

SEPTEMBER 2018

LOCAL MEDICAL COMMITTEE

LMC

GLOUCESTERSHIRE

Our website: <http://www.gloslmc.com>

Dr Tom Yerburgh – LMC Chairman
tom.yerburgh1@nhs.net

Shelina Jetha - LMC Manager
shelina@gloslmc.com

Twitter: @GlosLMC

Mike Forster - LMC Lay Secretary
mike@gloslmc.com

Sue O'Sullivan - Administration
sue@gloslmc.com

Tel: 01452 310706

Fax: 01452 386503

Our next LMC Secretary (from April 2019) could be a Medical Secretary or a Lay Secretary. The advert is at Annex A. Early advertising is so that the next Secretary can give adequate notice in their current job if necessary.

There is still time to submit evidence and opinions to the [GP Partnership Review](#) being led by Dr Nigel Watson. Contact via GPPartnershipReview@dh.gsi.gov.uk

Patient satisfaction survey 2018

A good result for Gloucestershire practices again:

- 83.8% described the overall experience of their GP surgery as good.
- 68.6% of patients rated their overall experience of making an appointment as good.
- Of everyone who wanted a same day appointment, 66.1% got one.
- Of those who have a preferred GP, half (50.2%) said that they see or speak to them a lot of the time, almost always or always.
- 93.5% of patients felt involved in decisions about their care and treatment.
- 87.4% felt their healthcare professional was good at treating them.
- 78.3% of patients who have tried to use their GP practice website found it easy to access information or services.
- Almost seven in ten patients (68.7%) reported a good experience of NHS services when they wanted to see a GP but their GP practice was closed.
- 91.2% of patients had confidence and trust in all of the people they saw or spoke to when their GP practice was closed.

Dr Bawa-Garba appeal allowed

For those who missed it, the Court of Appeal has overturned the decision to erase Dr Bawa-Garba from the medical register, thus restoring the decision of the Medical Practitioners Tribunal.

GP case studies to aid GP recruitment

Health Education England is asking for case studies to raise awareness of the benefits of a career in primary care. As the next round of recruitment for GP training applications will open 7 – 29th November 2018, HEE are keen to feature some accounts from GPs and GP trainees who are willing to describe how they feel about treating their patients and what they have achieved or what the outcome /benefit was.

As doctors spend a majority of their training and working life in hospitals, the aim is to better show what can be achieved by working in primary care:

- The skill of the primary care clinician in triaging, determining a diagnosis or treatment with multiple undifferentiated presentations.
- Challenge and stimulation of using the range of your medical training, dealing with conditions not limited to one body part or system.
- The ability to influence, educate and help prevent illness.
- The satisfaction of a good outcome for the patient.

All they want is a reflective 500-word account of a particular patient or group of patients within your clinical practice, special interest or portfolio experience. If you would like to volunteer, please email GP Recruitment gprecruitment@hee.nhs.uk where the team will be on hand to guide you through.

Overseas and other Visitors

[Updated guidance](#) on when to register visitors and when they can be treated privately instead has just been uploaded to our website.

Practice manager peer appraisals

'Appraisal' could give connotations of being 'tried and found wanting'. That is emphatically not the aim of peer appraisals. We are obliged to use the word as that is how the training of our 6 'appraisers' is being funded. Going forward we would rather use such terms as 'peer support'. The essence of it is that experienced practice managers can act as professional friends to other practice managers in a completely confidential way. (How practices formally appraise their staff is up to them.) The aim of this scheme is to help every practice manager to reflect and to 'see the wood for the trees'. The training course takes place in the first fortnight of September and the scheme itself will kick off in October.

Practice changes

Once again, a reminder: if a GP joins the practice or leaves it please let the LMC know. We need the first name, last name and what sort of a GP (e.g. partner or salaried) they are/were. We have no other way of finding out.

General Practice Premises Policy Review – call for solutions

There is still time to respond with suggestions for this review to consider. The closing date is 5th September. Details of the review are [here](#). You would probably best to submit your

Technology review

Health Education England (HEE) made a recent [call for evidence](#) to hear from experts across the NHS and technology sector to support the Topol Technology Review after the publication of their interim report. This is a major independent review led by cardiologist, geneticist, and digital medicine researcher Dr Eric Topol facilitated by HEE. It was commissioned by the Secretary of State for Health to help inform the work of the draft workforce strategy, [Facing the Facts, Shaping the Future, A health and care workforce strategy for England to 2027](#).

The Interim Report proposes three key principles, which should govern the NHS's future workforce strategy:

- Patients: If willing and able to do so, will be empowered by new tools to become more actively involved and engaged in their care.
- Evidence: The introduction of any technology must be grounded in robust research evidence with a fit for purpose and ethical governance framework that patients, public and staff can all trust.
- Gift of time: Whenever possible, the adoption of technology should be used to give more time for care, creating an environment in which the patient-clinician relationship is enhanced.

