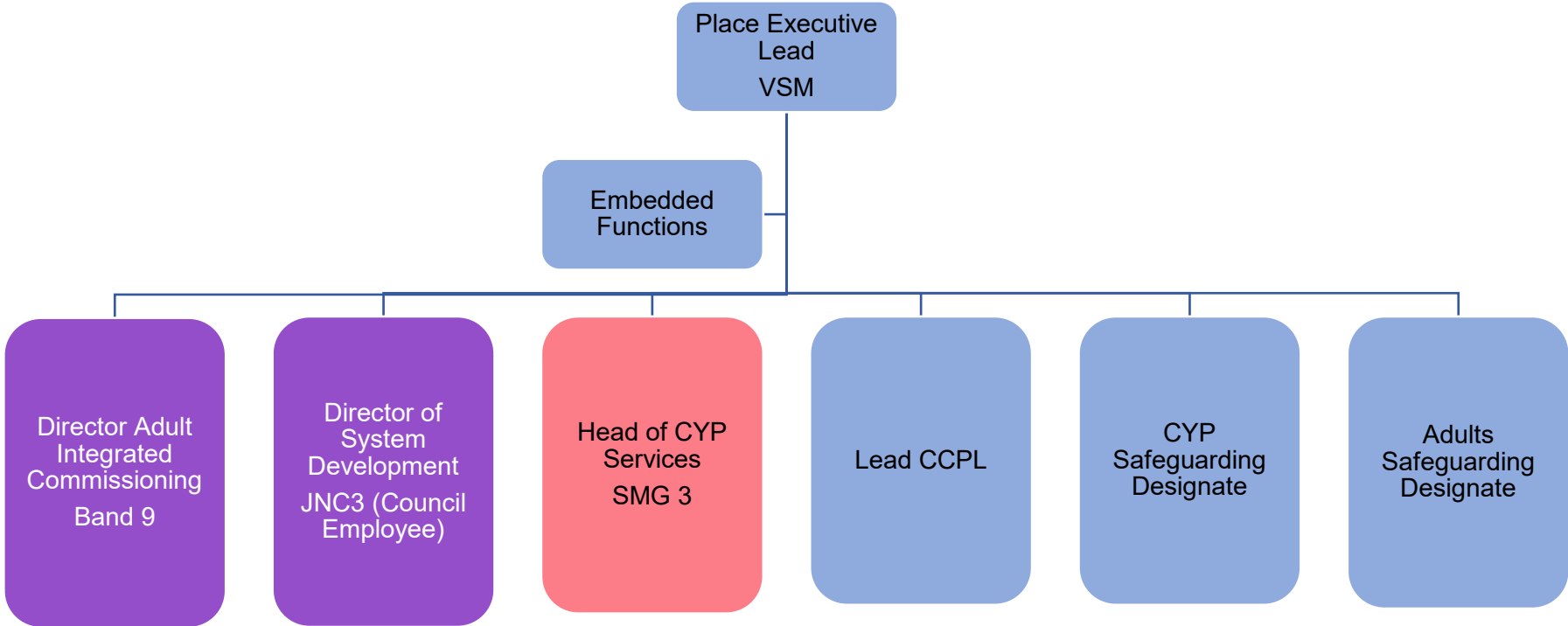


- ★ New posts
- ★ Job title change



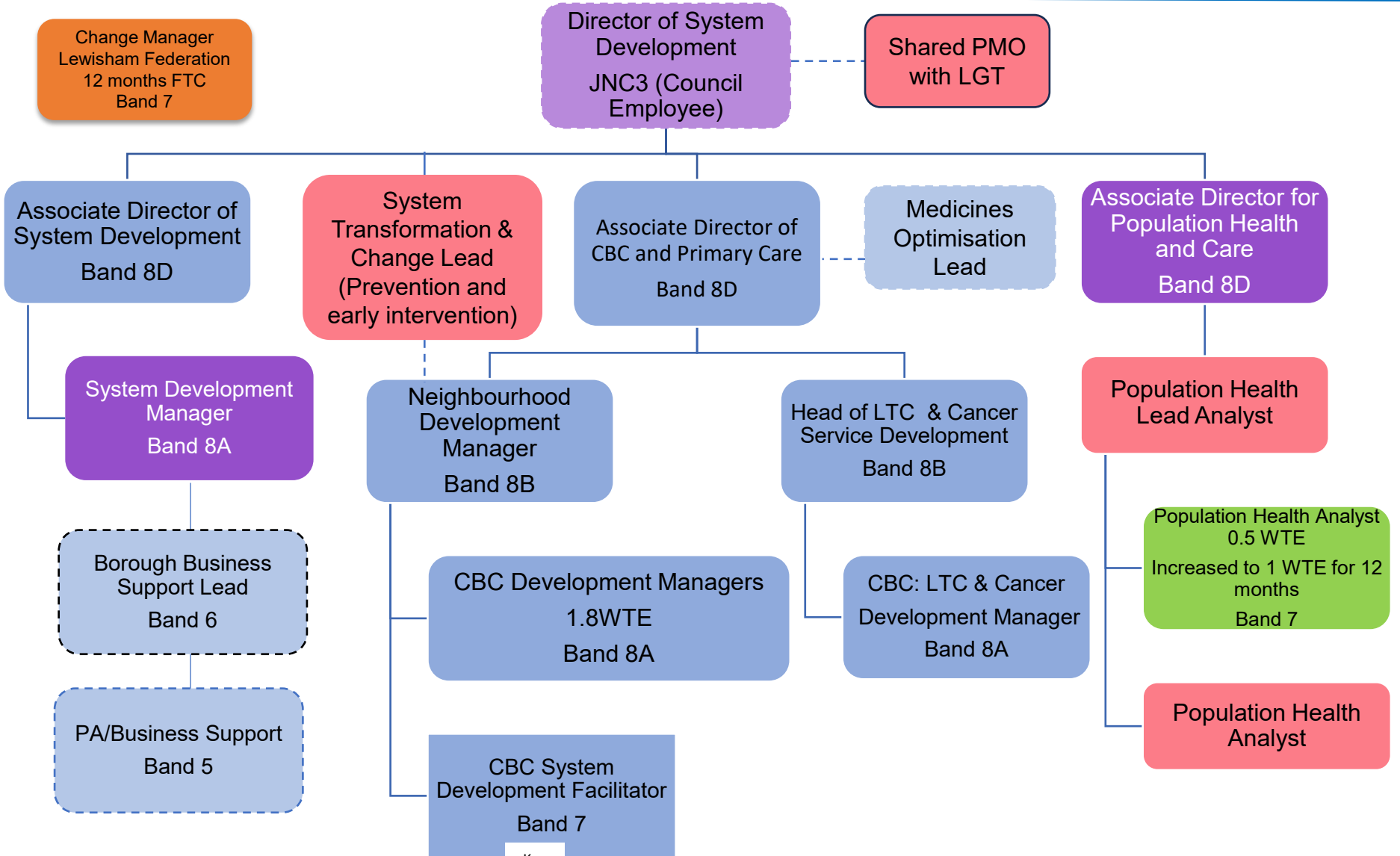
Key					
■ FTC	■ ICB funded roles	 Role shown on other structure for reference	■ Part substantive vacancy	— Line Management	
■ VACANT roles	■ Indicative joint roles subject to funding, and employment considerations	■ Partner roles	■ Joint role Vacancy	- - - Dotted line management	
			■ FTC Vacancy	■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

