2011/12

City Health Care Partnership CIC

Annual Report



City Health Care Partnership CIC a co-owned business

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Hello and Welcome

Hello and welcome to our annual report 2011/12. This is our second year trading as an independent employee owned social business.

We are all very proud of what we have achieved over the last twelve months and this is our opportunity to sum up our achievements along with the challenges for the year.

Hello and Welcome

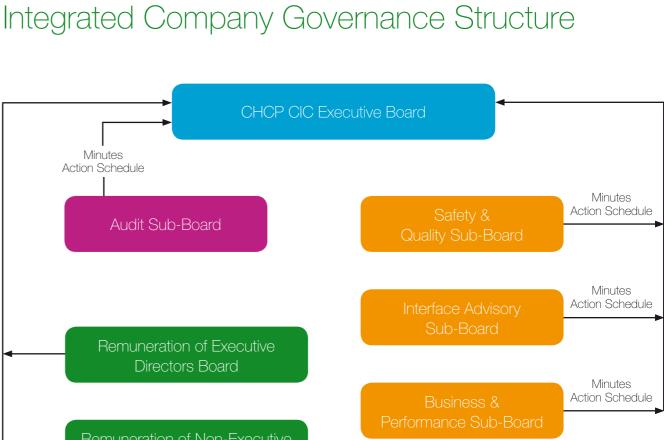
Executive Board Statement

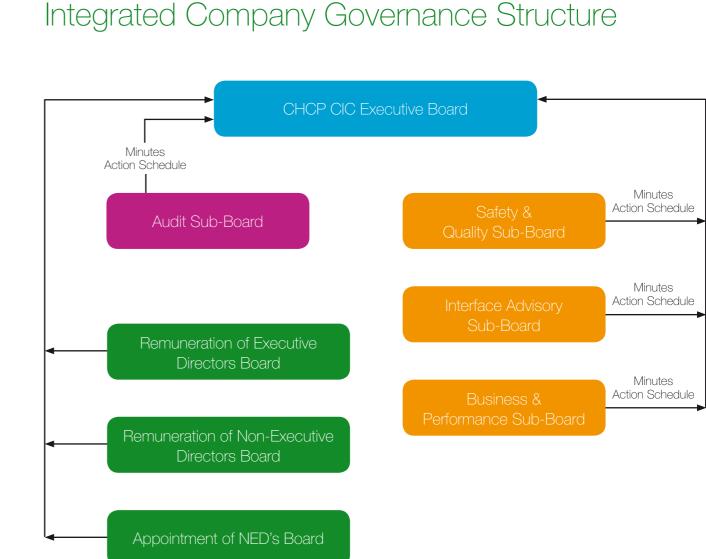
The board comprises of four Directors, five Non Executive Directors and a Company Secretary. They come together as equals to make sure that the organisation is conducting business in a way that is set out within company law as well as within the objects of the company as a Community Interest Company. The board delegates the overall running of the business, on behalf of the partnership shareholders, to the Chief Executive and Deputy Directors who maintain guality, safe care delivery within ethical and financial good practices.

The underlying principles of the organisation in terms of its overall corporate governance is that there is greater utility in cooperation than individualistic behaviour and as such both executive and non executive directors have an important role in working together as a collective to maximise the stewardship of the company on behalf of partnership shareholders, the staff.

Boards

City Health Care Partnership CIC is supported by four additional strategic Sub Boards, all of which feed into the Executive Board to lead and monitor the strategic direction for the organisation.





The Corporate Governance structure is underpinned by the Integrated Governance Strategy (IGS) that bring all the strands that impact on our company together through the above framework.

Mission, Vision and Values

Our MISSION as an organisation -To grow a socially responsible commercial business that contributes to the wider well being of the communities in which we provide services. As well as meeting key factors within our...

> Vision - Portfolio (Delivering to the community, commissioners and partners a range of services that is held in high regard by all who are in contact with us). Profits (Maximising returns made to staff, communities and services). Partners (Fostering a network of partners and key business links that will enhance the experience of patients, services users, carers and the community). Productivity (An ability to demonstrate services that are effective, efficient in delivery and cost and appreciated for their added value). It also is aligned to our...

Values of Equality and Diversity, Creativity and Innovation, Cooperation and Partnership.