HEE have asked to hear from people with evidence and experience of introducing new technologies in healthcare, and healthcare workforce education and development, with a view to informing the Final Report, towards the end of 2018.

If you would like to individually respond to this call for evidence, then please visit <https://www.hee.nhs.uk/our-work/topol-review> for more information and to submit your response. responses [here](#).

Flu immunisation for social care workers

This summary is intended to give you the heads-up on plans for 2018/19.

- NHS England support of the social care worker scheme will be repeated in 2018-19.
- In addition to social care workers, those health and care workers offering direct patient care in the voluntary managed hospice sector are also included.
- The ES for GP practices is being signed off. Further details in due course.
- There will be a manual data collection through CQRS using specific codes for this group of staff.

We expect to receive copies of the letters sent out, some FAQs for NHSE internal management use and a template letter for practices.

Performers List question

If PCSE advise you that you are not on the Performer's List, you should contact your Responsible Officer for a confirmatory letter that you are indeed on the list. You can then use that to correct PCSE's error.

Record transfer safety breach Docman – survey

The GPC has serious concerns about the potential impact of the recent record transfer safety breach concerning Docman 7. We warned practices recently that the GPC would be conducting a survey of practices. The information that the survey would address was:

- 1) Find the 'unprocessed' folder on your Shared Drive (Shared > PCTI > DOCMAN7 > DATA_S1 > EDT > UNPROCESSED). Enter the total number of files.
- 2) Download and run the Docman tool, then enter the total number of files left in this folder.
- 3) You will be asked to carry out a clinical risk assessment on the remaining files. Please enter the total number of risk assessments.
- 4) What is the total number of practice hours spent reviewing and completing this task?
- 5) Was the practice at the time of Docman installation instructed how to use the Docman Alert scheduler? Yes/No/Don't know/Not aware of the alert scheduler.

The time has now come to respond to this survey. Please would practices do so using the information they have already gathered, using the following link:

<https://www.surveymonkey.co.uk/r/GYZHJ5J>? Many thanks.

Commissioning event – 27th September

We welcome the forthcoming CCG event, and in particular the explanation it will give to practices about the new national system of Primary Care Networks. Register at www.gloucestershireccg.nhs.uk/event

Managing mental health at work

The charity Mind's research has (unsurprisingly) found that 9 in 10 of primary care staff experience workplace stress, while two in five GPs said they had experienced a mental health problem. The poll of over 1,000 NHS workers in primary care, including GPs, nurses and practice managers, also showed that work is currently the most stressful area of their lives, ahead of their finances, health, family life and relationships. That is why Mind is campaigning for improved mental health support for people working in primary care.

Working in healthcare doesn't make it any easier to find the words to talk about your mental health at work. In fact, it can make it harder. It needs to be acceptable and possible for health care staff to talk about their mental health and by getting people talking about mental health we can break down stereotypes, improve relationships, aid recovery and tackle stigma. Mind asked a group of people working in GP surgeries to talk about their own experience of mental health problems. [Watch their film here.](#)

The BMA has resources to help staff manage their mental health at work, which you can access [here](#). Talking about it is important. [Time to Change](#) have resources to help you get started.

Remember also that the LMC provides pastoral support, either directly or through our GP Safe House website. There are also the services of [GP Health](#).

Potential crowd funding – GP diversification

The New Forest Medical Group are raising a legal challenge to the ban on GPs charging patients for medical services that are not provided under their NHS contract. If the challenge is successful it would potentially allow practices to open outside of core hours for private, longer consultations with all patients, to offer minor cosmetic surgery not funded by the NHS and to offer private vaccinations such as chickenpox which an NHS pharmacy can provide but which GPs currently cannot. Such challenges cost money and in due course a crowd funding website will go live. Though we do not consider it would be right for the LMC to use its levy to fund this otherwise laudable initiative, individual practices and GPs may wish to do so. More details will be circulated as and when they become available.

Tier 2 sponsors of overseas doctors

Some good news: NHS England will refund the fees for practices that successfully apply to become Tier 2 sponsors for overseas doctors. For details see the [Home Office 'Tiers 2 and 5: guidance for sponsors version 04/18'](#) (paragraph 1.15)

Locum Education Event – 18th October 2018- Hatherley Manor, Gloucester,

Gloucestershire CCG will be holding another event for locum GPs on 18th October at Hatherley Manor, Down Hatherley Lane, Gloucester GL2 9QA. The day will include Basic Life Support refresher training (including AED and paediatric), a Safeguarding update, CCG updates and a clinical input on Dermatology. The timings for the day are 8.45am (for registration/refreshments) to 4.30pm (lunch will be provided); an agenda and further information will be provided nearer to the date. [Please find a registration link here.](#)

Do feel free to forward this link to other freelance or newly registered GPs working in Gloucestershire.

