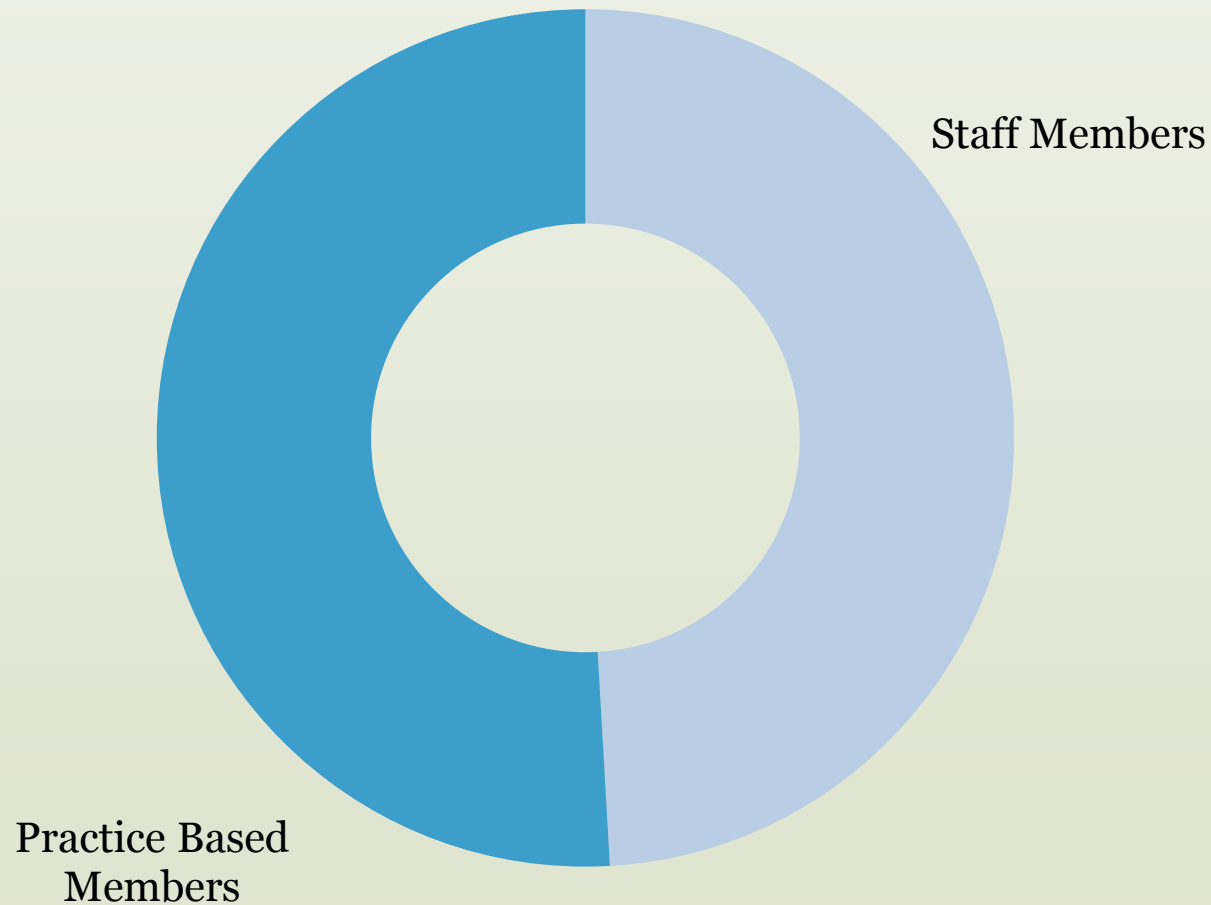


Responses to Federation Options Survey

A summary

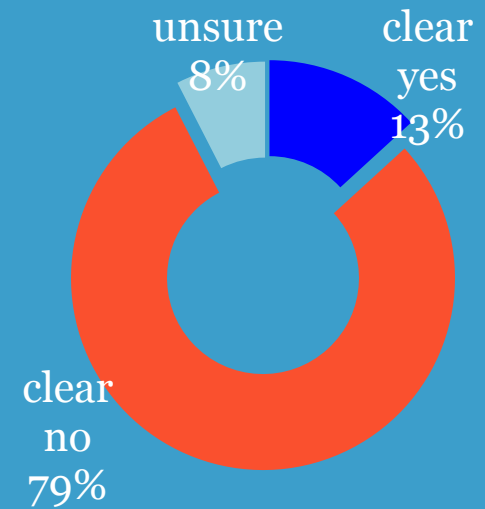
Response Rate and type of response

57 responses (25% of the membership)



We are being asked to consider replacing our membership to one where only practices are members.

What are your views on changing the current membership ?



...I would like practices only to be members - it is not appropriate that BICS staff have any place in GP practice federation...

...I cannot understand the logic behind this. Several of our contracts eg MSK Partnership (non Central MSK) & Cress are not Brighton & Hove based...

