

PRACTICUS™

Powering Problem Solving and Recruitment in the

NHS

HELLO!

Practicus has a 17-year track record in working with individuals and organisations as they journey through change. We provide a range of resourcing and consulting services and our mission is to be the most trusted – change partner.

We specialise in recruiting interim and permanent professionals for substantive positions in the NHS across Operational Management, Finance, Transformation and Turnaround, Projects, Digital and HR. We help find the best people that make real contributions to the organisations they serve. Our success is built on long-term relationships with clients and candidates. In 2020 we took the top spot in the annual Institute of Interim Management (IIM) Survey.

Our Practicus Community is made up of professionals who are passionate about knowledge sharing and supporting each other in solving business challenges. This community, today numbering over 800, has delivered invaluable support and bespoke advice to help to people manage change, processes and technology.

Crown
Commercial
Service
Supplier

Practicus has provided its services to the NHS through Crown Commercial Services frameworks for many years.

We are currently appointed to:

- Non-clinical, Temporary and Fixed-term staff (NHS)
- Management Consulting Framework (MCF) (submitting to MCF 3)
- G-Cloud 12
- Digital Outcomes and Specialists 4 and 5

[Find us here](#)

OUR PURPOSE

To help people navigate change

INTENT

To be the leading and most trusted change partner

AREAS OF CHANGE

Strategy
Operational Efficiency
Behaviour & Culture
Data
Digital, Technology & Systems

OUR COMMUNITY

Beyond our interims and delivery teams, we have a growing community of over 800 subject matter experts across industries and areas of change, who believe in reciprocity and share insight, best practice and lessons learned with our clients to aid them in navigating change.

FAST FACTS

17

YEARS
YOUNG

£40M

TURNOVER

6K+

WORK PACKAGES
DELIVERED

132

CURRENT
CLIENTS

82%

REPEAT
CLIENTS

WHY US?

We understand. And we care. We are well-recognised for our work with senior NHS roles and have been working with NHS organisations for over 17 years. We specialise in 8a and above roles. All of the placements opposite are at this level or higher and we work right across the different types of NHS organisation. Our team has a world-class Net Promoter Score of +87 - on a scale from -100 to +100 - measuring how likely our clients are to recommend us to colleagues and friends.

We are the No.1 Interim Provider 2020 (Institute of Interim Management Survey).



ABOUT OUR
PLACEMENTS

CHIEF / DIRECTOR

660

SENIOR MANAGER

539

PROGRAMME + PROJECT

1,958

SPECIALIST + SENIOR
CLINICAL

3,818

PLACEMENTS
BY ORG.
TYPE

ACUTE

2,838

CCG

1,313

CSU

205

AMBULANCE TRUST

193

COMMUNITY TRUST

116

MENTAL HEALTH

89

OTHER NHS

1,203

OUR SERVICES

RESOURCE

Providing capability and capacity to deliver change

- Interim, Permanent and Fixed Term hires
 - 17 year track record
- **1st in IIM survey 2020**

CONSULTING

Offering a full suite of change solutions

- Discovery, Design and Delivery
 - Work packages, SOWs and deliverable-based engagements

ASK THE COMMUNITY

Access to practical, independent advice from those who have been there before

- One-to-one advice
- Out of sector expertise
 - Lessons learned

EVENTS

Driving engagement around change and providing a forum to share and innovate

- Hackathons
- Round tables
- Panels Q&A

WORKSHOPS

Bringing clarity, learning and definition to your change agenda

- Independent facilitation
- Subject matter expert input
- On-site or neutral location

THE POWER OF COMMUNITY:

Practicus is a community-based organisation that goes beyond traditional networking and recruitment to nurture relationships with senior leaders. Reciprocity in knowledge-sharing and problem-solving lies at the heart of the community's success.

Our community includes groups focused on issues such as clinical leadership, integrated care and many of the issues facing boardrooms across the NHS.

'Ask the Community' enables us to connect someone facing a new and difficult challenge with an expert who has faced similar challenges and is willing to share best practice and lessons learned.



When Transformation Leader, Liz Eckert was grappling with the challenge of how to measure need, ahead of making recommendations on where to position urgent treatment services for a West Country CCG, she needed information quickly.

