



**INTEGRATED DIRECT COMMISSIONING, CLINICAL  
GOVERNANCE & PRACTICE MANAGEMENT FOR  
INDEPENDENT HEALTH, SOCIAL CARE & SCHOOL BASED  
PROFESSIONALS & BUSINESSES**

# **MUSTARD SEED COMMUNITY CONSORTIUM GROUP (CCG)**

Smart7 Business Hub, 19 Park Lane Business Centre, Basford, Nottingham NG6 0DW

[www.mustardseedcic.co.uk](http://www.mustardseedcic.co.uk)

Company registered in England 6702172

## Mustard Seed Associates Community Interest Company

Mustard Seed Associates CIC have provided specialist counselling, psychotherapy, and social care services for over twelve years, through a combination of business commissioning arrangements. These contracts include tenders with local authorities and CAMH services, ongoing contracts with small independent organisations and individuals directly approaching the organisation for services. Following a review of our organisational priorities we have decided to focus on the development of infrastructure, brokerage and administration services for independent health and social care professionals; facilitating greater collaboration and sustainability alongside addressing complexities in current commissioning of health and social care services outside of IR35 arrangements.

Mustard Seed Community Consortium Group (CCG) is a trading name of the organisation and was developed to address the flexibility currently required for engaging independent advanced practitioners with the full governance and administration required for these arrangements. We have a variety of employment status groups that include employed, self-employed, volunteers and small business teams for managing a variety of contracts and tenders.

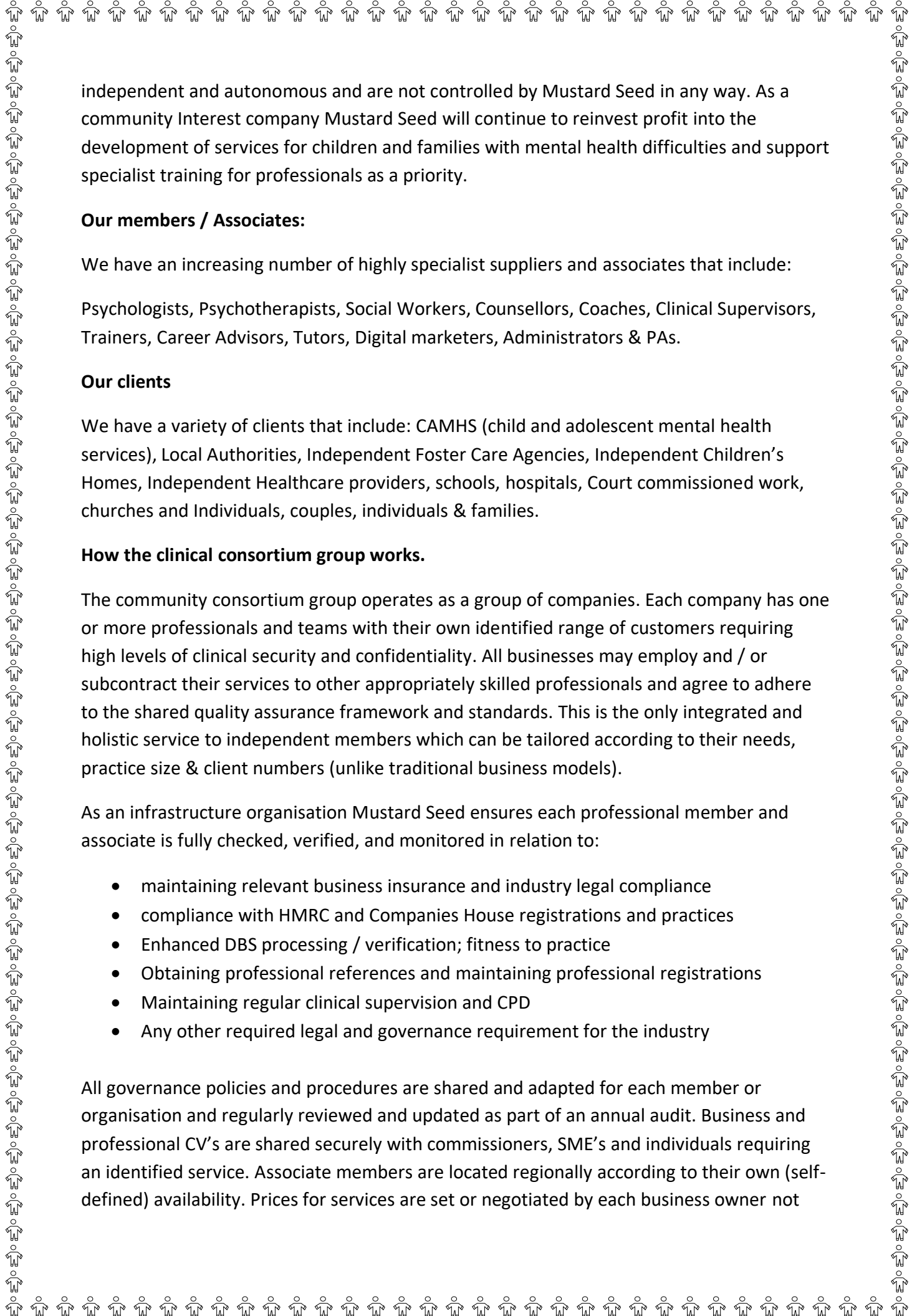
## Mustard Seed Community Consortium Group (CCG)

