Fishbone diagram - barriers to change in delivering the NHS Long Term Plan across Wessex

**National agenda**
- There are no nationally defined contracts in delivering the plan
- Clarify over outcome measures are needed
- Unclear on the pace required to deliver the plans

**IT**
- IT systems do not easily share data, e.g. GP practice systems, Systm 1, Community Services, RIO.
- Teams have also invested in their own IT systems meaning information not easily accessible

**Workforce**
- Definition and clarity of roles still unclear
- Overlap/duplication of roles
- How will the new workforce be supported?
- Relationships need nurturing, presently lack of trust, how will this be delivered?
- Are there enough trained staff within the system to deliver the plan?

**Financial**
- There is a need to review tariffs to incentivise community comprehensive geriatric assessment
- A review of funding streams Acute v’s Community and Health v’s Social care is need to ensure equity of payment

**Environment**
- PCNs at different levels of maturity
- PCNs have differing models of leadership