



7 Partnership working

The productive federation

South Cheshire & Vale Royal GPAF

The 24 practices collaborating in this GP Access Fund scheme have developed a staff pool.

The idea

As part of their work to improve access for patients, practices in these two CCG areas acknowledged the challenges they sometimes faced as a result of staff absence or holidays, and the impact on their services, particularly at busy times. They identified particular challenges with receptionists and practice nurses.

A pooling system has been developed, which allows practices to share certain staff at busy periods.

Impact

It is early days for this work. However, staff themselves are very positive about it. They look forward to the opportunity to spend time in another practice, regarding it as an opportunity for personal development as well as to spread good ideas between practices. There is already talk of shared staff development, and practices are pleased to have a means to improve their resilience in challenging times.

Implementation tips

Involve the staff themselves as early as possible in considering how to approach this solution, and try to include options which add value such as formal sharing of comparisons and lessons after a member of staff has worked in another practice, and shared staff development. These are likely to provide efficiency savings as well as increasing the attraction for staff.

Link(s)

www.england.nhs.uk/ourwork/futurenhs/pm-ext-access/wave-two/about-wave-two-pilots/#37