The community consortia group is an innovative business model which aims:

1. to reduce the costs of direct commissioning of Health and social care services and professionals compliant with working outside IR35 status
2. to ensure full governance and compliance is achieved and maintained when directly commissioning independent providers and SME's; avoiding duplication of fully regulated and vetted individuals and organisations
3. to provide the digital infrastructure for independent counsellors and psychotherapists to manage their business in one secure platform

Systemic collaborative practice has remained at the forefront of service delivery and company Director, Maureen Greaves (Consultant Systemic psychotherapist & Social Worker) has developed a model to integrate the full governance required for the specialist professional members and SME's.

The service is **not an umbrella company or recruitment agency**. We are defined as business brokerage, administration, governance, and infrastructure services for a consortium (group) of companies providing services, some of which are under a framework agreement and arranged through Mustard Seed Associates CIC. This process clearly outlines the quality, standards and governance expected by each independent provider that is joining an established organisation. We do not take a commission for services outside of a block tendered contract; we charge our members or associates a fee for varying levels of daily, weekly, or monthly business administration and governance services. All companies remain



independent and autonomous and are not controlled by Mustard Seed in any way. As a community Interest company Mustard Seed will continue to reinvest profit into the development of services for children and families with mental health difficulties and support specialist training for professionals as a priority.

### **Our members / Associates:**

We have an increasing number of highly specialist suppliers and associates that include:

Psychologists, Psychotherapists, Social Workers, Counsellors, Coaches, Clinical Supervisors, Trainers, Career Advisors, Tutors, Digital marketers, Administrators & PAs.

### **Our clients**

We have a variety of clients that include: CAMHS (child and adolescent mental health services), Local Authorities, Independent Foster Care Agencies, Independent Children's Homes, Independent Healthcare providers, schools, hospitals, Court commissioned work, churches and Individuals, couples, individuals & families.

### **How the clinical consortium group works.**

The community consortium group operates as a group of companies. Each company has one or more professionals and teams with their own identified range of customers requiring high levels of clinical security and confidentiality. All businesses may employ and / or subcontract their services to other appropriately skilled professionals and agree to adhere to the shared quality assurance framework and standards. This is the only integrated and holistic service to independent members which can be tailored according to their needs, practice size & client numbers (unlike traditional business models).

As an infrastructure organisation Mustard Seed ensures each professional member and associate is fully checked, verified, and monitored in relation to:

- maintaining relevant business insurance and industry legal compliance
- compliance with HMRC and Companies House registrations and practices
- Enhanced DBS processing / verification; fitness to practice
- Obtaining professional references and maintaining professional registrations
- Maintaining regular clinical supervision and CPD
- Any other required legal and governance requirement for the industry

All governance policies and procedures are shared and adapted for each member or organisation and regularly reviewed and updated as part of an annual audit. Business and professional CV's are shared securely with commissioners, SME's and individuals requiring an identified service. Associate members are located regionally according to their own (self-defined) availability. Prices for services are set or negotiated by each business owner not

Mustard Seed. This reflects the level of additional costs for Business and professional governance required.

