

# GP RESILIENCE GUIDE : PRACTICE IMPACT OF CHANGE TOOL

## TAKE CONTROL

The current pace of change within the NHS, and in particular the focus on the wish to transform General Practice, means that there may be significant opportunities, challenges and risks facing your practice.

TAKE CONTROL

Use this Practice Impact of Change tool to rate proposals from your CCG or other organisations for your Practice.

## Opportunities, Challenges and Risks

Co-commissioning, GP contract changes, financial pressures, competition and procurement are all potential changes, challenges and threats facing your practice.

TAKE CONTROL

Analyse these issues in a structured way and develop mitigating strategies based on a clear assessment of the likely impact.

The decision making tool which is part of this guide has been developed on the basis that any changes should not erode the core principles and qualities that underpin high quality General Practice.

The tool is based on four key areas identified in Londonwide LMCs' [Securing the Future of General Practice in London](#) publications.

## Impact on your practice

The implications for your practice will depend on the nature and scale of the changes proposed. It is essential that such changes are considered in a structured way.

## What You need to do

Apply the practice impact of change tool in this document to assess the nature, risks and implications of any significant changes potentially affecting your practice.

TAKE CONTROL

If you think the proposal does not meet the required criteria: Contact the LMC GP Support team ([GPsupport@lmc.org.uk](mailto:GPsupport@lmc.org.uk)) for wholly impartial and confidential advice. If you are unsure how to respond to a proposal and need guidance then it is important to seek advice from Londonwide LMCs!

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## DECISION-MAKING TOOL FOR YOUR PRACTICE TO RATE PROPOSALS FROM YOUR CCG OR OTHER ORGANISATIONS

Does the proposal:	Completely	In part	Not at all
<ul style="list-style-type: none"> <li>• Reflect the essence, principles and core values of General Practice:               <ul style="list-style-type: none"> <li>▪ The registered list – individuals and practice population’</li> <li>▪ Expert generalist care of the whole patient,</li> <li>▪ The Consultation as the irreducible essence of delivery,</li> <li>▪ Taking into account socio-economic and psychological determinants of disease and the inverse care law,</li> <li>▪ Therapeutic relationship and relationship continuity. Delivering safe, effective long term care and preventative care, balanced with timely episodic care by promoting access to relationship continuity,</li> <li>▪ Advocacy and confidentiality.</li> </ul> </li> </ul>			
<ul style="list-style-type: none"> <li>• Identify investment to enable YOUR PRACTICE to innovate to improve access, continuity of care and experience for YOUR PATIENTS.</li> </ul>			
<ul style="list-style-type: none"> <li>• Support YOUR PRACTICE to manage the demand on YOUR SERVICES – eg by providing better diagnostic, nursing and mental health services for you to refer and signpost patients locally in your community (rather than via hospital referral)</li> </ul>			
<ul style="list-style-type: none"> <li>• Focus on health ‘literacy’ so that YOUR PATIENTS know when to access healthcare appropriately, can self-care and are aware of what services the NHS can provide and how they should be used</li> </ul>			
<ul style="list-style-type: none"> <li>• Add risk to your practice income streams</li> </ul>			

For further information contact the LMC GP Support team ([GPsupport@lmc.org.uk](mailto:GPsupport@lmc.org.uk)).

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