

**FEDERATE OR
DIE**



WORKING TOGETHER: TIPS FOR SUCCESS

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“It ain’t broke, so don’t fix it”

True or false?



The Government Agenda

- The NHS Plan
- Primary Care: The Future, Choice and Opportunity
- Health and Social Care Bill 2003
- World Class Commissioning



The Health and Social Care Bill 2003

“although most single-handed GPs work hard and are committed to their patients, they tend to operate in relative clinical isolation”



World Class Commissioning

The Vision:

Continuous improvement aimed at:

Better health and well being for all

- people live healthier and longer lives
- health inequalities are dramatically reduced

Better care for all

- services are evidence based and the best quality
- people have more choice and control over the services that they use

Better value for all

- investment decisions are made in an informed and considered way, ensuring that improvements are delivered within available resources
- PCTs work with others to optimise effective care



World Class Commissioning

1. Locally lead the NHS
2. Work with community partners
3. Engage with public and patients
4. Collaborate with clinicians
5. Manage knowledge and assess needs
6. Prioritise investment
7. Stimulate the market
8. Promote improvement and innovation
9. Secure procurement skills
10. Manage the local health system
11. Make sound financial investments



The Essentials

- A clear view of the future
- A functioning team
- An agreed agenda
- A process for making this happen
- Honesty and open mindedness
- Well informed and resourced



Tip 1 - Understand why you need to work together

- The agenda is too big for individuals to achieve on their own
- Working together will enable you to share or delegate whilst maximising the possibilities
- It will allow you to pool budgets and manage risk
- It will enable you to consider major service re-design
- It will present a united front to competitors and PCT alike
- It will reduce the bureaucratic burden on individual clinicians and managers



TIP 2 Develop a strategic plan

- Have a clear view of what is needed in your area
- Write it down so that everyone is clear what they are signing up to
- Seek help from professionals where necessary



Tip 3 Large or Small?

- The Consortium needs to be big enough to work practically in terms of communication and service re-design, but small enough to allow effective and harmonious group working



Tip 4 The Right Structure

Formal or informal?

New freedoms allow many different organisational structures to flourish – choose the one that feels right for your area



Tip 5 Have a formal agreement

- Don't ignore the importance of having a formal document setting out the constitution and working principles of your consortium
- Ensure that it covers performance management and financial issues as well as the aims and principles of your group



Tip 6 Communicate

- Having the proper feedback mechanisms in place to keep everyone informed and engaged
- Ensure that feedback is two way
- Don't ignore your stakeholders



Tip 7 Incentivise

- Work with the PCT to develop incentive schemes
- Look for ways to involve practices in practical ways
- Ensure that clinicians and staff are remunerated effectively for time spent on PBC projects



Tip 8 Ensure adequate funding

- Discuss with the PCT the best way to use the management allowance
- Make sure that your consortium is well informed and properly resourced
- Invest to win and employ a manager
- Focus on services that address clinical need in a cost effective way



Tip 9 Don't re-invent the wheel

- Look for other examples of good practice
- Use the Government and National PBC bodies such as the NAPC, NHS Alliance, and the Improvement Foundation
- Consider attending conferences and other meetings to see what other localities are doing.



Tip 10 Minimise Conflict of Interest

- The proper agreements in place
- Separation of commissioning and providing
- Keep every one informed
- Follow the Department of Health guidance



Build on Strengths

Good general practices and primary care teams that offer high quality care with optimal use of resources, and that seek to continually improve, will survive. Focus on this, and you have nothing to fear.