

TIME FOR CHANGE

WiseGP at the RCGP conference, future workshops and a manifesto



Welcome to the WiseGP newsletter, highlighting how research can help Wise General Practices address the top challenges facing primary care...

How do you find dealing with change?

Maintaining the status quo can feel easier, but how do you know you're not missing out on something better? With change comes risk, but without it, the familiar status quo may crumble around you as the world moves on, leaving you behind.

I recently visited the Minoan palace of Knossos in Crete. This labyrinthine masterpiece of Bronze Age engineering was a thriving centre of power, worship and trade over 3,500 years ago. However, after the infamous volcanic eruption at Thira, Crete was battered by tsunamis and shrouded in ash. An inability to adapt and change to meet these challenges contributed to the downfall of Knossos and the Minoans.





Change is particularly difficult when it's imposed on you, whether through a natural disaster like the eruption at Thira, or lockdown restrictions like we all recently experienced. However, **change can be invigorating when it allows you to make things better.**

WiseGP recognises change is needed to address the challenges we are facing in everyday practice, but change is difficult without help. At the recent RCGP conference, we shared one example of a tool that could help. Here we'll discuss how you can get support with making changes and get involved with influencing policy makers.

Dr Annabelle Machin, WiseGP Fellow

RCGP Session

WiseGP had a session at the 2023 RCGP conference in Glasgow to talk about reclaiming general practice. We opened by asking the room, "Why are you here?" and we received over 140 responses to create a live word cloud. The main answers are highlighted in a condensed version below. Many people were curious about what WiseGP offered and were seeking change to reinvigorate and regain control of their everyday practice.



In response, WiseGP shared examples of positive changes already happening in the workforce, workplaces and to challenge policy makers.



Workforce

Catalyst is a 2-year career-development programme offered to all new-to-practice GPs in the Humber and Vale area. It was designed to develop GPs' extended skills for modern practice (e.g. managing multimorbidity) and skills for extended professional roles, such as innovation and change management, quality improvement and professional writing. Find out more here: <https://www.hyms.ac.uk/continuing-education/catalyst>

Workplace

The TAILOR online learning package offers practical ideas and tools for dealing with the everyday problematic polypharmacy problems we face in clinical practice including ideas for whole practice changes to consider. Read more here: <https://www.wisegp.co.uk/post/tailor-thinking-differently-about-prescribing-a-new-knowledge-work-resource>



Challenging Policy Makers

WiseGP recognises that complex problem-solving skills (*known as knowledge work skills*) are crucial to the delivery of effective whole-person primary healthcare. This complex *knowledge work* is being undermined and lost, in the way we train and support our workforce, how we design and run our workplaces and through the way policies shape our work. **The WiseGP manifesto will aim to highlight key policy changes needed to restore this knowledge work and so to reclaim whole person primary healthcare.**

Tools to support change...

Within our conference session, we introduced one example of a tool for change- [Normalisation Process Theory](#). Attendees were given a short opportunity to explore how they could use this tool to help with a practical everyday example (integrating a new member into our practice team). There was only time to scratch the surface, so we plan to hold future online workshops. We invited people at the conference to join and now we'd like to invite you too!

Our workshops will build on the work we started with Lazarus. We'll introduce some practical tools, let you try them out and discuss how they could help you to reclaim professional control of front-line practice.

If you'd be interested to hear more about our workshops, email wisegpcouk@gmail.com to be added to our mailing list. We'll be sending out further information in the new year!



WiseGP Manifesto

Speaking with attendees at this year's conference, we heard a call for change- for something different. Yes, we need more resource, more investment, more people- but we need something different.

More of the same won't fix general practice

Inspired by you, WiseGP plans to write a manifesto for change, to add to the voices already emerging, highlighting the policy changes urgently needed so we can continue and expand our complex everyday work.

Our manifesto will be grounded in the wisdom of our WiseGP community. In early 2024, we will let you know how you can contribute. *To ensure your voice is heard, follow our newsletter, Facebook and X (twitter) accounts for more updates.*



Our next newsletter will be about prescribing challenges and will focus on tackling complex polypharmacy...
