



Integrating Academic/Service Activities in West London Primary Care

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Dynamic Practice: Creating Solutions for the Future

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D&R Practice Network in Ealing PCT

1. Academic Partnerships

- Research Recruitment
- Student Placements
- Shared Bids

2. Integrated Primary Health Care

- Culture of learning & inquiry alongside PBC
- Lead Collaboration - World Class Commissioning
- Cluster-consciousness – e.g. Polyclinics



Choice of Term

“D&R” emphasises the service priority to develop shared leadership for service improvement, using cycles of inquiry and action

This contrasts with the university emphasis on “R&D” that prioritises inquiries that will later be translated this into practice



Learning Organisation – the most convenient language

- Systems Thinking
- Personal Mastery
- Mental Models
- Building Shared Vision
- Team Learning

Other Languages

- **Science:** Chaos and Complexity Theories, Network Theory (nodes), Keirkegaard, Guba's paradigms, Qualitative Research, Participatory Action Research and Action Science (applied to whole systems)
- **Health:** Coherent narrative, identity construction, combined social and medical models of health, comprehensive integration of health care effort (V&H)
- **Leadership:** Sensemaking. Shared Leadership. Environments that help people to help themselves – to self-organise
- **Community Development:** Extended primary care team – a community to be developed

Ealing PCT

- 315k population. 83 general practices - av list 3,800.
- Consortium of eight PCTs in West London for Research and Innovation, will oversee Clinical and Research Governance
- Five Core (three so far) and Fifteen Associate (eight so far) D&R Practices.
- Applied Research Unit – pan-directorate team to connect work of D&R practices with PCT work and external partners
- Good relationships with CLRN and CLAHRC



Developing the D&R Practices

- Multidisciplinary team – named contacts – leads a non-research inquiry
- Annual residential workshop, two other annual day-long conferences and monthly masterclasses
- ‘Real-time strategic change’ approach



Core Practice Projects

- Themes focused on issues of the moment:
 - Mental Health – Single Point of Access
 - Elderly Care - Case Management
 - Chronic Disease Management – early diabetes screening



Questions?

Ealing PCT
D&R Practice Network

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