

ACCREDITATION

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PRINCLIPLE AIM

To allow the Finance Leadership Council to give recognition to NHS organisations that have the very best finance skills development culture and practices in place.





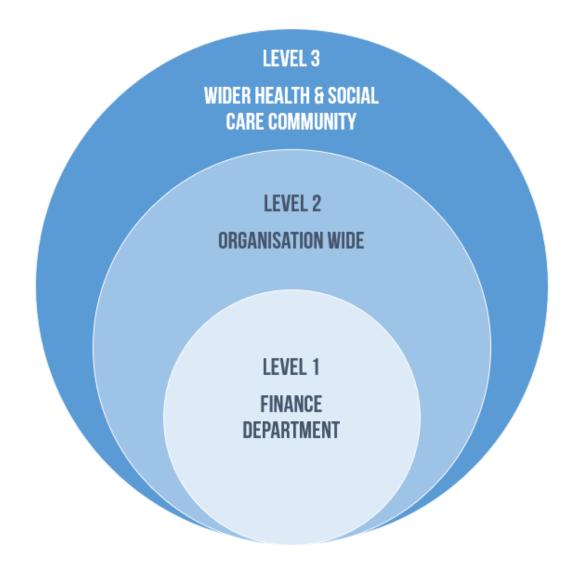
SUBSIDIARY AIM

Accredited organisations are fully signed up to Future-Focused Finance's aim of 'Making People Count' by connecting and developing all NHS Professionals





THREE LEVELS







LEVEL 1 will be achieved through a process of selfassessment with verification from FD

LEVELS 2 & 3 will require peer-assessment by colleague(s) from another accredited organisation



FUTURE FOCUSED FINANCE

ACCREDITATION

Each level requires evidence of achievement against a range of criteria against six standards:

- Infrastructure
- Personal Development
- Professional Development
- Finance Workforce & Career Planning
- Corporate Financial Competence
- Business Controls & Policy



FUTURE FOCUSED LEVEL 1 EVIDENCE

STANDARD	LEVEL 1	EVIDENCE
1. Infrastructure	1.1.1 The Director of Finance / Chief Finance Officer's job description clearly describes professional leadership responsibilities.	
	1.1.2 Finance Skills Development (FSD) Lead in place (or shared role where appropriate) with recognition of role in annual objectives or job description.	
	1.1.3 FSD Network involvement recorded (e.g. attendance at Leads meetings, involvement in steering groups, action plans resulting from Network meetings).	
	1.1.4 Evidence of organisational values and behaviours, including compliance with Code of Ethics for the relevant professional body.	



FUTURE FOCUSED LEVEL 1 EVIDENCE

STANDARD	LEVEL 1	EVIDENCE
2. Personal	1.2.1 Every member of finance team has an	
development	up to date job description and agreed objectives.	
	1.2.2 All staff have annual appraisals with	
	Personal Development Plans (PDP)	
	and there is evidence that the FFF	
	'Four Strengths' framework is used for	
	development purposes.	
	1.2.3 All members of team are encouraged	
	to maintain a Personal Development	
	Portfolio or equivalent.	
	1.2.4 All staff have access to mentoring	
	and/or coaching opportunities.	
	1.2.5 Staff have access to a variety of	
	learning materials (e.g. online learning,	
	local FSD events, local development	
	programmes, HFMA etc.)	





LEVEL 1 SUBMISSION PROCESS

- Send documentation to FFF team
- Review & feedback
- Re-submit if necessary
- Sent to FLC for formal sign-off (meets 3 times a year)
- Certificate presented
- Organisation allowed to use logo on all correspondence
- Needs to be renewed every three years





LEVEL 2/3 SUBMISSION PROCESS

- Contact FFF team
- Assessor appointed
- Assessor visits and completes review with finance team
- On completion, assessor submits report to FFF team
- Sent to FLC for formal sign-off (3 times a year)
- Certificate presented
- Organisation allowed to use logo on all correspondence
- Needs to be renewed every three years





BENEFITS TO THE ORGANISATION

- Shows that basics are in place
- Allows you to review key areas and identify strong points to share and weaknesses to address
- Motivates the team
- Encourages staff at all levels to work together
- Helps to identify emerging talent in the team
- Facilitates sharing of good practice between organisations ("learn from the best")
- Useful for NHS Regulators to understand organisations better (e.g. NHS Improvement 'Use of Resources' assessment)





BENEFITS TO THE ORGANISATION

"Having been part of the North West Towards Excellence Accreditation process and being awarded Level 3 accreditation, both the finance team and the wider organisation at NHS Bolton CCG recognise the importance of the external recognition that we have the very best finance skills development culture and practices in place. FFF accreditation has allowed us to build on the North West scheme and bring an added focus on promoting the national work of FFF and making the best use of the FFF toolkits available. We are proud to have been the first organisation in the country to have been awarded FFF Accreditation."

Jackie Murray

Deputy Chief Finance Officer, NHS Bolton Clinical Commissioning Group

"Going through the Future-Focused Finance Accreditation process required the whole finance function to effectively re-look at ourselves. and reflect upon the type of service we were offering. In addition, when gathering evidence, we were able to reflect on what we did well, and what we could share; and conversely where we could improve and where we could learn from others. The process of accreditation brought members of the department closer together, as a team, and provided an opportunity to reflect. This has led to a number of internal changes, including improvements in our training strategy, whereby we have tried to align our provision much more closely to the needs of the organisation. I would wholeheartedly endorse the process to others who are considering applying for FFF Accreditation."

Simon Holden

Interim Chief Finance Officer, Countess of Chester Hospital NHS Foundation Trust





AN ASSESSOR'S PERSPECTIVE

PERSONAL BENEFITS

- Share your own knowledge and experience
- See how things are done elsewhere (good and bad!) and use in your own organisation, as appropriate
- Raise your profile and develop your personal network
- Contributes to CPD
- Helps you to stand out from the crowd





THE ASSESSMENT PROCESS

PRE-ASSESSMENT

- Complete an informal gap analysis with the organisation
- Help them address issues
- NOT "pass/fail", but "pass with help"

MANAGING EXPECTATIONS

Level 2 is harder than Level 1, and Level 3 is difficult – deliberately so!

FINAL ASSESSMENT

- Review final submission
- Undertake interviews with staff (~10%)





GROUP WORK

GROUP WORK

- Each table to work through Level 1 of two of the six standards – we will allocate.
- What would constitute good evidence against each of the standards?
- What difficulties / challenges would you envisage?
- If you complete your standards, pick another one to work through

FEEDBACK

Select a spokesperson to feedback (briefly!)





FEEDBACK





QUESTIONS?



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