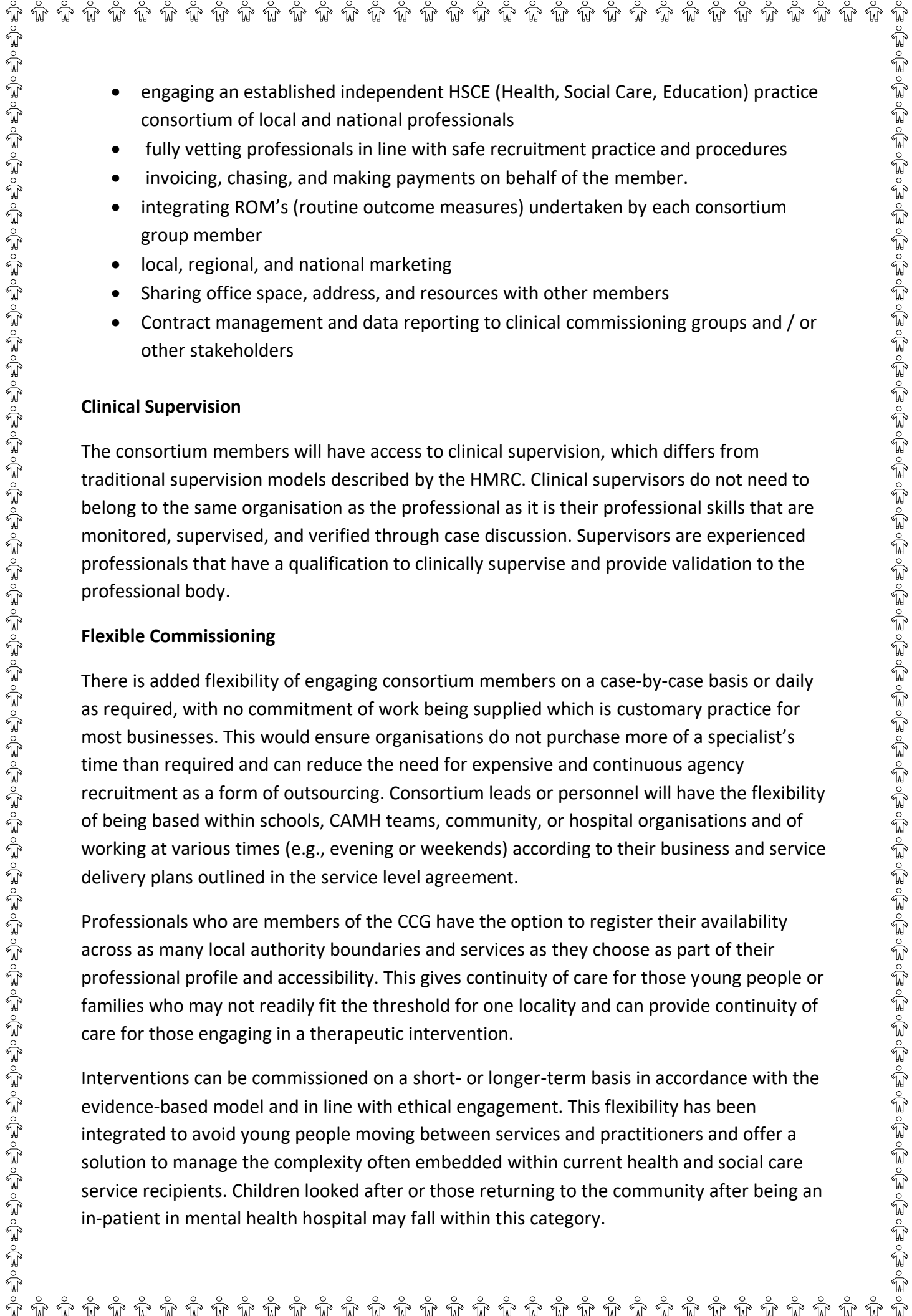
The service is geared toward experienced professionals that have a sound working knowledge of their respective field and the ability to work in complex environments in an autonomous way. We support specialist practitioners that have an established private practice with associated bespoke clinical supervision who require practice management procedures to be in place. Any work commissioned will therefore be a small part of a full-time career or business profile. Additionally, there is no commission taken from any associate or SME contrary to agency practice. Our experienced professionals understand there is no guarantee of work and are directly commissioned for their specialist service/s. These arrangements therefore fall outside of the IR35 legislation in line with the HMRC assessment tool and regulation.

There has been a significant shift in employment practice in relation to IR35 legislation in recent years based on a government drive to ensure tax legislation for employees and status of self-employed personnel is clear and transparent. However, there are many established and experienced self-employed and SME's who fully comply with all tax and legal obligations irrespective of where their professional expertise is required. In addition, psychologists and psychotherapists would not exchange themselves for another (equally qualified) person as this would be unethical and against professional registration requirements. We do however, reserve the right to recommend another suitably qualified and experienced person to continue working with a client if this is in line with any service review that identifies this as an identified solution. Our CCG framework is therefore not an avoidance of the IR35 legislation but an alternative arrangement that is fully **compliant with all tax and other legal requirements**.