Lewisham Structure



Key

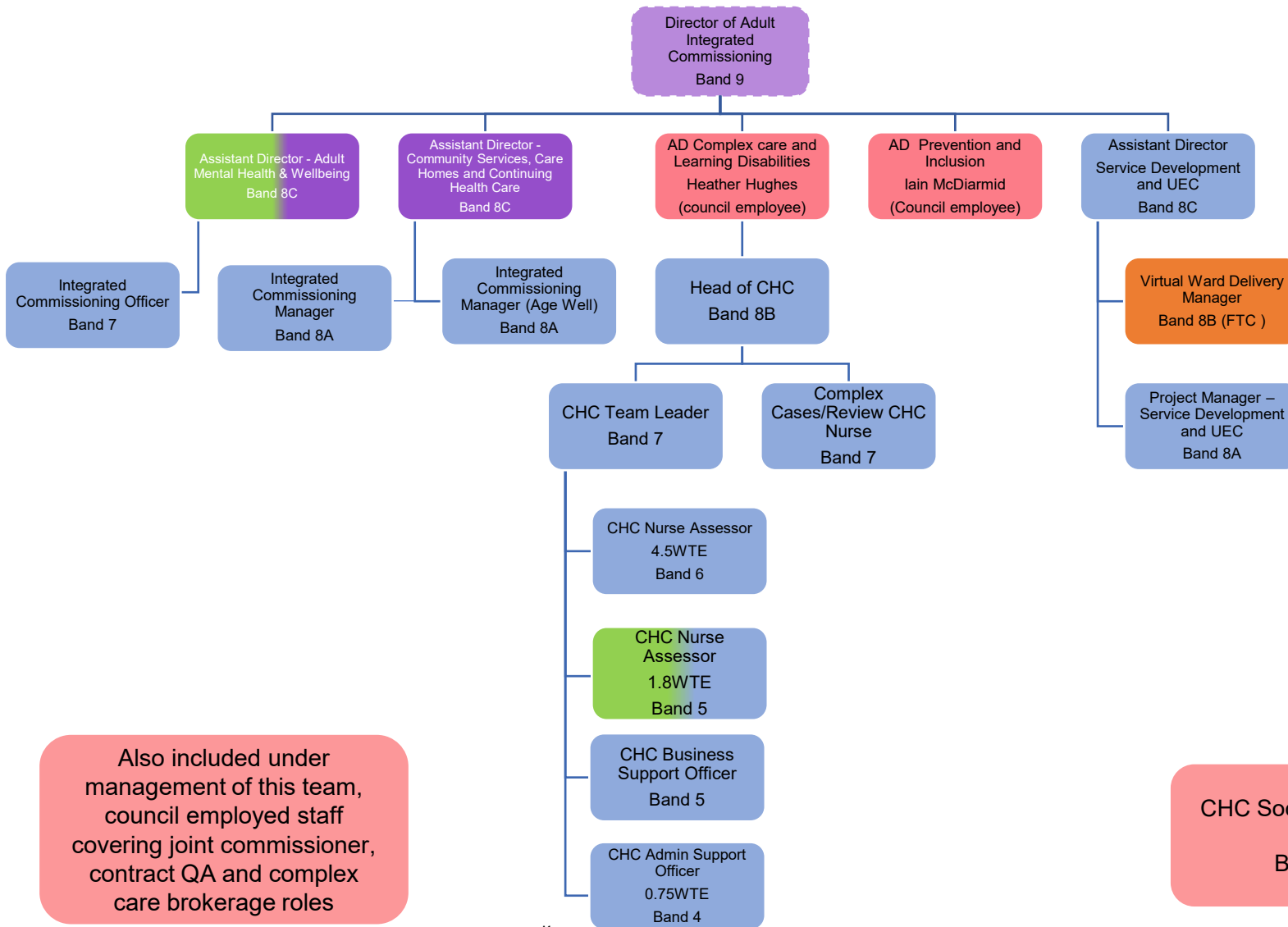
FTC	ICB funded roles	Role shown on other structure for reference	Part substantive vacancy	Line Management
VACANT roles	Indicative joint roles subject to funding, and employment considerations	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



Key

FTC	ICB funded roles	Role shown on other structure for reference	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