Vlission, Vision and Values

Statement from the Chief Executive

Over the last 12 months CHCP CIC has continued to build on its successes of its first year of independent health care provision further enhancing its significant track record in delivering excellent high quality health and care to the population of Hull and the East Riding of Yorkshire, a total population of 550,000, we visited and saw over 1 Million people last year.

> Our continued accomplishments that are highlighted throughout this report, have again been achieved through a good balance of high quality health care, effective and efficient resource management and growth across the majority of CHCP CIC business units. Our staff and excellent patient feedback is even more a triumph for the services and staff, given the pressures from both a financial and demand perspective within our local health and social care system, such positive results show how we continue to develop our mission, core values and vision. Emergency Care Practitioner demand went up by 54% and Minor Injury Unit activity by 44% on last year, alongside this we received over 1300 compliments.

It remains a pleasure to work with our CHCP CIC and I would like to take this opportunity to thank all the staff for the hard work and contagious commitment shown throughout this last year.

Let us all keep up the good work, and I look forward to the coming year.

I firmly believe that our co-owned structure helps our organisation to add to our ongoing success through increasing staff engagement, business understanding, individual accountability and responsibility for what, how and why we conduct the majority of our activities as a company both internally and externally. We have grown our Staff Partnership Shareholders to over 500 in the last year and established our Shareholder Forum which is a positive step in our continued development.

Ancher L Burnell

Andrew Burnel Chief Executive City Health Care Partnership CIC

Operational Developments

Alongside our Mission, Vision and Values, we work to four objectives which form the strategic direction of the organisation.

Putting our customers and customer satisfaction at the heart of what we do



Patient Feedback

There is no better evaluation of our services than hearing from our patients themselves. We continuously gather feedback from our patients to ensure we are delivering the best possible services and understand what we do well, where we can improve and any areas our patients would like to see developed.

Some ways we collect feedback include our annual patient survey, patient comment cards and via the online site Patient Opinion.

A highlight of our annual patient survey:

85% of respondents rated the overall service as very good or excellent

99% of respondents had trust and confidence in the main person they saw

95% of respondents rated the health professional at the service very good or good at treating them with care and concern

96% of respondents said the health professional was very good or good at being respectful to thier needs

94% of respondents said the service had either matched or exceeded their expectations

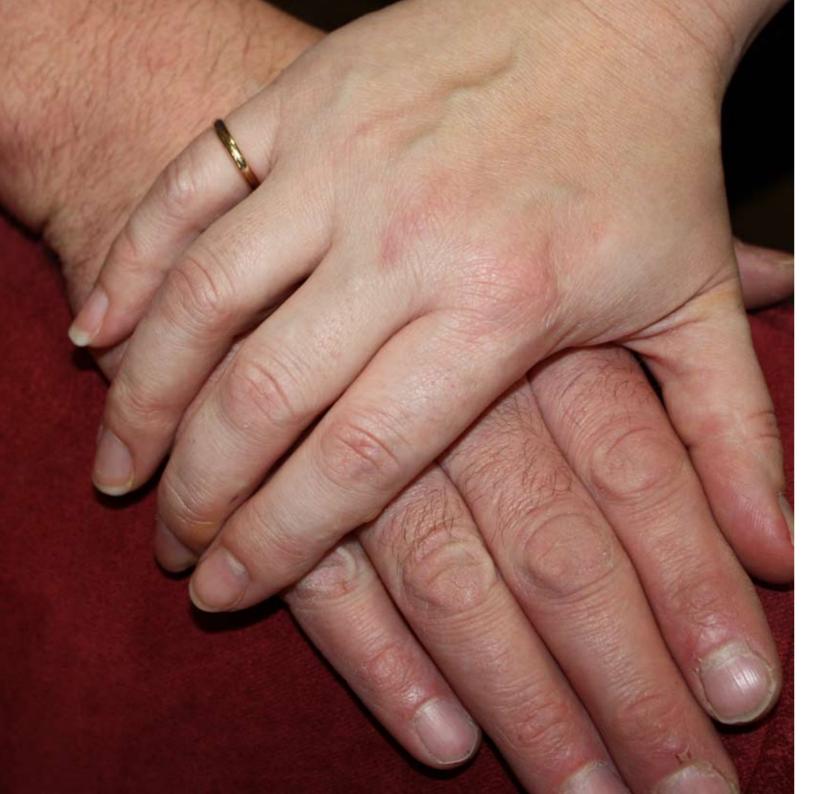
"The Active Lifestyles Programme has been very good for me. It helped me to exercise, do water aerobics and I have now lost 2 stone"

"Words cannot express the magnitude of our gratitude for all your care, kindness and help throughout the duration of Mums illness from the District Nurse Team."