Our members are professionals experienced in managing or supervising others, developing, and sharing their professional expertise with others and holding high levels of risk. The continuation of any professional practice is dependent on registering with their respective professional body (e.g. UKCP, BACP, HCPC, BPS, Social Work England etc.) with associated compliance and evidence of CPD and clinical supervision being supplied and verified by that professional organisation. Any such duplication of governance and compliance would therefore increase costs and add lost working days such as attending duplicate training events. We avoid such duplication of governance and service compliance by maintaining and confidentially sharing relevant information with commissioners and individuals requesting the professional member's service.

### **Full governance and compliance**

The community consortium group approach assists independent specialist professionals and SMEs to maintain their full compliance with legislation, tax obligations and clinical excellence within their established businesses. This is achieved through:

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- engaging an established independent HSCE (Health, Social Care, Education) practice consortium of local and national professionals
  - fully vetting professionals in line with safe recruitment practice and procedures
  - invoicing, chasing, and making payments on behalf of the member.
  - integrating ROM's (routine outcome measures) undertaken by each consortium group member
  - local, regional, and national marketing
  - Sharing office space, address, and resources with other members
  - Contract management and data reporting to clinical commissioning groups and / or other stakeholders

### **Clinical Supervision**

The consortium members will have access to clinical supervision, which differs from traditional supervision models described by the HMRC. Clinical supervisors do not need to belong to the same organisation as the professional as it is their professional skills that are monitored, supervised, and verified through case discussion. Supervisors are experienced professionals that have a qualification to clinically supervise and provide validation to the professional body.

### **Flexible Commissioning**

There is added flexibility of engaging consortium members on a case-by-case basis or daily as required, with no commitment of work being supplied which is customary practice for most businesses. This would ensure organisations do not purchase more of a specialist's time than required and can reduce the need for expensive and continuous agency recruitment as a form of outsourcing. Consortium leads or personnel will have the flexibility of being based within schools, CAMH teams, community, or hospital organisations and of working at various times (e.g., evening or weekends) according to their business and service delivery plans outlined in the service level agreement.

Professionals who are members of the CCG have the option to register their availability across as many local authority boundaries and services as they choose as part of their professional profile and accessibility. This gives continuity of care for those young people or families who may not readily fit the threshold for one locality and can provide continuity of care for those engaging in a therapeutic intervention.

Interventions can be commissioned on a short- or longer-term basis in accordance with the evidence-based model and in line with ethical engagement. This flexibility has been integrated to avoid young people moving between services and practitioners and offer a solution to manage the complexity often embedded within current health and social care service recipients. Children looked after or those returning to the community after being an in-patient in mental health hospital may fall within this category.

## The benefits of this model for organisations:

- Engaging a fully vetted & qualified professional for your organisation and reducing the cost of agency engagement.
- All insurance costs, quality assurance and governance are checked and underwritten by the supplying organisation.
- Fully compliant outside IR35 direct commissioning of professionals.
- Option to engage on a case-by-case or daily basis; supporting you to add and reduce capacity in your organisation when required.
- Reduction in continuous agency recruitment and changing personnel.
- Ability to engage more than 1 professional to add variety to the staff team without increasing governance, oversight, or management.
- Reduce the overall costs of engaging an experienced professional.

## Benefits to Independent professionals

The consortium model is deemed to be a more sustainable and satisfying model for professionals for many reasons, namely:

- Career progression and autonomy based on an established model and chosen environment of working and a commitment to working with children, families and adults
- Self-directed specialist CPD training opportunities such as research, training and management integrated within the practice context
- Receiving equitable reward for professional services as reflected in administrative and business costs such as CPD, registrations, pension, sick pay, supervision, insurance, marketing, travel, etc.
- Flexible working patterns and peer support models (reducing costs of hierarchical management models)
- Reduce or exclude fees in relation to agency commissions and umbrella companies that may have minimal understanding of the role / working context.

## GDPR

All members adhere to the highest standards of GDPR and data is stored, transferred and maintained according to these principles. A secure platform is currently being developed to increase opportunities for secure online health and social care provision.

**Engagement:** If you are interested in joining the Mustard Seed CCG or directly commissioning an independent professional in your area, please contact our business management team on 0208 1327393 x 800 or visit our website [www.mustardseedccic.co.uk](http://www.mustardseedccic.co.uk) email: [m.greaves@mustardseedccic.co.uk](mailto:m.greaves@mustardseedccic.co.uk)