

Implementing innovation in general practice

Adopting something new (an innovation) is not easy and there's lots to consider.

The list of prompts below is **designed to help you think about different aspects** when implementing something new – considering the need, the people involved, how to implement, and the impact of doing so. This is supported by a scoring matrix in appendix 1 which enables you to make an informed decision on whether to proceed with the change compared to your current way of working.

Have you considered....

What you want to achieve?

1. What are you looking to achieve? Is this an opportunity to improve things or a problem you want to solve?
2. What are the practice reasons to change?
3. Have you chosen a specific innovation? What options did you consider?

What case do you have to make this change?

4. What is the rationale for making this change? How strong a case can you make for putting resources into this work compared to other work? What resources do you need?
5. Does this innovation align with local priorities?

Who else is on board? Who are your supporters?

6. How well does this fit with how your practice currently runs, and your culture?
7. Who else is on board with this change? Who have you engaged with across the practice/ PCN?
8. Have you involved patients, and what is the impact on them?
9. Does this innovation have any impact on health inequalities?

Compliance

10. Does the innovation fit with all relevant legislation and requirements? Ensure you have considered:
 - Information governance/ Data Protection Impact Assessment
 - DTAC/ digital safety standards DCB 00129
 - Clinical safety assessment including infection control where relevant

Implementation

11. Do you have a clear plan which includes resources, timescales, responsibilities, communications, training, IT, operational considerations, feedback loops and updates?
12. Funding – how are you funding this innovation, and how will it be funded in the long term? Sources of funding include: ICB, PCN, funding grants

Evaluation

13. How will you know if the innovation has been effective? Have you set success measures? Plan your evaluation before you start any change process, so you have a clear base line from which to measure the impact of the change.
14. Sharing the impact of this change – what have you learnt from implementing this innovation? How might you share that learning with other practices? Is the innovation scalable across a wider network of practices?

Implementing innovation in general practice

Appendix 1 - Innovation scoring matrix

Give your innovation option(s) a score based on the grid below, include the cost impact of staying with your current set up, so you can see the impact of change. You can add other criteria to the grid to reflect your specific needs.

Criteria	Stay as is	Innovation 1	Innovation 2
Resources needed after implementation - clinical staff (time/ cost of extra hours or staff)			
Resources needed after implementation – time from management/ admin staff or cost of extra staff			
Other resources needed – premises/ IT/ equipment			
Impact on staff			
Impact on patients			
Cost benefit of changing (financial savings less cost to change)			
Other (specific to practice/ PCN/ project)			
Total			

Scoring:

Score	Impact	Resources	Cost benefit
-3	significant negative	High cost of resources	High cost/ limited benefit
-2	considerable	Medium cost	High cost/ good benefit
-1	limited negative	Low cost resources	High cost/ high benefit
0	no impact	No resources	No cost/ no benefit
1	limited positive	Small reduction in resources/ costs	Low cost/ limited benefit
2	good positive	Medium reduction in resources/ costs	Low cost/ good benefit
3	excellent positive	Large reduction in resources/ costs	Low cost/ high benefit