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

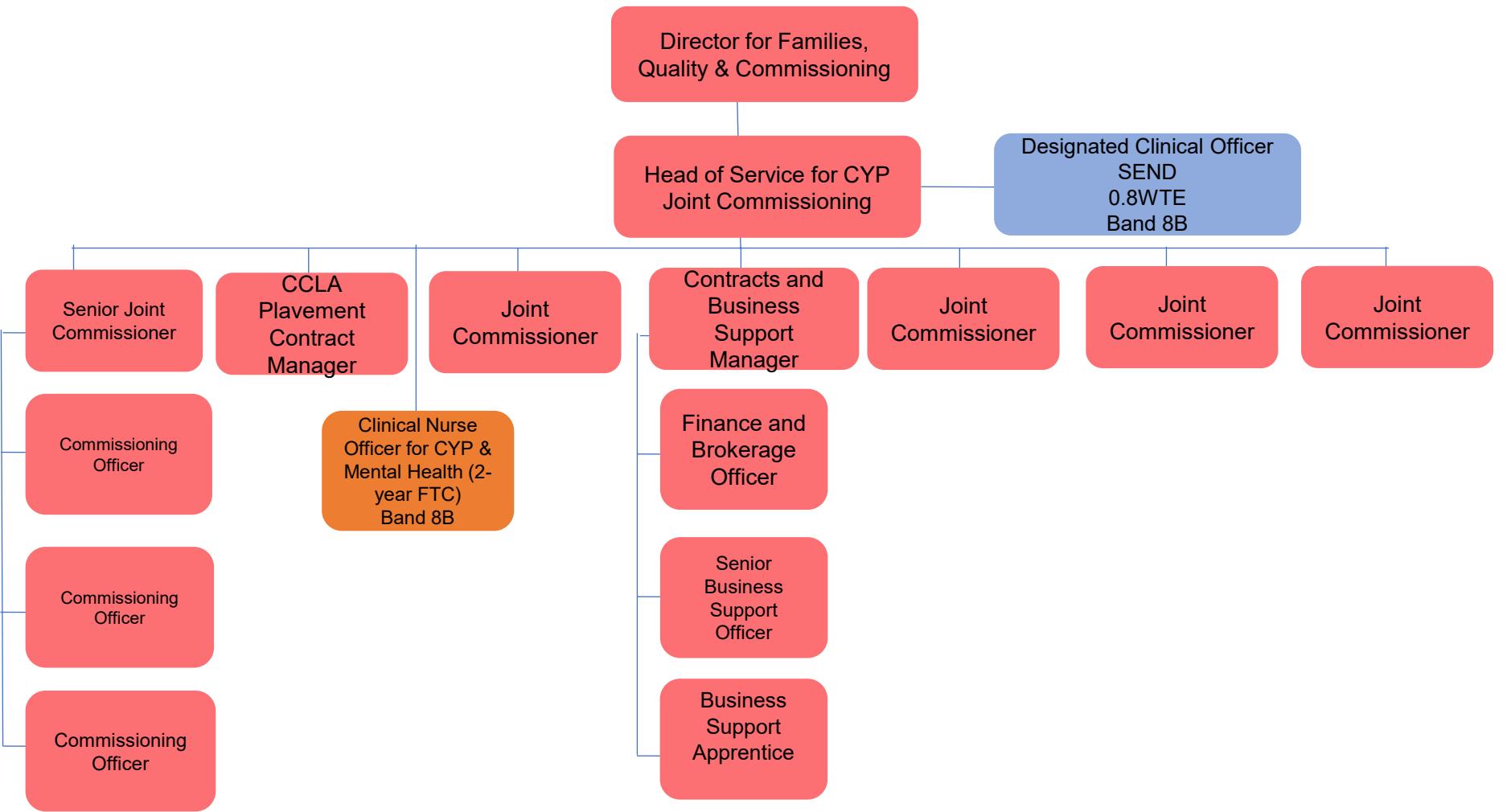
Key

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)

