



Appointments  
Commission

*Adding value to public appointments*

# NHS Constitution: A policy overview

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## Introduction



- A bit about us
- Importance of scrutiny in the NHS
- What is the Constitution for and what's in it?
- The Election and the Constitution
  
- Table discussions and feedback



Appointments  
Commission

*Adding value to public appointments*

# Appointments Commission



Attract high calibre candidates who reflect and connect with the community they serve

Identify the best candidates through a fair, transparent & efficient appointment framework

Building better public sector boards

Develop and support board members to perform effectively

Provide a centre of excellence for good governance

# Importance of scrutiny in the NHS



- NHS sees a million people every 36 hours
- Research suggests 1 in 10 patients are harmed as a result of using the NHS (Department of Health Sciences, University of York, 2007)
- NHS uses large amounts of public money and has a budget of over £100bn – ring-fenced spending
- NHS is largest employer in Europe with around 1.3m employees



## What's the NHS Constitution for?



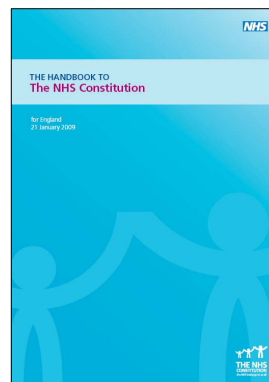
The Constitution is designed to:

- Secure the NHS for the future
- Empower patients and the public
- Empower and value staff
- Create a shared purpose, values and principles
- Strengthen accountability

## What is in the NHS Constitution?



Updated every 10 years



Updated every 3 years

## What is in the NHS Constitution?



The Constitution brings together in one place:

- guiding **principles** of the NHS (7)
- NHS **values** (6)
- **Rights** and **pledges** (39) and **responsibilities** for patients, the public and staff
- Constitution itself is not legislation, but rights set out are legally enforceable

## What is in the NHS Constitution?



### **Example principle:**

*The NHS is an integrated system of organisations and services bound together by the Constitution's principles and values. The NHS is committed to working jointly with local authorities and a range of other private, public and third sector organisations to provide and deliver improvements in health and well being.*

### **Example right (patients and public):**

*You have the right to access NHS services. You will not be refused access on unreasonable grounds.*

### **Example responsibility (patients and public):**

*You should treat NHS staff and other patients with respect and recognise that causing a nuisance or disturbance on NHS premises could result in prosecution.*

### **Example pledge (to staff):**

*The NHS commits to provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.*

## How has it developed?



- Developed as part of NHS Next Stage Review led by Lord Darzi
- Extensive development and research process – involving patients, the public and staff
- 21 January 2009 – Constitution published
- 19 January 2010 – Legal underpinning, Health Act 2010

## Pledges to rights



- 1 April 2010 – 2 new patient rights announced
  - Right to wait no more than 18 weeks from referral to treatment
  - Right to a Health Check every five years for those aged 40-74

### The Pledge

The NHS commits to provide convenient, easy access to services within waiting times set out in the Handbook to the NHS Constitution



### The Right

You have the right to access services within maximum waiting times, or for the NHS to take all reasonable steps to offer you a range of alternative providers if this is not possible.

## The Election and the Constitution



- Conservative and Liberal Democrat policy was to establish Constitution (2008), although criticised previous Government for 'toothless' Constitution
- Revised NHS Operating Framework contains commitment to the Constitution
- Although some performance management targets have been abolished, they will continue to be patient rights
- Emphasis on empowering patients – creating 'patients with clout' – NHS Constitution key tool to support this