

CASE STUDY: DEVELOPING A WORKFORCE STRATEGY

BRIDGEDALE PRIMARY CARE NETWORK

Context: Bridgedale Primary Care Network (PCN) is a network of three GP practices in Lancashire. The PCN Board wanted a clear workforce development strategy aligned to their PCN priorities, to maximise the opportunity of the Additional Roles Reimbursement Scheme (ARRS) and to ensure that ARRS roles worked effectively and added value to the member practices, and the PCN.

What We Did: During the programme, we conducted nine insight discussions with members of the PCN Board, the three member practices and ARRS-employed staff. The discussions were structured around the 'Kings Fund Autonomy Belonging Contribution workforce development framework' and the 'Fuller Report - Next Steps for Integrating Primary Care'.

We collated evidence of best practice and learning from other PCNs nationally, and co-designed and delivered three Board level workshops to:

Discuss the findings
of the insight
discussions

Share best
practice

Agree a workforce
shared purpose
statement

Map contractual
priorities to the
ARRS roles

Impact: The PCN used insight from their workforce, national best practice and a local needs assessment to strengthen how ARRS roles are inducted and embedded. This was done to support both practices and the PCN to deliver high quality care. The following outputs were achieved:

Workforce joint
purpose

Recommendations

Improvement
ideas

Action plan



Culture & Leadership



Bridgedale
Primary Care Network

aqua
Shape Change Inspire Quality Transform Care



Bridgedale workforce strategy purpose:

"To grow our organisation, and nurture and support our people, to provide the best patient care for the benefit of our community."

For further details about this piece of work, or to discuss how we can support you, please get in touch:



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