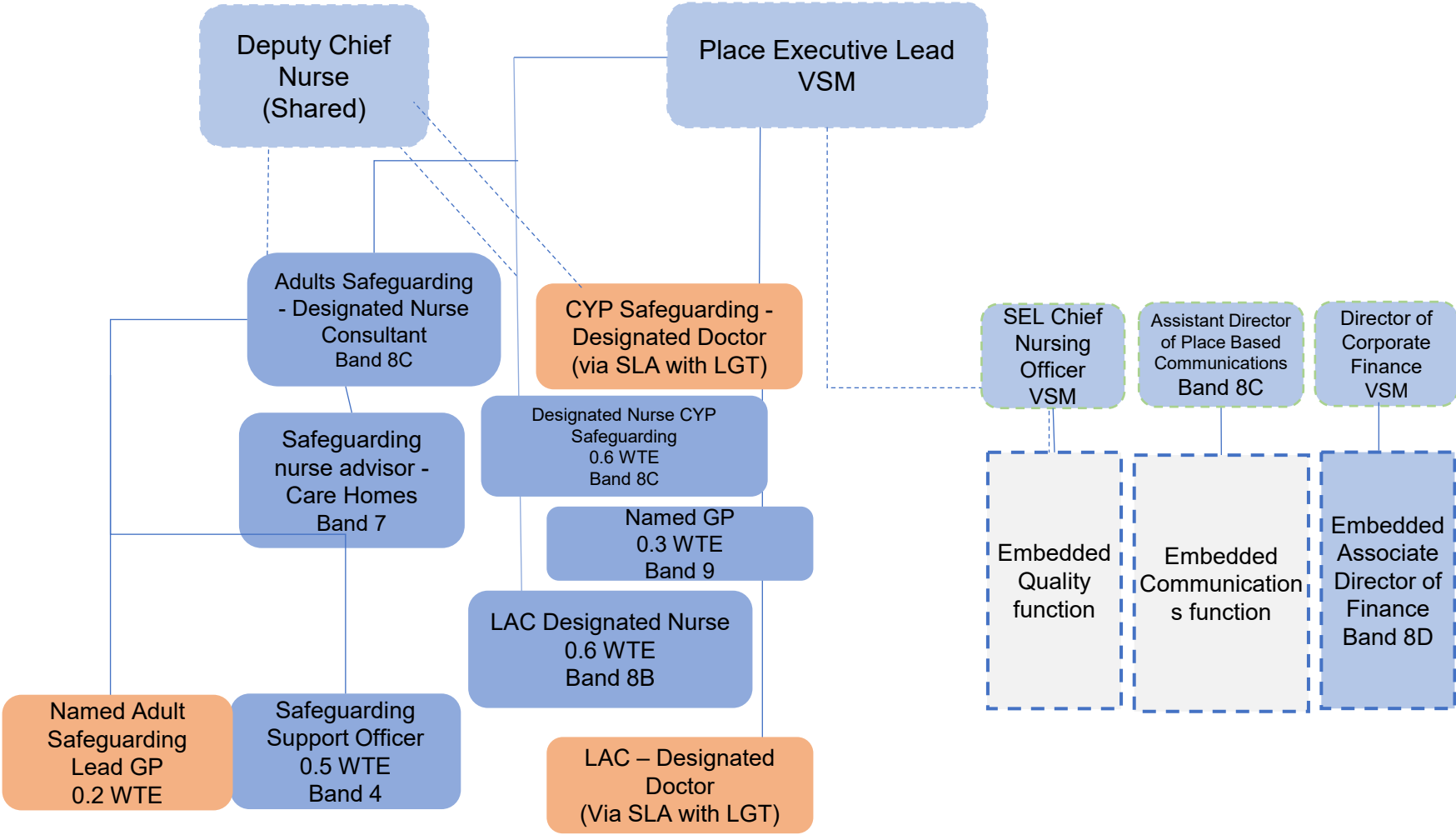


South East London



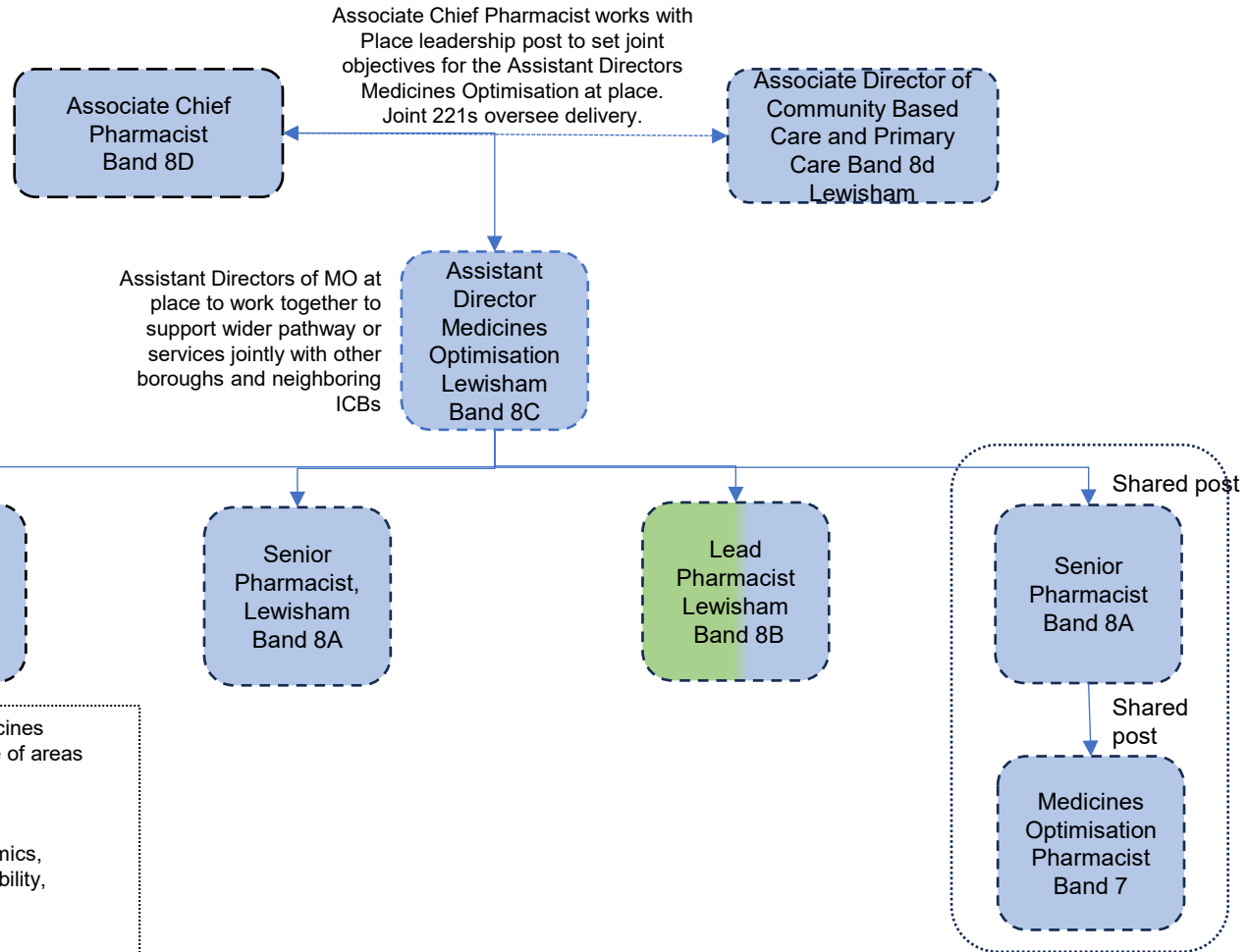
Key

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	Partner roles	Joint role Vacancy	Dotted line management
			FTC Vacancy	Clinical safeguarding roles



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	Clinical safeguarding roles
					Line Management				
					Dotted line management				

