

Transformation of LPCs – January 2023 – Arden (Coventry & Warwickshire)

Following the 2022 contractor vote in favour of the RSG proposed changes, PSNC and LPCs now need to take forward the changes, with the ultimate aim that contractors have a better relationship with, and more oversight of, stronger national and local negotiators. We have therefore started to consider our position and want to keep you involved throughout. This is the follow up communication to accompany SGM voting forms.

From PSNC Transformation guidance:

1. *The LPC will be working closely with neighbouring LPCs to work out the best footprint for the benefit of local contractors. If you are not currently co-terminus with an ICS, you should be considering what the options available to you are and discussing this at both a regional level and within the LPC. Each option should be discussed and if possible, an agreement across LPCs reached about what the desired future geography for each LPC should be. The momentum of change is towards LPCs matching their boundaries with their ICS.*
2. *The Wright Review has concluded that LPCs over 200 contractors are able to deliver the best value, although rurality needs to be taken into account. This may include mergers or federations to meet cost effective networks going forward.*
3. *A Committee size of 10-12 considered suitable for LPCs.*
4. *PSNC Levy to LPCs will increase and LPCs need to be able afford the increase. For a few LPCs the change in way calculated has led to a disproportionate increase where a contractor has a significant NHS income / AIV vs average, but not CP Arden.*
5. *Adopt the new Constitution*

CP Arden position:

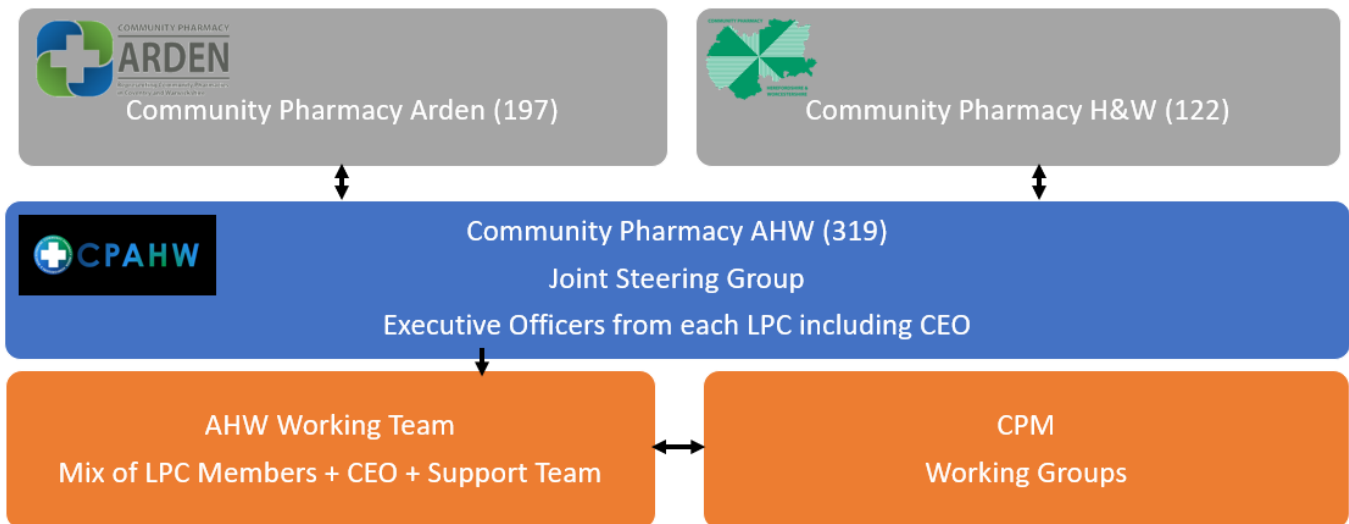
Our LPC met on 10th November 2022 and unanimously agreed on the following position, which was shared with all Contractors, CCA Leads in advance of this final version to accompany the SGM Vote to accept the Constitution change which also adds an additional year to the current LPC term to align with other LPCs and PSNC. We do not need to hold an election this year as we formed our new merged Committee in April 2022 for a 4-year term, which would end 31st March 2026.