During April 2011 and March 2012 we received over 1300 comments from our patients. In addition, over 60 comments were submitted via the patient opinion site, a few of these fantastic comments include:

> "Words cannot describe how amazed I am at the result of my dental treatment. It has made such a difference to the way I feel and look. Thank you so much!"

"Everyone at the pain management service go above and beyond to help you. The staff are so caring, thoughtful and understanding – Excellent service!"



When End of Life Care goes well

The unique end of life care team work around the clock to deliver the best possible end of life experiences for people in Hull. Brenda, a former South African Game Warden, was a 52 year old lady who had been diagnosed with advanced ovarian

Brenda, a former South African Game Warden, was a 52 year old lady who had been diagnosed with advanced ovarian cancer. Following surgery Brenda was in hospital for 3 weeks, and her condition was deteriorating. On her 4th week post op she was discharged home to the care of her family and the Community Nursing Team.

Angie Orr, Modern Matron End of Life Care describes the next stage in Brenda's care: "Brenda continued to deteriorate and the team from the Specialist Palliative Care Clinic visited Brenda at home. We undertook a holistic assessment and medication review and then devised a management plan for control of her pain and symptoms.

We spoke to Brenda, in the presence of her sisters, and explained that she was deteriorating; she asked us if she was dying and we informed her that she was. She thanked us for our honesty, stating that she already suspected the worse.

"We undertook a holistic assessment and medication review and then devised a management plan for control of her pain and symptoms"

The team put in place a package of 'wrap around' 24 hour care utilising our District Nurses, OOH's Nursing Team, Health & Social EOL Care Team and Marie Curie nurses. The District Nurses visited 4-6 times daily providing high quality EOL care, psychological support to both Brenda and her family.

Brenda died at home 2 days later. As she wished she was in her own bedroom, in her own bed, with her daughter Claire and family close by her. The work of the community teams enabled Brenda's wishes to be met and her life to end in her chosen place.



Victor's Story - Why Weight?

Victor Bothamley, who lives in North Hull, shed over a third of his bodyweight in less than twelve months with the Why Weight service. He is enjoying his new lease of life so much that he has helped to raise over £300 to support a local charity by taking part in Hull's Jane Tomlinson 10K run.

Victor's weight had crept up to over 18 and a half stone through his diet of pork pies, sausage rolls, chips and pizza and he decided that he needed to do something to try and improve his lifestyle.

The 54 year old went see his GP, who referred him to Why Weight and since using the service he has reduced his waist line from 42" to 34", and gained a new lease of life by eating more healthily and exercising regularly at his local gym.

His latest challenge saw Victor compete in the Jane Tomlinson 10K. Victor successfully completed the run in one hour six minutes and he believes that if he had not made contact with the Why Weight? programme, he would be leading a very different life:

"Before going on the Why Weight programme, taking part in a 10K run would have been the last thing on my mind"

"Before going on the Why Weight programme, taking part in a 10K run would have been the last thing on my mind. I was finding myself out of breath walking upstairs and knew that I needed to do something to try and improve my health.

"I rarely ate fruit and vegetables, but through the programme I was introduced to new recipes, and even got the chance to try a few things during the meetings which meant I knew how to cook them when I got home. I just didn't realise that it was having such an impact on my health or indeed my waistline. Why Weight gave me a terrific amount of support and since then, I've never looked back!"



2.

Ensure we are able to compete in a competitive healthcare environment Whilst we strive to deliver the highest quality services, we need to ensure we can grow and develop the organisation to keep aligned to the continually changing external market place. Some excellent examples of how CHCP CIC has developed over the last twelve months include:

> Successful bids for 3 "Any Willing Provider" contracts for Community Gynaecology, Long Acting Reversible Contraception (LARC) service and Vasectomy Service.