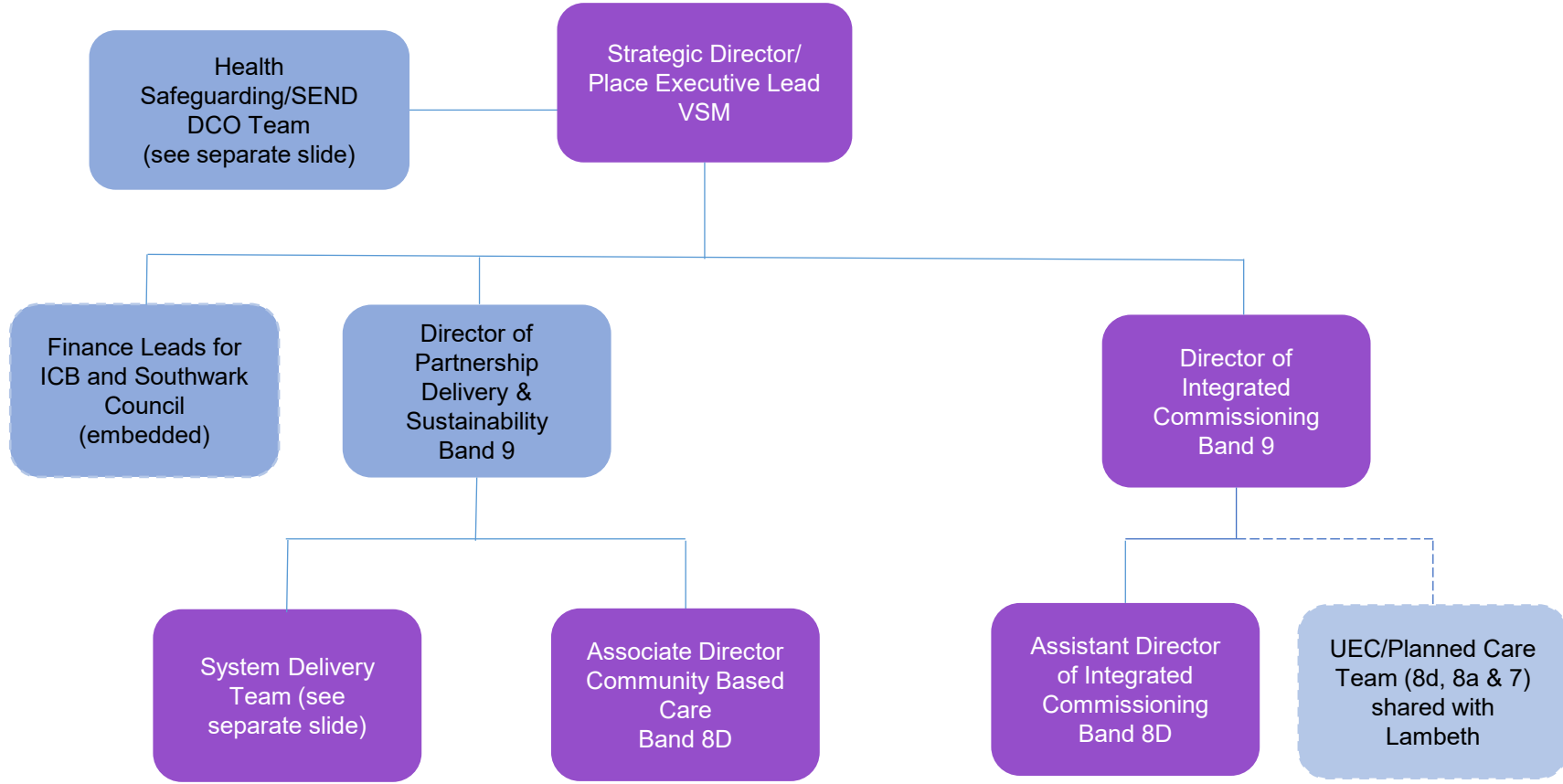
Lewisham Place Structure – Medicines Optimisation Team



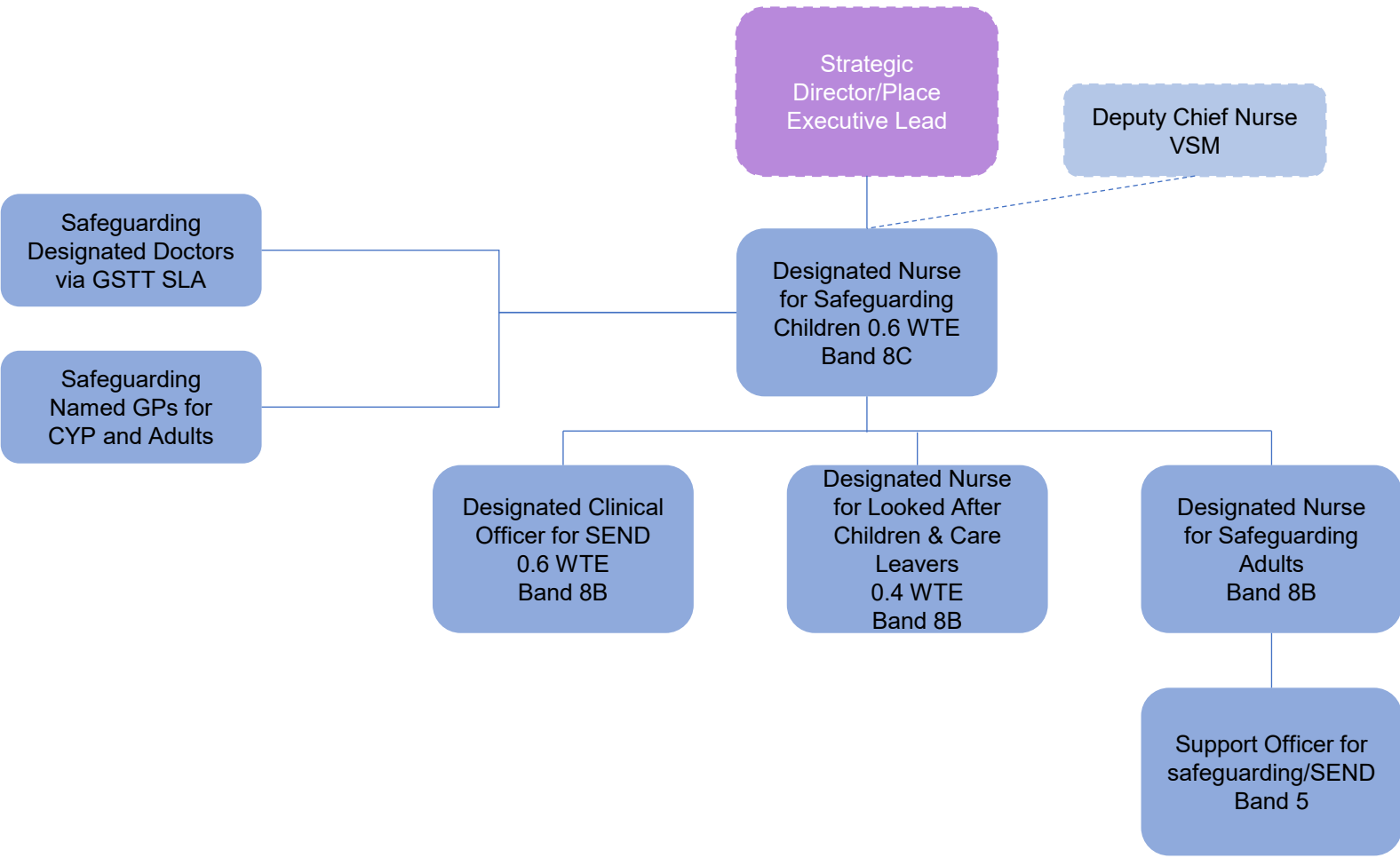
Develop integrated pharmacy roles with PCNs and providers.

