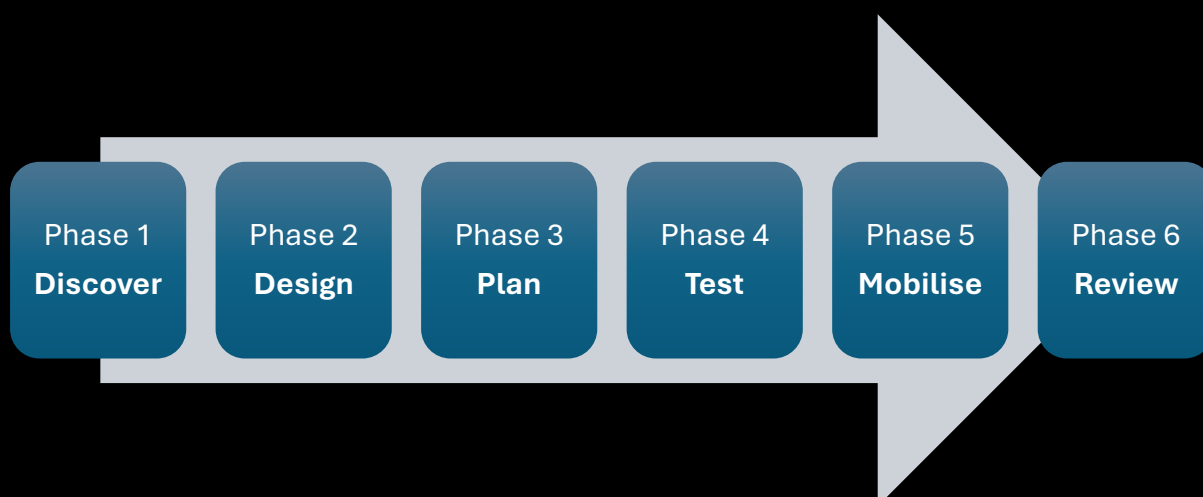# 'Fit for the Future' Work Packages

Our Fit for the Future work-packages provide a structured approach to transforming healthcare teams and services so they are sustainable, digitally enabled, and designed around population needs.

Our aim is to deliver coordinated planning, smart design, and effective implementation that improves access, efficiency, and patient outcomes.

End to End Transformation Lifecycle (6 Phased)

| Phase 1 Discover | Phase 2 Design | Phase 3 Plan | Phase 4 Test | Phase 5 Mobilise | Phase 6 Review |

WP1 – Discovery

Purpose: Establish a whole-system understanding of current capabilities, gaps, and opportunities across estates, infrastructure, operating models, digital maturity, prevention services, workforce, and financial readiness.

Scope Includes:

- Baseline assessment of system interoperability, infrastructure needs, public health gaps, workforce capability, and financial models.

- Mapping of Integrated MDTs and infrastructure requirements for community health hubs.

- Digital maturity and technical integration readiness review.

- Assessment of prevention services, inequalities, and public health priorities.

- Workforce mapping, cultural baseline, and capability review.

- Initial financial model review including PFI/PPP options.

Outputs:

- Whole-system maturity & readiness assessment.

- Integration plan (RACI) across partners.

- Initial concepts for pilots in infrastructure, digital, prevention, and workforce.

- Baseline dashboard wireframe for data and intelligence.

- Initial financial readiness position.

WP2 – Design

Purpose: Translate discovery findings into detailed, delivery-ready designs for infrastructure, digital, prevention, workforce, and financial workstreams.

Scope Includes:

- Detailed design of neighbourhood health hubs and refurb plans.
- Design of integrated MDT workflows and personalised care plans.
- Technical specifications for digital solutions, AI tools, and interoperability.
- Design of targeted prevention interventions and inequality reduction models.
- Workforce transformation framework, including recruitment, training, and cultural change plans.
- Detailed financial modelling and funding mechanism design.

Outputs:

- Detailed blueprints and technical specifications.
- Workforce capability and cultural transformation plans.
- Prevention programme design packs.
- Financial strategy document.
- Governance and benefits realisation frameworks.

WP3 – Planning

Purpose: Develop comprehensive plans, resources, and governance structures to prepare for mobilisation and testing.

Scope Includes:

- Gantt-chart delivery schedules for infrastructure builds, digital rollouts, and prevention programmes.
- Budget and resource models across all workstreams.
- Procurement strategies for tech, capital works, and services.
- Risk, compliance, and readiness planning.
- Change management and communications plans for workforce and community stakeholders.

Outputs:

- Comprehensive delivery plans.
- Detailed budget & funding model.
- Governance manual & escalation pathways.
- Procurement strategies & timelines.
- Operational readiness assessment tools.

WP4 – Mobilisation

Purpose: Stand up delivery teams, systems, and resources to operational readiness before pilots and testing begin.

Scope Includes:

- Set up PMO, project teams, and decision-making forums.

- Award contracts and mobilise suppliers for infrastructure and technology.

- Configure digital platforms, data dashboards, and AI tools in pre-live environments.

- Train staff in prevention models, digital tools, and new care pathways.

- Finalise operational policies and SOPs for all new service models.

Outputs:

- Mobilisation checklist & sign-off report.

- Digital & infrastructure setup logs.

- Training completion records.

- Operational SOP pack.

- Go-live readiness assurance report.

WP5 – Testing

Purpose: Run time-limited pilots to validate safety, efficiency, usability, and impact before full rollout.

Scope Includes:

- Test integrated health hubs, MDT workflows, and personalised care planning.

- Trial AI-driven solutions and cross-provider interoperability.

- Pilot targeted prevention programmes and public health interventions.

- Test workforce deployment models and culture initiatives.

- Track cost, productivity, and funding efficiency.

Outputs:

- Pilot implementation reports.

- User acceptance testing logs for digital platforms.

- Prevention programme outcome analysis.

- Workforce and culture impact assessments.

- Go/No-Go decision pack for scale-up.

WP6 – Review

Purpose: Conduct a structured evaluation of outcomes, sustainability, and strategic alignment across all workstreams.

Scope Includes:

- Strategic alignment review against system priorities.

- Evaluation of delivery approach, stakeholder engagement, and equity of outcomes.

- Assessment of infrastructure performance, digital adoption, prevention impact, and workforce resilience.

- Financial sustainability review and long-term funding options.

- Best practice and lessons learned synthesis for scale-up.

Outputs:

- Comprehensive critical change review / evaluation report.

- Lessons learned compendium.

- Refined delivery blueprint for system-wide adoption.

- Sustainability and benefits realisation plan.

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*These work-packages can be tailored to your requirements, please contact us a detailed discussion.

Contact Us
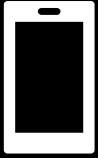
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