Sessional GPs' newsletter

The latest edition of the Sessional GPC Newsletter is at <https://bma-mail.org.uk/JVX-5SSS9-D83MCLZ17D/cr.aspx>

This month also includes:

- The next instalment of "[Capita and the NHS Pension fiasco - What is going on....?!](#)"
- Of particular importance this month, is the survey on Annualization within the 2015 NHS Pension Scheme <https://bma-mail.org.uk/JVX-5SNCC-D83MCLZ17D/cr.aspx> which the GPC would be extremely grateful if you could complete.

Job opportunities

A full list of current job adverts is at <http://www.gloslmc.com/blog-job-vacancies.asp> and links to them are also at Annex B for ease of reference.

Max's Musings

I feel ever so much more comfortable now that the weather is cooler. For a chap of my dimensions baking-hot weather can be a real trial; physically from the perspiration breaking out even when I walk from the car to the surgery and financially from all the iced drinks and ice creams inevitably involved. Back to normal now, thank goodness.

I have been wondering about life on each side of the English Channel. There are places over there where it seems that an activity is assumed to be forbidden unless specifically permitted, or even ordered. Mercifully here there is a much more liberal attitude in that we generally assume that things are permitted unless specifically forbidden. There are exceptions (Banksi being one of them) but that is what makes life so interesting – to push the boundaries.

I suspect that our three-year-old grandson has decided to live on this side of the Channel. He is pushing the boundaries ceaselessly and also posing the eternal question, "Why?". If learned philosophers have been unable to give the answer to that question then what hope have grandparents? But we try.

And, finally,

Young officers when first posted to Germany were sometimes told to report to a senior officer at the village of 'Umleitung'. They never found it because, of course, it means 'Diversion'. Very diverting for all concerned.



**This newsletter was prepared
by Mike Forster and the staff
of Glos LMC**

Gloucestershire
GP SAFE HOUSE
*Online support for
professional challenges*
www.gpsafefhouseglos.co.uk

GLOUCESTERSHIRE LOCAL MEDICAL COMMITTEE SECRETARY
INTERESTING, CHALLENGING AND FLEXIBLE

Are you an effective communicator, verbally and in writing? Are you interested in healthcare and general medical practice? Want to make good use of your professional skills and experience?

You might be our next Secretary.

Local Medical Committees (LMCs) were set up by statute in 1911 to represent General Medical Practitioners. We look after the interests of GPs in Gloucestershire, providing help, advice and leadership in all matters non-clinical. For day-to-day work you, as the LMC Secretary, will be the LMC's main point of contact. We are based in Gloucester City, close to the M5 and A40 road to Ross. Gloucestershire is a really attractive spot to work and the people you work with really appreciate what we do.

It would help if you had experience of GP and the NHS (though neither is essential if you are quick to absorb new information). You should be IT literate. You must hold a full driving licence. You should be able to work well alone and with a small team.

Hours of work and terms and conditions of service are negotiable. Though not full-time, the job requires a willingness to be flexible as to hours and timings. It would probably help if you lived relatively close to Gloucester.

The LMC's website can be viewed at <http://www.gloslmc.com>.

For a job description or to express an interest please contact the current Secretary, Mike Forster, at mike@gloslmc.com.

Applications (CVs and a covering letter in your own handwriting) should be sent to the LMC Office either by post to 10 Westgate Business Centre, The Island, Westgate Street, Gloucester. GL1 2RU or sent in electronic form to office@gloslmc.com.

The closing date for applications is noon on Tuesday 16th October 2018

(The job falls vacant when our current Secretary retires on 31st March 2019 – though this date is flexible to some extent.)

Interviews will be held in October /November at mutually convenient dates and times. At interview you will also be invited to give an unaided presentation on the subject of: "The future of general medical practice in Gloucestershire over the next 5 years".

JOB VACANCIES

The full list of current vacancies is at: <http://www.gloslmc.com/blog-job-vacancies.asp>.