The modernisation of the Dental Service

The GP Out of Hours Service successfully skill mixed the service

The implementation of Health East, a Health Trainer facilitated service

The introduction of a new Health Promotion role within HMP Hull

Riverside Medical Centre taking responsibility for the Child Health Surveillance (CHS) baby checks for four Hull practices

> The development of Nurse Led Clinics and Nurse Prescribers in HMP Hull

The roll out of a colocated HIV and sexual health service within the TB service.

Kingston Medical Centre commissioned to undertake all new foster medicals and medical reviews for all adoptions in Hull.

Successfully bidding for Adizones, a scheme to support health and activity via the roll out of outdoor gyms.



Securing a partnership contract for the delivery of a provider service for Eating Disorders in Hull

Securing the funding for six Stress Control Programmes in 12/13

Implementing a reconfigured School Nursing Service in Hull

Successful recruitment into additional Health Visitor posts

The transfer of Community Paediatric Services from Hull and East Yorkshire Hospitals

The introduction of 'Virtual' Ward Rounds for evening nursing services

Development of the Cardiac Rehabilitation Service for Hull

Extended Hours of the Long Term Conditions Team

Expansion of Pulmonary Rehabilitation. DVT Services and MIU's

Expansion of Re-enablement/ Intermediate Care Services increasing capacity in beds

City Health Pharmacy Limited

We expanded our business portfolio by purchasing a local Community Pharmacy business, with sites at Walker Street and Victoria Dock in Hull.

As a business, this moves CHCP CIC towards one of its objectives - to develop a sustainable company for its staff and the communities in which it operates.



Sexual Health Online Clinic

Hull's first Sexual Health online clinic launched in October providing real time access to a specialist sexual health nurse over the internet.

The clinic has come about in response to patients, in particular young people and men, who are failing to access sexual healthcare despite open access to local clinics, mainly due to a perceived embarrassment of attending a face to face appointment.

> To access the clinic go to: www.sexualhealthvirtualclinic.co.uk



3.

Be an employer of choice

Our staff are the most important asset to CHCP CIC. We want our staff to enjoy coming to work and be proud of who we are, what we do, how we do it and the impact we have on people's lives. We want our people and the organisation to be admired by everyone, making us an employer of choice.

What our staff said in the 2011/12 staff survey:

Around nine out of ten respondents felt trusted to do their job (**92%**)

89% of our staff think colleagues treated them with respect

79% of Respondents expressed high satisfaction with their roles and responsibilities

93% of respondents understood the importance of patient satisfaction, delivering efficiencies and improving productivity to the continued success of CHCP CIC **98%** of all respondents had not experienced any form of discrimination in the last 12 months

The majority (**87%**) of respondents would be happy for a friend or relative to receive the care provided by CHCP CIC, an increase of almost a tenth (9%) since 2011

82% agreed that patient / service user care was of greatest importance to CHCP CIC

The Hub

Working in partnership with Hull University Business School, we have created the City Health Care Partnership CIC Academy to develop the professional practice and management skills of our managers and future managers across the organisation.

The remit of the academy is to create an environment and culture of lifelong learning within the organisation, as well as opportunities for staff to disseminate and share best practice across all services, departments and partner organisations

Flextra

As part of our commitment to be an employee of choice, our staff have the opportunity to join our flexible benefit scheme, Flextra, which was launched in July. The scheme gives staff access to a variety of tax and NI efficient benefits for example childcare vouchers, gym memberships, lease cars and additional annual leave.

Although many public sector employers have introduced an employee savings and discounts scheme, and also provide individual salary sacrifice benefits such as childcare vouchers, cycles and lease cars, few have introduced a comprehensive programme of flexible benefits such as Flextra.

Since the launch in July 2012, 126 members of staff signed up to Flextra

Reduction in sickness absence to 4.37%

"Being a shareholder provides more opportunity to have my say, be more informed and generally makes me proud to be part of CHCP CIC. It makes my job a little more worthwhile."



your life, your money, your choice

96% of staff received a performance review An additional 140 members of staff became shareholders taking the total to over 50% of the workforce

Suzette Cunningham, Health Care Assistant



Staff sponsorship

Since its launch in September 2011, £9,115 was awarded through the staff sponsorship scheme to 13 individual CHCP CIC members of staff to go towards charitable activities/donations.

Funding Focus

Steve Marshall, Community Staff Nurse (September 2011, amount awarded £1500)

Steve was one of the first members of staff to receive a staff sponsorship grant. Steve was delighted to be awarded $\pounds1,500$ towards his $\pounds10,000$ total for his challenge to support the work at a women and children's clinic in DR Congo.

