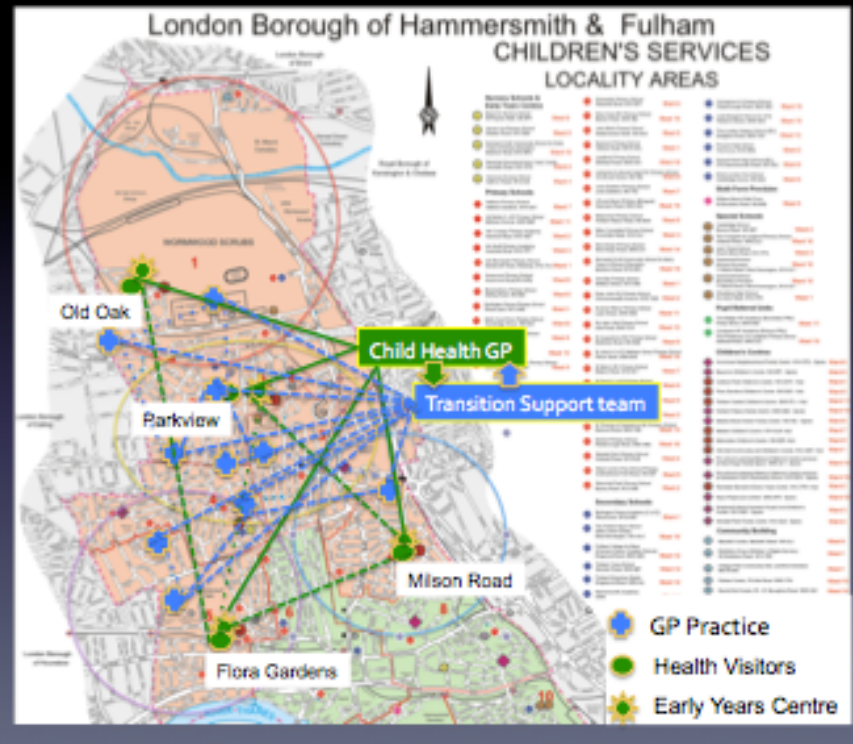


Network Role Development



This HEE funded program set out to create GPs who can provide leadership across geographies and between organizations, anticipating that such roles will be key to emerging models of primary care. It envisaged they'd work alongside GP practice support teams, and would support improvement in both service delivery and service design.

This model was felt to offer the potential to bring local knowledge into service design via a hybrid organizational structure, whilst translating service improvement across populations by local leadership. The year was oversubscribed, with GPs attracted by the flexibility, chance to develop clinically and to improve services. It gave them an opportunity to make better use of their skills, and applicants included a former Darzi Fellow, CCG lead and GPs with MRCPH qualifications, all of whom were otherwise simply working in core GP roles. It therefore mobilized primary care resource, and identified an additional cohort of GPs who would like more regular, dedicated clinical child health roles.

Summary and next steps

The Year Ahead

To work at scale in primary care, improvement initiatives in child health need to be part of a wider and more bespoke maturation process, and cope with the localism that is the hallmark of general practice.

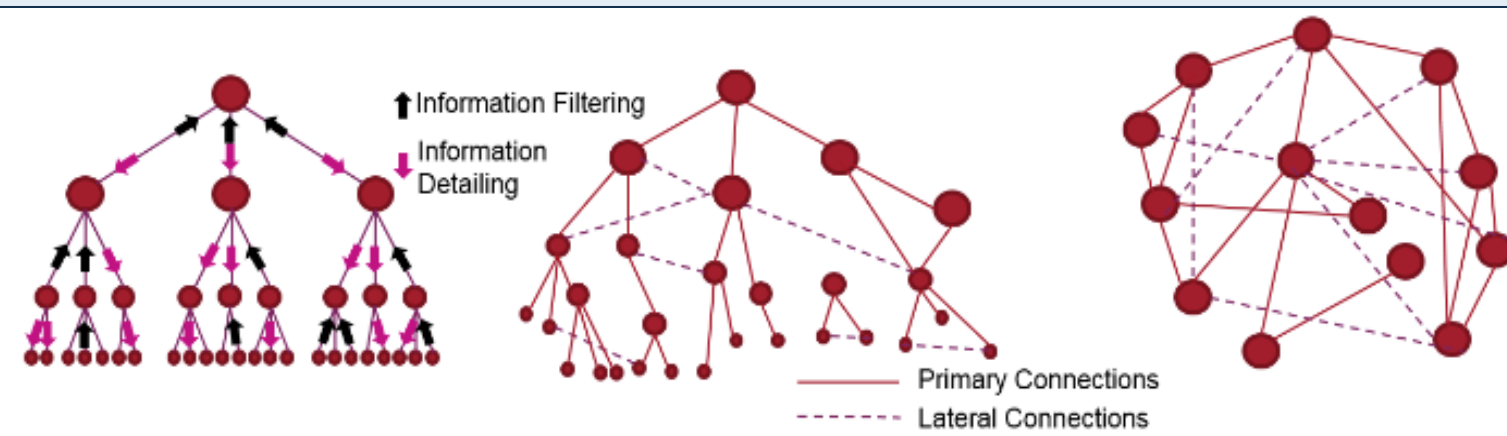
The strength of the year was that it focused on developing people rather than services, meaning it not only offers this flexibility, but is also transferrable to other clinical specialties and other geographical settings.

Locally the scheme has been extended for another year. The original GPs have been retained, and there is interest from new GPs wanting to take up this opportunity.

There is therefore scope to build on the foundations that have been formed thus far, specifically in relation to developing:

- Links between GP practices and family support services
- Networks across unscheduled primary care services
- Educational support and knowledge of pathways

The question is therefore not whether such GPs are useful to models of primary care at scale, but how they can be used.



Hierarchy ← Hybrid → Network

Three Types of Organizational Structure

<http://aihi.mq.edu.au/resource/complexity-science-healthcare-white-paper>

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