GLOUCESTERSHIRE			Date posted	Closing Date
GP Retainer Scheme	Gloucestershire	GPs – short-term work for those who need it	28 Feb 18	Open
Partners in Health	Gloucester	Looking for 2 GPs	01 May 18	Open
Marybrook Medical Centre	Berkeley	Nurse Team Leader & Senior Practice Nurse Prescriber	09 May 18	Open
Hilary Cottage Surgery	Fairford	GP required 4-6 sessions	19 Jun 18	Open
Mythe Medical Practice	Tewkesbury	GP Partner	25 Jun 18	Open
Dockham Road Surgery	Cinderford	GP Partner Required	26 Jun 18	Open
Phoenix Health Care Grp	Tetbury	Advanced Nurse Practitioner for Nursing Homes	26 Jun 18	Open
St Peter's Road Surgery	Cirencester	GP Locum: Maternity Cover	03 Jul 18	Open
Aspen Medical Practice	Gloucester	General Practitioner Opportunities	11 Jul 18	Open
Phoenix Health Group	Cirencester/Tetbury	Enthusiastic, committed GPs sought	06 Aug 18	31 Aug 18
Upper Thames Medical Practice	Cirencester & Lechlade	GPs sought	07 Aug 18	Open
Cotswold Medical Practice	Northleach	Partnership or Salaried GP Opportunity	09 Aug 18	31 Aug 18
Kingsway Health Centre	Gloucester	GPs sought	09 Aug 18	Open
Berkeley Place Surgery	Cheltenham	Lead nurse	14 Aug 18	14 Sep 18
Yorkleigh Surgery	Cheltenham	Locum GP Aug – Dec	14 Aug 18	30 Nov 18
Winchcombe Surgery	Cheltenham	P/T practice nurse	21 Aug 18	2 Sep 18
Gloucestershire LMC	Gloucester	LMC Secretary	22 Aug 18	16 Oct 18
Royal Well Surgery	Cheltenham	GP maternity cover	30 Aug 18	14 Sep 18
ELSEWHERE				
Barn Close Surgery	Broadway, North Cotswolds	Salaried GP	27 Mar 18	Open
Thorneloe Lodge Surgery	Worcester	Salaried GP 6-8 sessions	25 Jul 18	Open
Bampton Medical Practice	Witney, Oxon	GP maternity cover	13 Aug 18	30 Sep 18

REMINDER: If you are advertising with us and fill the vacancy please let us know so that we can take the advert down

Yorkeleigh Surgery Cheltenham



Locum GP – Cheltenham

We are a four-partner practice close to the centre of Cheltenham with a list size of 9000 patients. We are looking for Locum GP cover from August to December.

We are looking for up to 8 sessions a week and would aim to be very flexible regarding working pattern depending on the commitments of the doctor applying. Early afternoon surgeries are possible. We have a dedicated room for the locum so hot desking is unlikely to be necessary. Protected time would be given for administration if applicable.

If you would like to visit us or chat informally please contact Mrs. Caroline Cole, Practice Manager.

93 St. Georges Road, Cheltenham, Glos. GL50 3ED. Tel: 01242 519049



WINCHCOMBE MEDICAL CENTRE

Winchcombe Medical Centre is looking to recruit an enthusiastic and dynamic Part-time (18-20 hours) Practice Nurse to join our existing friendly team.

We are a growing practice, with an Outstanding CQC rating, our newly extended medical centre serves the town of Winchcombe and surrounding villages. We also offer extended services such as a minor injury centre; we have physiotherapy and a dispensary on site. We have excellent links with our Award Winning Patient Participation Group and other local organisations. Working in Winchcombe as a nurse is an exciting challenge.

We are looking to recruit a practice nurse with excellent existing all round skills in treatment room practice. Knowledge of chronic disease management is preferred: diabetes, respiratory and cardiovascular care skills.

The successful candidate will need to be flexible to cover 18-20 hours a week, particularly Monday and Friday as these are busy days for our team, although exact hours are negotiable. Overtime is required at times to cover colleagues leave. The team of nurses are experienced and would like to work with a colleague who is an excellent team player and has relevant up-to-date practice nursing experience. Good computer skills are essential and some knowledge of systemOne is preferred. We are a training practice for both doctors and nurses and there is opportunity to develop your skills whilst working with us.

We welcome practice nurses who are interested in applying for the post to come for coffee and meet the team.

For Job Description and an application form please contact:

Jane Parry on 01242 602 307 or Jane.Parry5@nhs.net

**Closing date for applications is Sunday 2nd September
Interviews will be held weeks commencing Monday 3rd /10th September**

We regret that if you have not heard from us by the 7th September your application has been unsuccessful and apologise that we are not able to respond personally to all applicants.

Royal Well Surgery, St Pauls Medical Centre, Cheltenham

GP Maternity locum required for 4 sessions starting in October 2018. This would initially be for 6 months but may lead to a more permanent role.

We are a small, friendly practice with a strong emphasis on work/life balance.

6,950 patients currently with 4 partners and 2 salaried GPs

Small list size to GP ratio with manageable workload and a focus on work/life balance.

Would be an ideal position for supportive development post CCT

Training practice with registrars and medical students

Working in St Pauls Medical Centre – a modern purpose-built building with multiple services on site.

Recent successful CQC inspection and high QOF achievement.

We welcome informal visits and enquiries. Please contact our Practice Manager Jo on joanna.moralee@nhs.net or 01242 215079/215010.

Closing date for applications is 14th September.

Please apply with a covering letter and CV to Jo at the practice or send via email above.