

The Hub Plus: Supporting our General Practice family on their Primary Care journey

Building on the success of previous Practice Manager Induction and Partnership Development programmes, the 2025/26 cohort brought both initiatives together into a single, comprehensive development programme.

Designed for new and aspiring practice managers, as well as current and aspiring GP partners, the programme supports leadership growth and strengthens collaboration across primary care within the Derby and Derbyshire ICB area.

PROGRAMME IMPACT:

5 participants achieved tangible outcomes

34 participants in total

4.56 / 5 satisfaction rating

100% of participants would recommend the programme

MODULES COVERED:

- ✔ Property
- ✔ Patient Quality & CQC
- ✔ HR & Practice
- ✔ Contracts & Commissioning
- ✔ Future Strategic Direction and Support
- ✔ Finance & Claims
- ✔ Leadership

Derby and Derbyshire are experiencing increasing pressure on primary care, including workforce shortages and a decline in GP partners. Nationally, GP partner numbers have fallen by almost 25% since 2015, while patient demand continues to rise. [[bmj.com](https://www.bmj.com)], [[bma.org.uk](https://www.bma.org.uk)]

This programme is actively developing the next generation of leaders and shape the future of primary care.

"I would definitely recommend this programme to colleagues - even experienced partners. It provides valuable updates, practical knowledge and the confidence to step into responsibilities with greater understanding"



Leadership Progression – Danielle Marratt Practice Manager, Woodville Surgery (Practice Manager Induction Programme)

Before joining the programme, Danielle was working as an Operations Manager, responsible for the day-to-day running of the surgery, supporting staff and ensuring effective and compliant operational processes.

The leadership module was particularly valuable, helping her to understand different leadership models and identify her own leadership style. This increased her self-awareness and provided practical insight into adapting her approach depending on situations and individuals.

The programme also helped build her confidence by reinforcing that her leadership approach was appropriate and effective. Overall, it strengthened her leadership skills and improved her decision-making, supporting her progression.

Partnership Development – GP Partner Participant (Partnership Development Programme)

After 10 years as a GP Partner, this participant joined the programme to gain an update on the many changes in primary care and strengthen her understanding of contracts, HR, and leadership.

With fewer partners and increasing responsibilities in practice, she found the Contracts, HR & Employment.

The programme gave her greater confidence in managing contracts, handling staffing issues, improving communication, and understanding role boundaries within the partnership.



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