The aim of the challenge was to raise funds to purchase and deliver two Land Rovers to projects in DR Congo and Zambia, plus build a school in the slums of Nairobi and help provide staff housing for a project in Uganda.

Steve is involved with the charity International Needs which is a worldwide Christian development agency seeking to bring lasting transformation to people and areas of great need and also worked with them to help build local schools in the area.

Talking about his trip Steve said: "It was amazing to see the clinic and the schools and all the other projects throughout the journey. Although I have called this my African Challenge, the trip became known as the 'Umoja Journey'. Umoja in Swahili means unity or partnership, our aim, and the aim of International Needs was to work with the people on the ground to empower them to improve their lives and surroundings rather than dictating to them what we thought they should be doing."

"The journey itself was also fantastic, travelling almost 5000 miles through 5 African countries. It was exhausting but exhilarating, frightening but fun, distressing but heart warming. Will I go back again... DEFINITELY!!!!!"



4.

Be a provider of excellent health care services

2011/12 was another busy year for our operational services with over **1 million contacts** across Hull and the East Riding of Yorkshire, a significant increase in the patients seen and treated from the previous year. Areas of note are:

Achievement against 88% of our CQUIN targets

Achievement of all available clinical points in QOF for in 3 out of the 4 practices

A significant amount of urgent care activity is delivered in the community:

CHCP CIC projected 11/12: GP Out of Hours = 50,000 Emergency Care Practitioners = 7,600 Minor Injury Units = 17, 800 = **75,400 contacts**

Contract Performance - QualityCQUINTargetActualNHS Hull10088% financial achievement10090NHS East Riding

100

86

% of indicators achieved

% financial achievement	100		86
Achievement of QOF	10/11	11/12	% change
GP Practice	(out of 1000 points)		
Kingston Medical	920	982	6.20%
Riverside Medical	942	982	4.00%
The Calvert Practice	978	982	0.40%
The Quays	940	895	-4.50%



Key Target of Smoking Cessation met in both Hull and East Yorkshire

Waiting Times				
	Q1	Q2	Q3	Q4
Minor Injury Units				
(Seen and start treatment within 4 hours)	100%	100%	100%	100%
Genito-Urinary Medicine				
(Appointment Offered within 48 hours)	100%	100%	100%	100%
Genito-Urinary Medicine				
(Seen within 48 hours)-Hull	96.9%	96.9%	96.8%	96.5%
(Seen within 48 hours)-East Riding	92.4%	93.6%	92.3%	93.4%

18 Weeks Referral to Treatment (RTT) for elective care Q1 Q2 Q3 Q4 Paediatric Dentistry (Hull) 75% 87% 100% 98% Paediatric Dentistry (ER) 78% 69% 96% 100% Community Gynaecology 100% 100% 100% 100% Other (FP, ED GUM) 100% 100% 100% 100%

Contract Performance Indicators - Activity

	10/11	11/12	% increa
District Nursing	170,340	202,661	19%
Emergency Care Practitioners	4,605	7,237	57%
Minor Injury Units	13,523	19,457	44%
Anti-Coagulation	55,503	61,587	11%
Sexual Health	27,049	32,652	21%

Significant increases in numbers of patients seen and treated in the community

Waiting time targets consistently met

100%

100%

90%

90%

95% 95%

95%

ISE

excellent health care services provider Be



Roll of honour...

An excellent demonstration of the last twelve months is to simply highlight our recent achievements in service innovation, award winning programmes, national best practice and promotion of the organisation.

- Baxi Awards Shortlisted for three awards for the 2011 Philip Baxendale Awards for Excellence in Employee Ownership. Nominations included the Sexual and Reproductive Health Care Services for the Productivity & Performance Award and our Specialist Palliative Care Clinic for the Employee Innovation Award, CHCP CIC as a whole was also shortlisted for the Public Sector ELMO Award, to celebrate the most impressive group of employees to have spun out of the public sector into an Employee-Led Mutual Organisation (ELMO).
- CHCP CIC Weight Management Services shortlisted for the General Practice National Awards for two categories: Innovators of the Year and Nursing Team of the Year.

The challenges we have met...

