



Being a partner

Training programme for partners in GP practices

Background

All partners in general medical practices need to understand the legalities of partnership including partnership law and HR management; financial management issues including tax implications, options for premises ownership as well as having an overview of operational management, IT and the ability to lead change in their practice.

NHS England and NHS Improvement are supporting new partners through the New to Partnership Payment Scheme, but all partners whether GPs, other registered health care professionals or managers need to have sound understanding of the implications of being a partner.

Our training programme

You can choose the modules you need from the following menu of support:

Legalities of partnerships and networks

There are many legal considerations that partners need to be aware of. Specialist health law firm Hill Dickinson are experts in the field and will work with PCC to deliver an interactive session aimed at ensuring those taking part are aware of:

- Partnership law and common issues in Partnership Agreements
- Estates issues for partners
- HR issues for partners
- Data protection issues for partners
- Understanding Primary Care Contracts
- Working collaboratively across practices and primary care networks (the legal perspective)

Financial management

Robust financial management and having a comprehensive understanding of the income sources and the practice costs are key skills to being able to run a profitable general practice. Our training would cover the following topics:

- Becoming a partner – what self-employment means for you
- Tax implications and how to manage your personal finances under a non-PAYE model
- Calculating drawings and dealing with bi-annual tax bills
- Understanding capital requirements for new partners and funding options
- Property – to own or not to own?
- Pension implications of becoming a GP partner

- General overview of partnership accounts & GMS/PMS funding streams
- How your practice interacts financially with its PCN
- Taking ownership of the practice as a business & the use of a specialist accountant

IT

Understanding the computer system used by your practice is important for new partners. Our session will go deeper into the clinical system and its functionality, as well as introducing new partners to the practice management systems, to help you understand the information/data that is available to support the running of the practice. The session will be run by an experienced practice manager.

HR and developing the workforce

These training sessions provide an overview of what's new in 2020, covering the employment legislation changes relevant to primary care, COVID 19 related issues, take a look at what's coming up to the legislation timetable and other partnership responsibilities. Our training is delivered by an HR professional who's also worked as a practice manager and a PCN manager.

Operational management

Becoming a partner brings a whole new set of responsibilities that come with no longer being 'just a doctor'. From getting to grips with the practice budget to dealing with staff contracts, there are many aspects of operational management that a new partner will need to understand. This workshop will ensure that you know the questions you need to ask and perhaps more importantly, who to ask. Topics covered include:

- Getting to know the team – roles and responsibilities
- Understanding the practice contract
- Budgetary control
- Managing the practice 'day to day' routine
- What does success look like

Change management and personal resilience

These sessions are designed to equip you to become a more capable agent of change, increase your resilience and show you how to improve your chances of getting the best possible outcomes through change. Our training will help you understand how you and other members of your team respond to change. It will also illustrate how the process of change can be a positive and empowering experience and how to engage with colleagues and teams to bring them with you. Change at pace such as primary care recently and often experiences, requires a resilient response from leaders and their teams and we take a coaching approach to provide training and development opportunities to build personal resilience.

Strategy and Leadership

Our leadership development support is all based on a coaching approach and we are responsive to individual and group needs. We recognise and understand the challenges and demands on partners in general practice and offer a range of support including 1:1 executive coaching and training sessions on influencing skills, managing disagreement and conflict, and processes such as decision making and governance.

Why PCC

PCC is a not-for profit company founded in 2009 that provides trusted, effective support to health and social care including training, development and advisory services. We've got extensive experience of working in, and with, general practice with GPs, clinical directors, practice managers and whole teams. Our team has a unique insight into the challenges and issues facing partners working in general practice through our team members with backgrounds in primary care.

You may also be interested in some of the other [events](#) we offer. To discuss your training needs please contact enquiries@pcc-cic.org.uk