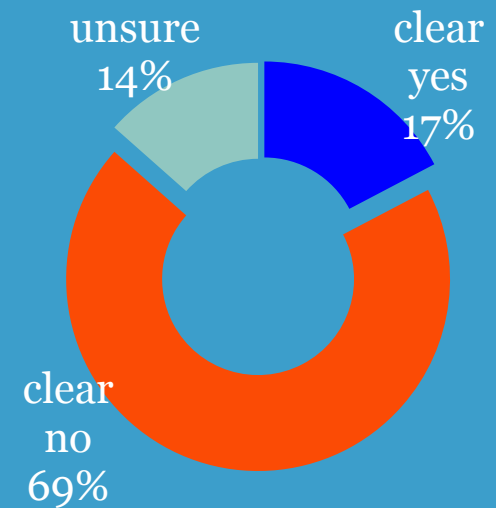
...We (surgeries) are just about hanging on in there, and we need the expertise of an organisation like BICS which is part of us but separate, to help direct us and watch our backs...

..For the new Federation it would be the right way to go...

...should be more inclusive than just practices, as there is a large workforce who are not purely practices...

...We already have the structure in place. It would be costly and add no benefit...

What are your views on changing the Board structure to replace it with a new Board made up of 6 Directors who are elected from each cluster of member practices?



...I don't want my clusters clinicians spending their time overseeing all the projects at BICS...

...Directors should be elected by the shareholders not a self selected group of people...

...this is good idea. Should also have Non-Principal GP's in order to be inclusive...

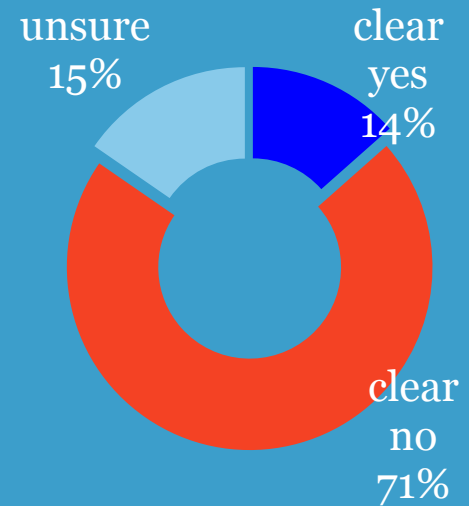
...I do not feel it is in the best interests of local General Practice to become directly responsible for BICS and all the projects and contracts it runs.

...If we weren't to include Croydon, High Wealds, Havens, Lewes, Mid-Sussex, Crawley and Horsham then we would not be representing our business fairly or equally at the highest level...

...I agree with proposed change. Currently BICS board is not representative of core GP values...

...What skills are needed to run the current BICS contracts and keep BICS as a progressive functioning company?

What are your views on establishing a separate company for delivery which would report to the new Board?



...I like the idea of a separate company...

...I feel this would be a lost opportunity to utilise the skills within BICS to assist in leading the new federation...

...I think it would be better to have some form of peer-peer board structure with a clear separation of responsibilities, e.g a federating board group and BICS board group with some cross over...

...why are we talking about taking more clinicians out of practice and into management roles.

...I would suggest addressing this in a different way. Making the federation a separate entity who reports to BICS?

Possible but presumably costs would impact

...sounds so complicated but a possible way of collaborative working between BICS and FWG...

This makes the most sense out of the three

What further information would you need to help you to understand the potential impact?

- Costs and legal implications of the options
- Possible TUPE and employment arrangements
- Impact on our existing contracts and delivery promises
- Impact on our purpose, beliefs and commitments
- Rationale about the drivers and reasoning for this approach
- Understanding of what the 6 Clusters are wanting to achieve and make a difference

What matters to you most about how BICS might best respond to the needs of those who want to work together in federation, whilst staying true to our purpose, beliefs and commitments?

- Support the needs of all people in the city, focussing on the outcomes and what matters to those we serve.
- Find common ground and partnership working
- Keep the membership inclusive
- Keep to purpose, beliefs and commitments
- Understand the needs of the practices in more detail and their vision
- Address the apparent lack of transparency between some members.

If you are clear about federating and the benefits, what changes do you feel need to be made to our ways of working together or structures in order for BICS to help GP Practices to work more closely together?

- A push on engaging with primary care shareholders and ensuring their opinions hold weight within the organisation
- Giving autonomy to those who want it
- Federating Board to join the BICS Board/or some strong connection to it.
- Federation can have its own board members and clusters and use BICS to help support them
- Shared responsibility and autonomy between BICS and Practices over delivery where its relevant
- Improve accountability directly to practices and find a structure that preserves all functional strengths and skills

Other comments

- Wider more inclusive membership and not a smaller one.
- Sense of restriction of the possibilities for BICS in its purpose and vision.
- Keep things as they are was a dominant theme
- Change to demonstrate effectiveness as a supporter of primary care
- Concern about delivery outside of Brighton and Hove