As an organisation we have been at the forefront of challenge as the NHS is continually embarking upon a fundamental journey of change. The impact of these changes has seen us delivering quality services under tighter financial constraints, with competition and market testing. Some of the specific areas where this can be illustrated are as follows:

 Managing the cultural and service changes across the organisation to ensure that we are able to provide care to the highest standards, with the resources available to us and within an efficiency improvement programme.

· City Health Care Partnership (CHCP) CIC, in conjunction with NHS Hull, Goodwin Development Trust and Hull Children's Centres, achieved stage two of the UNICEF Baby Friendly Initiative Award

• The Health Central team were shortlisted for a HSJ Award in the category of Acute and Primary Care Innovation.

• Delivery of our second staff awards event, "Celebrating **Excellence**" in December 2011, where both individuals and teams were recognised in the categories of Leadership, Innovation, Unsung Hero, and Patients Choice.

Case study for the Cabinet Office website.

• Coverage in a wide range of local and national media including the Health Service Journal and the Guardian.

• Managing new commissioning strategies and processes.

• Ensuring our IT data systems can support the rapid changing external systems.

• The continued development of health and social care integration.

• Managing the demand for care within Community Nursing Services.

· Recruitment in clinical professions.



Moving Forward – Securing Our Future

Securing our Future is a key for CHCP CIC; whilst we recognise how far we have come on our journey, our future lies by developing and strengthening our services and working hard to ensure we can compete in a competitive market place. The following are our key priorities for the year ahead:

- Ongoing development and delivery of the "lean systems thinking", through the Securing Our Futures programme
- Meeting increased competition and market testing presented by the Any Qualified Provider (AQP)
- Continue to give support to the GP consortium and the clusters
- Implement, develop and deliver the regional Securing Sustainable Services programme
- Expansion of Telehealth
- Winning new Business opportunities to develop our portfolio
- Implementation of mobile working for community staff
- Greater integration of health provision with key agencies

Securing Voving Forward –

Moving Forward Securing our Future



Our Social Life...

At CHCP CIC, our work as a social business is extremely important to us. This year we have published our second set of social accounts, the accounts are our opportunity to measure our social, environmental and economic impact and ensure that we are effectively delivering against our mission, vision and values.

The social accounts can be downloaded in full from www.chcphull.nhs.uk.

In summary key social developments include:

- Facilitating a total of £15,000 in one-off support grants for SEED and CASE Training.
- Exploring a new partnership opportunity with CareForward, with £5,000 being invested towards this.
- Providing one off support to local charities when possible, such as matching and multiplying shareholder funds to benefit a local charity chosen by employee owners at our AGM.
- CHCP CIC has worked proactively with Hull City Council to fund five, year-long apprenticeships. We have also worked collaboratively with Hull CVS and offer, four 10 week work experience programmes.
- Supporting local social enterprises as and when appropriate.
- Continually developing our Small Grants programme: £43,356.00 was awarded to 64 community and voluntary organisations in Hull and the East Riding between April 11 – March 12.

"Once again thank you for our award. This funding to purchase the equipment is much needed for our group." *Ainthorpe Parent & Toddler Group*

"Thank you so much for the grant." Pensioners Action Group

> "Without this scheme the team wouldn't have had the funds to purchase a new kit. Everyone agreed the new kits look great and they have given the children a massive confident boost."

> > New Bridge Tiger Colts

"Thanks to everyone in CHCP CIP for the much needed support on gaining this funding. This has helped more people get fitter and healthier through the guidance of more qualified coaches." *East Hull Amateur Boxing Club*

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Small Grants

Mountbatten Primary School PTFA (December 2011, amount awarded £1000)

The PTFA (Parent, Teachers and Friends Association) of Mountbatten Primary School were delighted to be awarded a small grant to buy 50 tracksuits for the children taking part in after school activities.

150 children aged between 6 -11 years old benefited from the tracksuits, which will be used in the colder months for the children to enjoy activities, keeping them fit, healthy, well and warm and not having to worry about having the appropriate clothing.

Alison Fisher, member of Mountbatten Primary School PTFA was and warm. delighted about receiving the grant, she said: "With the levels of deprivation being so high in our area the children have no suitable outdoor training clothing to wear when taking part in outdoor activities."

