



# Population Health Management (PHM) Academy Charter

## Our mission

To help people learn how to turn linked health and care data into improvements to how we deliver services, co-designed with the people we serve, to improve the health and wellbeing of our population.



## Introduction

Population Health Management (PHM) is the way we work together to understand and improve the health of people and communities using joined up health and social care records. This charter sets out how the academy will work to enable us to do this.

## What is the academy and how does it support the wider PHM programme?

People across the system have told us they would like to develop their skills and knowledge for using PHM in a way that turns data into action and delivers real value to the people we serve. This in turn will enable them to make best use of the combined data to deliver real value to the people we serve, in a way that is aligned to the systems outcome framework.

The academy is the team of people who provide training, advice and structured programmes of support to deliver this. It also provides PHM resources and documents and shares learning from local, national and international best practice.

The academy works with NHS, Local Government and the voluntary sector, in Bristol, North Somerset and South Gloucestershire (BNSSG), and with other Integrated Care Systems (ICS) in the South West.

## Objectives

- Help teams improve health and care services to deliver real value to the people who live in BNSSG, in a way that is aligned to the system outcomes framework
- Support staff learning and development in PHM methods
- Set up and sustain networks of peers in a community of practice which will support the scaling and adoption of PHM practices, and maintain a register of “PHM champions” across BNSSG
- Spread knowledge and understanding of best practice in PHM approaches
- Continually adapt and improve the PHM infrastructure and tools available

## Principles

- Working in partnership across sectors to innovate and problem solve
- Being proactive in identifying where PHM can make a difference
- Transparency with our learning, methods, and findings
- Nurturing and embracing differing perspectives to make better decisions
- Communicating with each other in a way that is clear and accessible for all, including minimal use of jargon

## Governance and Structure

### Clinical and operational leadership

The Academy will make use of existing resources and structures where possible. This will include:

- Clinical leadership through the Value and PHM Clinical Leads
- Operational governance through the PHM Delivery Group
- Strategic oversight through PHI Steering Group

In practice this means the academy will report to the PHM Delivery group. The PHI steering group will have a role in agreeing the annual objectives and key projects of the academy.

### Proposed core team

The team that ensures the day-to-day operation of the academy. Managing requests, designing learning approaches, supporting PHM work and documenting and sharing lessons learnt. It will be composed of the following roles:

The Director of Transformation in BNSSG  
Associate Medical Director  
Head of Population Health Management Academy  
Transformation Manager for Population Health Management  
Principal BI Analyst PHM  
BI Manager PHM

Additional capacity and capability will be brokered or allocated to support relevant steps of PHM work the academy is delivering and agreed through the governance structure outlined above.



**Contact us:**

[bnssg.phm@nhs.net](mailto:bnssg.phm@nhs.net)