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

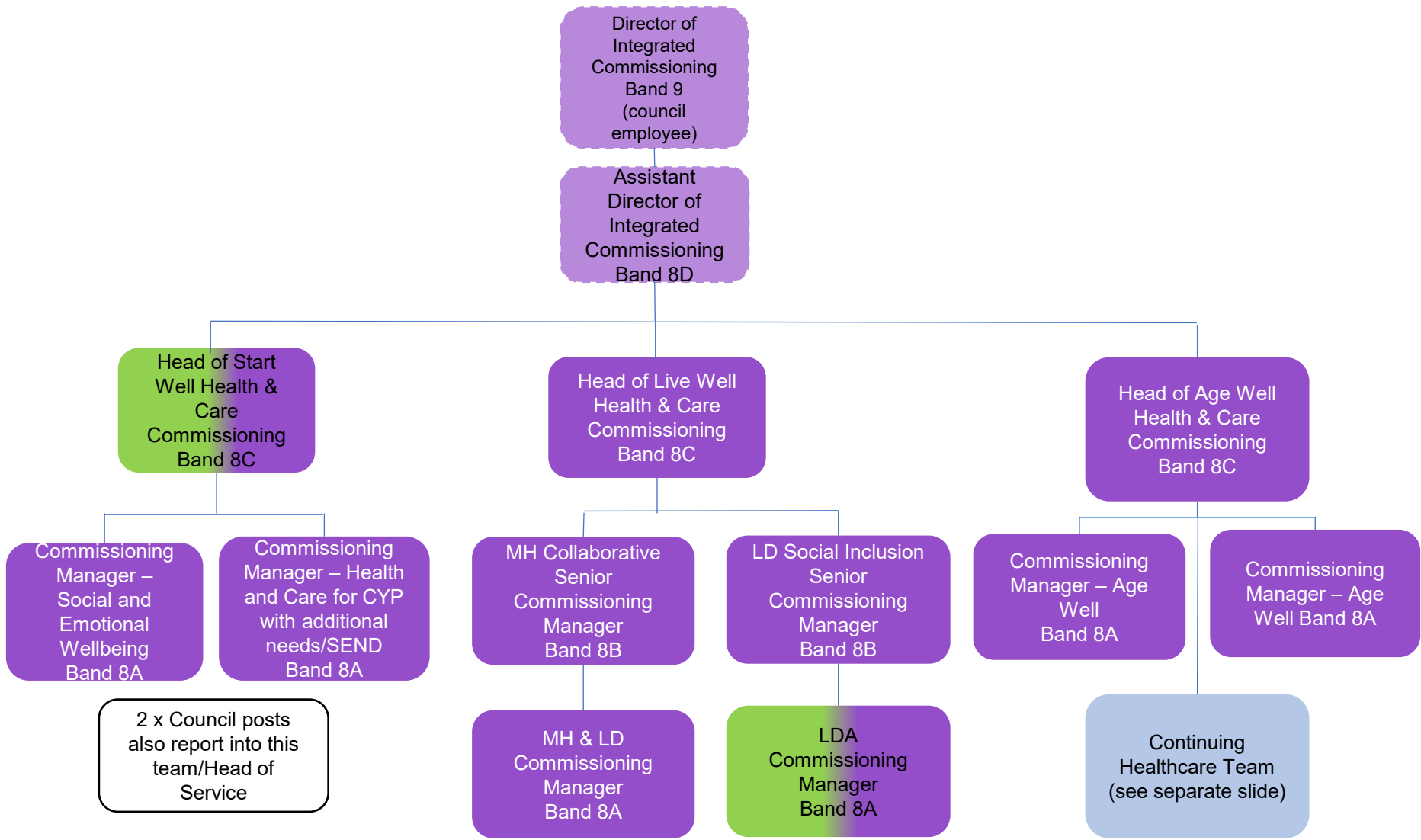


Key				
■ FTC	■ ICB funded roles	 Role shown on other structure for reference	■ Part substantive vacancy	— Line Management
■ VACANT roles	■ Indicative joint roles subject to funding, and employment considerations	■ Partner roles	■ Joint role Vacancy	- - - Dotted line management
			■ FTC Vacancy	■ Clinical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



