


PCN Development

PCN Change Agent

Launched 17th April 2026



PCN Change Agent

About the Programme

Building on the strong foundation of PCN Training Teams and PCN Workforce and Education Leads, we are launching our latest 12 month PCN development programme: PCN Change Agents.

This programme follows the same proven structure, with protected time funded at one session per month which includes:

- 8 x in-practice sessions, to develop against your PCN Action Plan goals
- 4 x Training Hub PCN networking and education collaboration events (see next page for topics and dates)

Our previous Programmes, in place since 2023 have successfully supported the expansion of learner placements and strengthened workforce development and sustainability through improved recruitment, retention, and succession planning.

While continuing to focus on developing and future proofing your workforce, this year's programme has been specifically designed to support PCNs through a period of significant transformation.

In response to the NHS's "Three Big Shifts" outlined in the 10-Year Health Plan, PCNs are navigating new ways of working, evolving neighbourhood models, and rapid digital transformation. The PCN Change Agents programme aims to provide participants with the skills, confidence, and practical tools needed to support in leading change effectively.

The programme goals are to:

1. Challenge and improve organisational culture through NHS People Promise
2. Improve awareness of current relevant TH offers/resources to support workforce development needs
3. Develop & plan future workforce needs/identify wider workforce needs as Neighbourhood working evolves
4. Collaborate/shared learning and best practice across C&P
5. Trouble shoot challenges navigating INT & 10 year health plan 3 big shifts

PCN Change Agent



16 th June 26 (TBC)	30 th June 26 (1pm – 6pm)	22 nd Sept 26 (1pm – 6pm)	26 th Jan 27 (1pm – 6pm)	23 rd March 27 (1pm – 6pm)
Launch Event (Virtual)	Data & Digital Transformation (F2F)	Workforce Planning & Development (F2F)	Skills in system leadership & change management (F2F)	Governance and Collaboration (F2F)
<ul style="list-style-type: none"> • Programme & Action Plan Overview • People Promise Masterclass 	<ul style="list-style-type: none"> • Inc Eclipse/Population Health • Sharing Data across the neighbourhood • Analysing Data • Patient Considerations – Avoid Digital Exclusion • How AI can support 	<ul style="list-style-type: none"> • What workforce is needed • Where can you develop existing workforce • Opportunities for Placements/Pipeline 	<ul style="list-style-type: none"> • Thinking beyond ‘my PCN’ • Identifying neighbourhood priorities • How and where to develop stakeholder relationships • Quality Improvement principles 	<ul style="list-style-type: none"> • Tips around setting up accountability frameworks and making joint-decisions • Setting goals as a neighbourhood • Supporting on how to collaborate with system on contracts and funding

Funding

£3,900
per PCN



Commitment

**1 Session a month
(Total 12 Sessions)**



Must be available virtually 16/06/26, & F2F 30/06/26, 22/09/26, 26/01/27 & 23/03/27

How to apply

Download application form [link](#)
closing date is 5pm
14/05/26



PCN Change Agent FAQs



What should you look for in the Change Agent role?

Clinical Directors to identify the named change agent to support the PCN. This can be a GP, Nurse, AHP or Senior administrator or manager who is embedded in General Practice and has suitable experience as well as a passion and proven track record for workforce development, as well as supporting and leading change and can make use of this protected time to develop opportunities for the PCN and attend/contribute at the TH events.

When do you need the roles to be in post and who is the contract of employment with?

Applications close 14th May, MOUs need to be signed and returned by 28th May and the Change Agent in the role by 1st June 2026. The contract of employment will be the responsibility of the PCN who will also be responsible for managing contractual obligations.

What support will the Training Hub give?

1. Support your PCN change agent in preparing for the 12-month programme and setting an action plan through a virtual launch event.
2. Host half day F2F PCN Networking and Training Hub Collaboration events
3. Provide specialist advice and development opportunities to support PCNs multi-professional workforce with their development and in identifying workforce needs as Neighbourhood working evolves
4. Work with PCNs to support them in trouble shooting challenges navigating INT & 10 year health plan 3 big shifts, and use this to shape future TH education and training offers

When does the 1-year project run from and to?

The programme will commence on 1st June, action plans will be set by the end of June and the programme will run until 28th April 2027.

How would the funds be allocated and paid?

£3,900 backfill will be provided.

Payments of £975 will be made on 20th of the following months: July & October 2026 and February & April 2027. (Subject to attendance at the networking events and submission of Action Plan Progress updates).

What will you need to report on?

- Staffing numbers (baseline and at end of project)
- Your PCNs progress against your People Promise Actions
- Your PCNs progress against each of the 4 networking topic goals you set

What will TH track & report on?

- Engagement in TH offers (bookings and attendance)
- GPSS response rate and scores
- TH Newsletter mailing list and TH new account creations