

Why is NHS-R so awesome and *how can we make  
it even more awesome?*

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# Introduction

- ▶ I learned R in 2009 in the bad old days
- ▶ I swore that I'd make sure that others didn't suffer like I did
- ▶ NHS-R is the fulfilment of this promise

# Core values of open source

- ▶ Transparency
- ▶ Collaboration
- ▶ Release early and often
- ▶ Inclusive meritocracy
- ▶ Community
- ▶ Work across organisational boundaries (obviously)

# Core values

- ▶ Flat hierarchy
- ▶ Sharing
- ▶ Cooperate across organisational boundaries
- ▶ We cooperate across international boundaries
- ▶ We love beginners
- ▶ We make mistakes and learn together

# What is NHS-R?

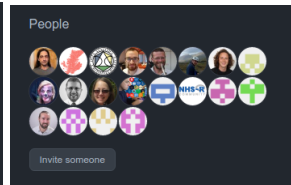
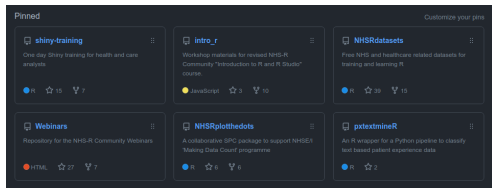
- ▶ Culture > Strategy
- ▶ Doing > Talking
- ▶ NHS-R is your permission to work your way
- ▶ Nobody ever asks us to do our best work
  - ▶ `NHSRplotthedots`
- ▶ We know what to build, we know what to learn
- ▶ “Computer (department) says no”

# What's the recipe?

- ▶ Senior fellows:
  - ▶ Statistics
  - ▶ Machine learning
  - ▶ Academia
  - ▶ Open source
  - ▶ Teaching
- ▶ Community driven
- ▶ Training
- ▶ NHS-R academy

# Open source

- ▶ We believe in open source
- ▶ All NHS R solutions are open source
- ▶ We teach git and GitHub and encourage organisations to share their code
- ▶ We build stuff together because we believe in the value of the community



## The best things in life are free...?

- ▶ Slack - cost £0
- ▶ Mentoring - cost £0
- ▶ Book club - cost £0
- ▶ Podcast - cost £0
- ▶ NHSRplotthedots - cost £0
- ▶ Delivering training - cost £0



But you can keep them for the birds and bees...?

- ▶ Admin support - cost £££
- ▶ Conference - cost £££
- ▶ RStudio Cloud - cost £££
- ▶ NHSR solutions - cost £££
- ▶ Design and write up of training - cost £££

## No such thing as a free lunch

- ▶ We believe in R, we believe in the NHS-R community, and we believe in each other
- ▶ NHS-R is not a LinkedIn certification
- ▶ It cannot be bought, sold, or exchanged
- ▶ You can't buy a community
- ▶ But you can and must buy the glue that binds them together

# Force multiplier

- ▶ Code is a force multiplier
- ▶ Wickham, 2014 <https://bit.ly/3jQ5Suj>
- ▶ So is a community
- ▶ NHS-R is absurdly cheap and its ROI is absurdly high
- ▶ NHS-R is making people happy and productive
- ▶ NHS-R is changing the lives of its members and improving healthcare for everyone in the UK

## To answer the question finally...

- ▶ How to make NHS-R more awesome?
- ▶ Get out of its way
- ▶ “Be more NHS-R”
- ▶ Give analysts the space, time, and permissions to spontaneously associate and collaborate
- ▶ This kind of collaboration gave us R and Python, and many of the tools that power the internet (Linux, WordPress, Apache...)