"The children were absolutely thrilled with the tracksuits, they said they felt very important and couldn't wait to wear them to show them off and keep warm when playing sport. The Friends of Mountbatten were equally as pleased about raising the rest of the money to buy the tracksuits for the children of the school and felt it was a big achievement to raise the money needed."

The Friends of Mountbatten have already bought indoor PE kits for the children and wanted to purchase the tracksuits, so the children who are not able to provide one, can be comfy and warm.

"The children were absolutely thrilled with the tracksuits, they said they felt very important and couldn't wait to wear them to show them off and keep warm when playing sport"

Alison Fisher, member of Mountbatten Primary School PTFA



Extraction from Consolidated Financial Statements for the year ended 31st March 2012

Report of the independent Auditors to the members of City Health Care Partnership CIC

We have examined the Extracted Consolidated Financial Statements, which comprises the Income Statement and Statement of Financial Position.

Respective responsibility of directors and the auditor

The directors are responsible for preparing the Extracted Consolidated Financial Statements in accordance with applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the Extracted Consolidated Financial Statement with the Full Financial Statement, and its compliance with the relevant requirements of section 427 of the Companies Act 2006 and the regulations made thereunder.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements.

Opinion

Statements

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In our opinion the Extracted Consolidated Financial Statement is consistent with the full annual financial statements of City Health Care Partnership CIC for the year ended 31st March 2012 and complies with the applicable requirements of section 427 of the Companies Act, and the regulations made thereunder.

Sadofskys Chartered Accountants Statutory Auditors Princes House Wright Street Hull HU2 8HX

Consolidated Income Statement For The Year Ended 31st March, 2012.

Year Ended 31st March	2012	2011
CONTINUING OPERATIONS		
Revenue	52,955,666	43,507,706
Cost Of Sales	(45,588,777)	(37,656,603)
GROSS PROFIT	7,366,889	5,851,103
Administrative Expenses	(5,782,183)	(5,359,874)
OPERATING PROFIT	1,584,706	491,229
PROFIT BEFORE INCOME TAX	1,584,706	491,229
Income Tax	(457,357)	(204,710)
PROFIT FOR THE YEAR	1,127,349	286,519

Consolidated Statement of Financial Position at 31st March 2012

Year ended 31st March	2012	2011
ASSETS		2011
NON-CURRENT ASSETS		
Goodwill	1,833,042	-
Property, plant and equipment	185,388	263,325
	2,018,430	263,325
CURRENT ASSETS		
Inventories	234,721	170,624
Trade and Other Receivables	2,381,587	1,459,557
Cash and cash equivalents	8,343,435	6,688,463
	10,959,743	8,318,644
TOTAL ASSETS	12,978,173	8,581,969
EQUITY		
SHAREHOLDERS EQUITY		
Called up Share Capital	448	407
Revaluation Reserve	381,707	381,707
Non Distributable Reserves	916,387	-
Other Reserves	1,466,471	1,466,471
Retained Earnings	497,481	286,519
TOTAL EQUITY	3,262,494	2,135,104
LIABILITIES		
NON-CURRENT LIABILITIES		
Financial Liabilities - Interest Bearing Loans	1,500,000	-
Deferred Tax	6,231	-
	1,506,231	-
CURRENT LIABILITIES		
Trade and Other payables	7,736,039	6,242,155
Tax Payable	473,409	204,710
	8,209,448	6,446,865
TOTAL LIABILITIES	9,715,679	6,446,865
TOTAL EQUITY AND LIABILITIES	12,978,173	8,581,969





Thank You

All we have noted and highlighted could not have happened without the dedication and support of the staff.

Our journey with "Securing our Future" is a real opportunity to ensure we meet the challenges ahead as an employee owned organisation and help us to continue to develop our services and deliver the highest quality healthcare to our patients.

A thank you to all our patients and customers, some of which may have not chosen to be the recipients of our services. Their feedback has been invaluable for service development, along with their praise and thanks.

Again thank you so much.

Ancher L Barmell

Andrew Burnell Chief Executive



Contact Us City Health Care Partnership CIC Unit 2, Priory Park East, Henry Boot Way, Hull, HU4 7DY

Telephone 01482 347620 Fax 01482 347621 Email engagement@chcphull.nhs.uk Employee Ownership Association

The voice of co-owned business www.employeeownership.co.uk



City Health Care Partnership CIC a co-owned business

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