The contributions from the Practicus NHS Community were compiled into a report for Liz which she used as supporting evidence in her proposition to the CCG.

ACUTE CARE

CASE STUDY



United Lincolnshire Hospitals was in special measures when it engaged Practicus to provide expertise to manage its Financial Efficiency programme within clinical support services. Together, the Trust and our programme lead delivered savings in excess of the CIP target. This included efficiency savings across projects within radiology, pharmacy, CBU, outpatients, therapy, endoscopy and cancer.

Our consultant also played a role in facilitating the review of operations and subsequent improvements – meeting with the different teams, discussing the issues and managing improvement opportunities through to the delivery stage. This included completing quality improvement assessments before any change was delivered – assessing efficacy, safety issues and the impact on the patients, staff and the Trust.

During the pandemic, our consultant worked with Outpatients to deliver a virtual appointments service. Many doctors were shielding, able to work but unable to be on site and by offering virtual clinics to patients they could still contribute. Our consultant delivered the solution for virtual appointments and achieved a targeted 30% reduction in footfall overall, exceeding in many areas. This work produced an efficiency saving in the number of nurses needed to support Outpatient appointments, enabling vital resource deployment to areas of need during the pandemic.



SAFEGUARDING



WORKFORCE EFFICIENCY



18 WK RTT TURNAROUND



OD STRATEGY

COMMISSIONING

CASE STUDY



South West London CCG is partnering with the London Borough of Merton on a Multispecialty Community Provider (MCP) model to deliver improved outcomes for the people of Merton through integrated health and social care services.

The CCG engaged Practicus to provide a team that would help accelerate delivery of this programme and facilitate strong partnership-working – both between the main parties but also with acute, primary and community healthcare providers. In addition to accelerating this alternative delivery model through programme direction and subject matter expertise, our team was involved in the projects within the MCP. This included advising the three lead managers for the integrated locality teams project.

Our team identified a further opportunity that justified the use of an alternative service delivery model. Integrating the intermediate health care services of the NHS side of the partnership with the re-ablement service of the local authority, created a single service. Our team created the proposal, managed the project and facilitated the co-design, production and implementation of the new service with the teams involved. As a result, both the response times and volume of work completed has improved, creating capacity for more referrals and reducing delayed discharge.



STP STRATEGY



DIGITAL TRANSFORMATION



DATA GOVERNANCE & PROTECTION



DIGITAL DEPLOYMENT

SUPPORTING THE HEALTH ECONOMY NATIONALLY COVID-19 VACCINE PROGRAMME



At a time when the UK and the world was frantically in search of a vaccine, a Director within NHS England engaged Practicus to support the COVID Supply Chain Response Team. She wanted to engage a small team of senior leaders with very specific skills around logistics and supply chain and she wanted to do it very quickly. At a time in 2020 when so much was unknown, the team that Practicus and this sponsor rapidly created, would go on to play an instrumental role in making sure the logistical operation and infrastructure sitting behind the national vaccination programme was as efficient as possible.

The complexity should not be underestimated. It involved third-party logistics structures and supplier relationships, engagement with the military and community pharmacy, set-up and run of major centres like NEC, regional centres like race-courses and local centres like GP surgeries. Not only was this team recruited and mobilised in record time, it was required to hit the ground running at break-neck speed to plan and implement the infrastructure, processes and equipment required for national vaccination.

The vaccination programme is ongoing.



LOCAL AUTHORITY

PROVISION OF MULTIPLE TEAMS
ACROSS DATA, COMMISSIONING
AND NCL CLUSTER - NHS
ISLINGTON



NATIONAL SOCIAL CARE CHARITY

PROVISION OF INTERIM SUPPORT
AND TURNAROUND OF SERVICES
AND FACILITIES ACROSS THE
ORGANISATION



GP FEDERATIONS

PROVISION OF INTERIM CHIEF
EXECUTIVE TO DELIVER
TRANSFORMATIONAL CHANGE



INDEPENDENT HEALTHCARE

PROVISION OF INTERIMS ACROSS
BUSINESS TRANSFORMATION,
IMPROVEMENT AND SUPPORT
OF PROJECT PORTFOLIO