11 February 2019

Dear Colleague

The governing bodies of the five Harrogate and Rural Alliance partners have now approved the business case for the Alliance programme and the proposed way forward.

The Alliance is our shared commitment to working together to provide joined up health and social care in the community across Harrogate District. It will bring together primary care and 270 colleagues employed by Harrogate and District NHS Foundation Trust and North Yorkshire County Council, as well as a wider network of NHS, local government, voluntary and independent sector partners. This initiative will enable us to work in a fresh way to enhance the experience of people who use services and those who provide our combined services.

Together, we will create an integrated service:

- That is owned by the community and by all of our colleagues
- With the person and community at the centre
- Delivers good outcomes and value for money

Central principles of the Harrogate and Rural Alliance approach are:

- Prevention as the starting point
- Care provided at home wherever possible
- A strong focus on population health as opposed to organisations
- Active involvement from people who use services and their carers
- An Alliance owned, shaped and delivered by colleagues
- Strong collaboration, whilst Alliance members retain their own distinctive identities

This approach is consistent with the direction of travel set out in the NHS Long Term Plan¹ and the anticipated green paper on social care.

**We want to develop the new approach with you in a number of phases.**

Preparatory work has been underway over the last year. We have held two series of workshops and roadshows with colleagues across our Alliance organisations and wider groups, including people who use services. These events have helped shape the business case and you can see more detail of these on the Harrogate and Rural Alliance website at [http://harrogatealliance.co.uk/](http://harrogatealliance.co.uk/). Building on the work already undertaken we will be continuing the conversation with you during the next few months.

We are excited about the opportunities the new Alliance can bring and we will start moving into the integrated service from 1 April 2019, with a ‘go live’ date of 1 July 2019. This three month transitional period will allow us to bring together teams, put managers in place, and undertake welcome and introduction sessions with all primary care practices, 270 frontline colleagues and wider partners. It will also mean we can test out daily and weekly multi-disciplinary meetings, introduce new technology and co-ordinate external referrals better. So, 1 April through 30 June will be a period of testing and learning so that we can safely launch from 1 July.

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¹ [www.longtermplan.nhs.uk](http://www.longtermplan.nhs.uk)
While these milestone dates have been set, we know that change will be incremental. We expect that some things will change during the first few months of the integrated service, such as the introduction of ‘daily huddles.’ However there are things that we know will not change – all colleagues will remain employed by their existing organisations and there will be no changes in terms and conditions.

We want everyone to have the opportunity to be involved in developing and delivering the new Alliance approach and there are a number of ways you can do this:

- You can log on to the ‘Colleagues’ section of the Harrogate and Rural Alliance website to learn more and be part of the conversation. You can register here: http://harrogatealliance.co.uk/ and will need to use your work email address for your account.
- There will be more detailed conversations in teams across our shared organisations over the next month as we continue to evolve the Alliance approach to delivery community services.
- In April there will be a number of welcome sessions for all colleagues to share more information about the new approach and get your participation in shaping it.

We look forward to working with you over the months ahead as we continue to develop our Alliance, together.

In the meantime please feel free to ask any of us any questions you have, raise these with your manager or participate in the forum which is part of the ‘Colleagues’ section of the Alliance website.

We look forward to working with you, and the communities we serve, to develop our Alliance across Harrogate and the Rural district.

Best wishes

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