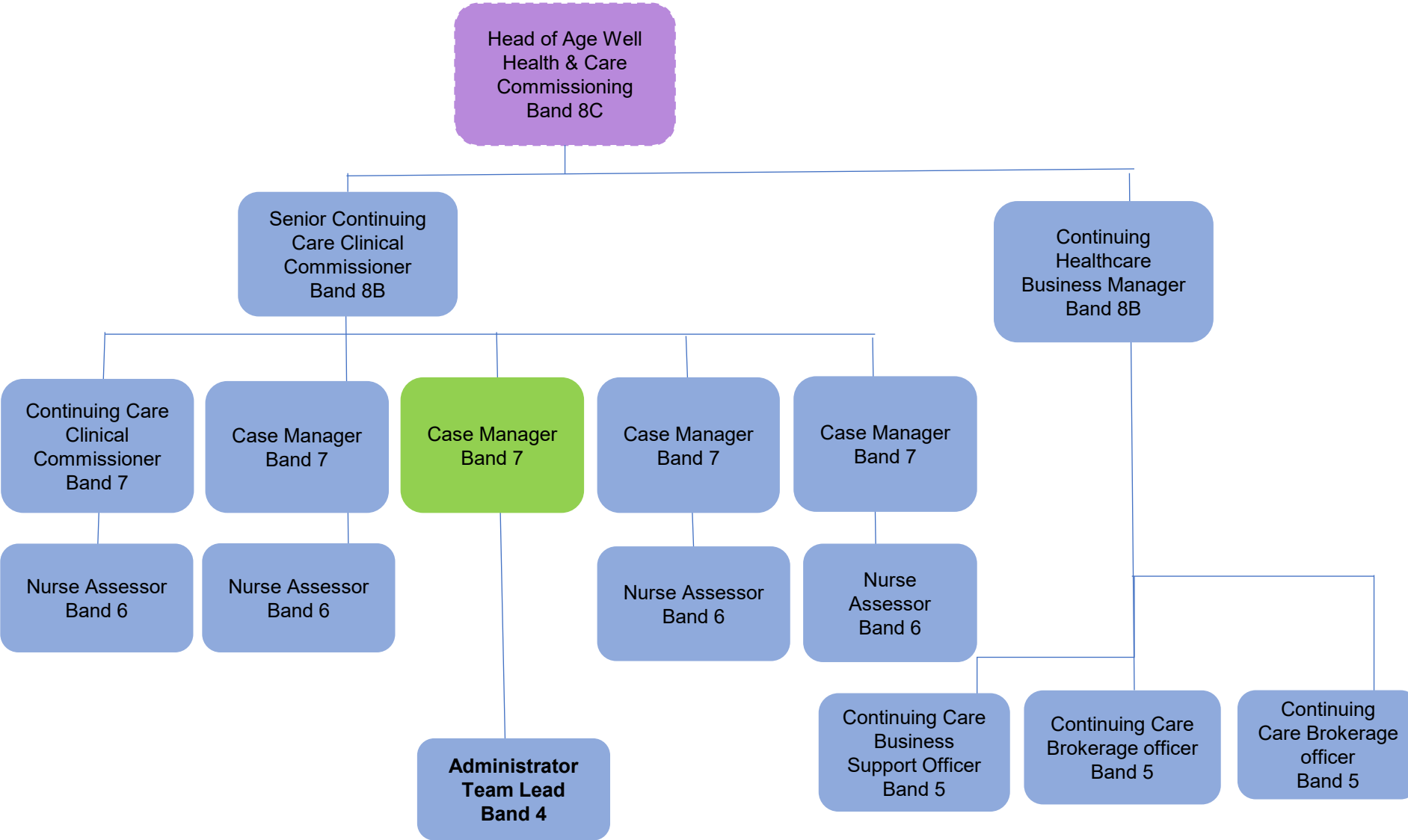
Key

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



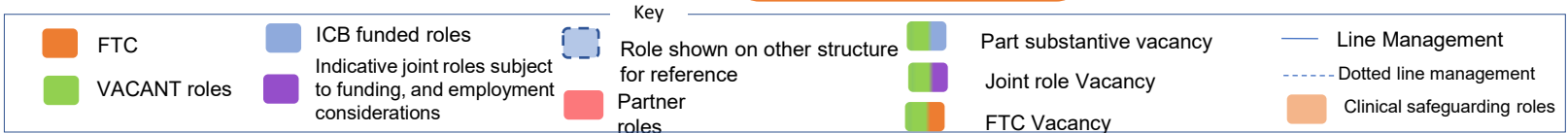
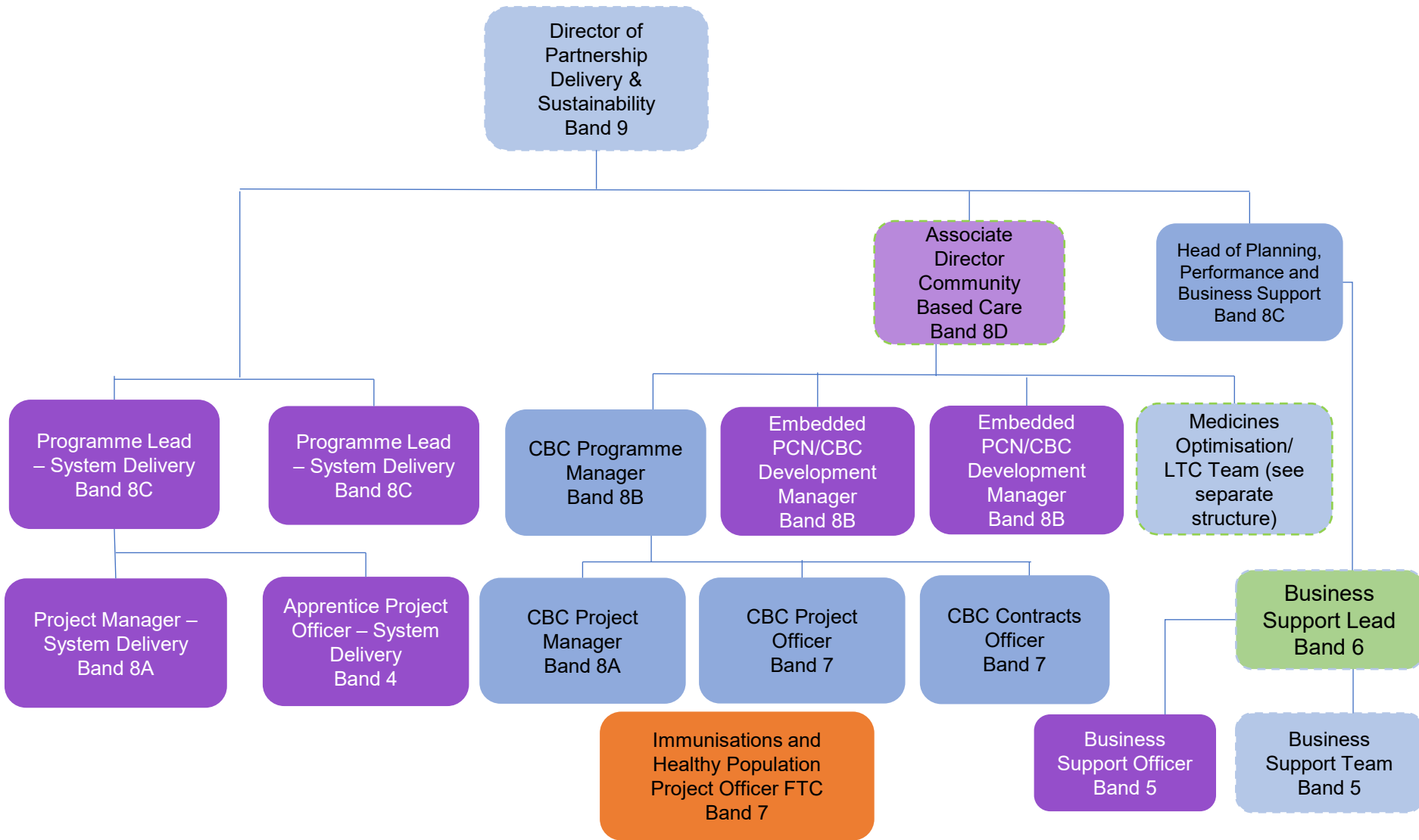
Key