Measure	Current Status	LPC Proposal for SGM
LPC Name Change	Already known as CP Arden	In current constitution and include in new Constitution – CP Arden
LPC Website	We have just transferred to the new PSNC template from our own site	Once CPH&W transitioned as well, we can remove our old independent websites as they are linked
LPC Cotermious with ICS	One ICS, 2 H&WB, 4 PLACE, 19 PCNs	Important for the LPC to remain separate to provide sufficient coverage across the large geography of the ICS, where PLACE is important
LPC Size	197 – already working jointly and sharing resources with CPH&W as a loose federation AHW	Part of CPAHW - Federation 319 – to be formalised with updated MOU within 2 years
LPC Members	Currently 10 with coverage of whole ICS – formed in April 2022 for 4 years Term	Maintain as now and extend the Term by 1 year to align with PSNC and other LPCs
Managing the PSNC Levy demand to LPCs: PSNC will raise more funds over the next two financial years. This is to deliver on the £1.5 million per annum increase as voted for in the recent RSG – Wright Review ballot. For CPA this will be <u>an increase of 44% £23,772 in PSNC levy request (total £76,934 by 24/25)</u> , which will impact on amount	Current Total Levy (100%) = £216,400 (14p per £100 NHS Income = £1,098 ave per contractor pa).	CPA will utilise reserves to avoid passing on the PSNC increase to contractors in 23-24 and 24-25. Maintaining the Levy at £216,400 but we are unlikely to be able to offer Levy Holidays during this period. The LPC will review annually thereafter based on expenditure and reserves. The LPC will also seek non-levy funding where available.

of the Total Levy available to the LPC, which incorporates the PSNC Levy.		
Adopting the final version of signed off Constitution	CPA uses the PSNC current standard constitution as its basis	The final updated version has been reviewed having had the expected revisions and signed off by whole PSNC Committee. Additional term referencing the Federation has been added.

We consider that the most effective option to best support our contractors is to remain as an independent LPC whilst tightening our Collaborative – Federation. We will continue to build on our well-established model sharing expertise and resources as cost-effectively as possible, whilst maintaining the separate LPCs which each match ICS footprints allowing local engagement.

Formalising our Collaborative - Federation – CPAHW



Each LPC operates independently for ICS level decisions, strategy and relationships. Each LPC has Members from across the ICS footprint to ensure a good understanding of local need, with each Member representing one or more PCNs alongside the Chief Executive Officer (CEO) / support team. The support team is shared across the two LPCs with charges being attributed to each LPC based on Contractor numbers for all joint activities, office function and resources. We have a joint generic workplan for all BAU activities for each LPC (available on our website [Microsoft Word - Generic Objectives Plan of LPCs vs1.docx \(communitypharmacy.org.uk\)](#)) and we are currently planning our 23-24 local plans. CPA agreed the following 3 additional priorities at the January Meeting: Local transition of contract to ICB with support for workforce; Contractor Re-engagement; Local implementation for national services. We each have a budget split into shared expense and individual LPC expense. The CEO / support team also engage at national / regional level on behalf of both LPCs and work on advanced and national service support collaboratively. The support, employed, team consists of 3.55 FTE across the two LPCs, expected to reduce to 3.35 FTE by April 2025, when NHS subsidy expires, working out of a joint office in Evesham:

- CEO (16 hours CPH&W and 32 hours CPA) - total 48 (planned reduction to 40 by April 2025)
- Administrator & Governance Lead (Deputy CEO) (9 hours CPH&W and 15 hours CPA) – total 24
- Digital – website administrative assistant (6 hours CPH&W and 9 hours CPA) – total 15
- Services & Engagement Officers (25-30 hours per LPC) – part funded for 2 years by NHS grants – total 55



We also work closely with the Midlands Regional network of LPCs (CPM) meeting bimonthly - sharing best practice and resources as appropriate. We have three working groups – Workforce, Services, and IT. Work undertaken for the Midlands is cross charged by LPC completing the work to CPM. CPAHW have members on all three workstreams.

So, what is next?

- CPA have arranged a Teams SGM on 9th February 2023 7-8pm for contractors to vote on the proposal to amend the constitution and extend the term of the newly formed LPC by a year to align with PSNC and other LPCs. A remote option for voting will be available for with a closing date 2 days prior to the SGM evening.
- We will share our thoughts and progress with regular updates and would be happy to discuss with any contractors. Please do get in touch – ahwlpc@gmail.com or phone Fiona on 07792970382.

Activity	Milestone	Nov-Dec	Jan-March 2023	April - June	July onwards
LPCs agree proposal (min 2/3 of LPC)	Before Christmas 2022	10 th November - unanimous			
Communicate with Contractors	Before Christmas 2022 – proposal Further comms In Jan ahead of SGM and outcomes thereafter	w/c 28 th November 2022			
Final proposal / constitution with extension of current LPC term communicated – and SGM vote	LPC met 12 th January and SGM papers will be circulated w/c 16 th January ahead of the SGM on 9 th February				
Result of vote confirmed	End of April 2023				
LPC aligned with PSNC and other LPC cycles					