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

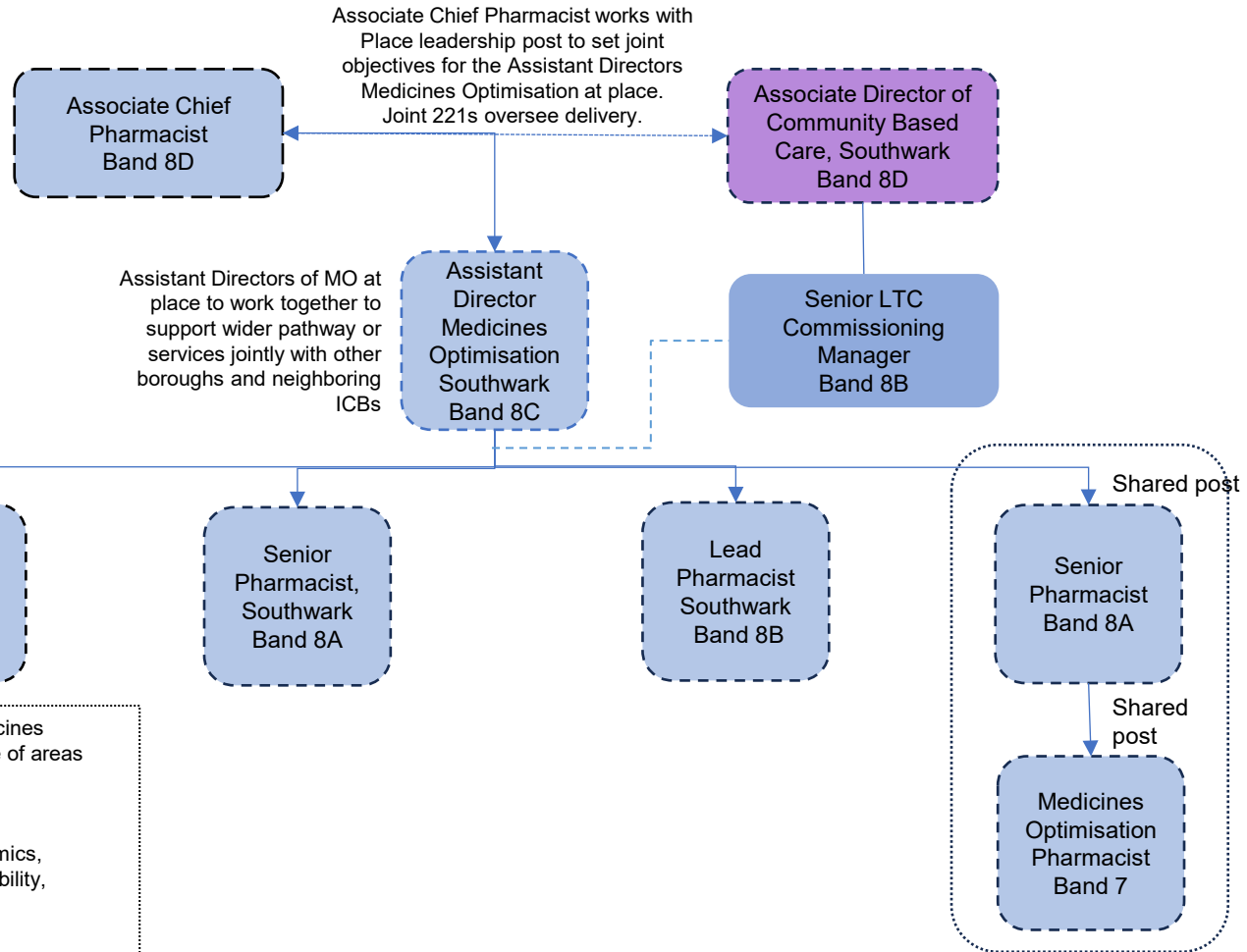


Key

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



Southwark Place Structure – Medicines Optimisation Team



- 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