

AUG 2019 NEWSLETTER

LOCAL MEDICAL COMMITTEE

LMC

GLOUCESTERSHIRE

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Pensions

Doctors are being hit by limits on pension tax relief that affect all high earners. This is having a chilling effect on the NHS and everyone relying on it.

Treasury rules mean that high earners can end up paying tax rates of more than 90 per cent on earnings over £110,000 a year-which includes rises in the value of pensions.

The problem has arisen as a combination of two government policies.

One is a taper on annual earnings, which means doctors can end up paying more tax than they earn, on income of more than £110,000 a year, including rises in value of their pensions. The other is the reduction in tax relief on pensions, meaning tax is paid on pots worth more than £1.055m-down from a high of £1.8m in 2012.

The Government has promised to “fix” the latter problem, but many doctors have raised more concerns about the way the taper on annual earnings is limiting the hours they can work. Matt Hancock, the Health and Social care secretary, pledged to listen to the concerns of the profession, but the BMA said there were no realistic options which would bring an end to the crisis.

The consultation proposes a 50:50 solution, which means doctors can halve their pension contributions in exchange for halving the rate of pension growth. This solution is problematic. The GPC, through the BMA as a whole, will be responding to this consultation and will strongly suggest that the 50:50 option does not resolve the pension crisis which GPs are facing – read more about the BMA position [here](#). The BMA would encourage individuals, practices and LMCs to also respond – access the consultation [here](#).

The consultation says other proposals will be considered, such as giving doctors the option to choose the size of their pension contributions, in a bid to avoid tax thresholds.

The document warns that the current situation is causing significant financial concern to several doctors, causing many to consider retiring or cutting their hours.

“Around a third of NHS consultants and GP Partners have earnings from the NHS that could potentially lead to them being affected by the tapering allowance” officials warn. Dr Rob Harwood, Chairman of the BMA consultants committee, said the proposals would not ease the crisis. He said: “This consultation does little other than add to the intolerable dilemma facing many doctors- commitment to their patients put in jeopardy by these ridiculous taxes which are forcing doctors to effectively pay to go to work.”

The headline "above inflation" 2.5% pay rise in fact a substantial pay cut after the annual allowance is factored in-a net pay cut of around 3.2%.

Disclaimer: This information is not a substitute for specialist financial advice, and we recommend that you speak to your accountant.

Primary Care Networks

1. Clinical Directors: The BMA held a conference for Clinical Directors on 5/6/19. It was streamed live, and well received. If you missed it and would like to watch, catch up [here](#).

The latest guidance on the new contract from the BMA can be found [here](#).
Read a PDF version of the New GP Contract ([Here](#))

2. Regional LMC Event: The South West Regional LMC meeting was on 25/07/19. Gloucestershire was represented by Drs Yerburgh, Hodges and West. Much of the discussion concerned how LMCs can best support developing Primary Care networks and their Clinical Directors. The intention is to hold a 'Beyond the Basics' meeting, probably 12 November in Taunton. We will provide more information in due course.

Disclaimer: Note that this information is not a substitute for specialist financial or legal advice.

CQC feedback on the Out of Hours Service

The CCG have informed us that CQC are due to inspect the out of hours in service in Gloucestershire on the 13th and 14th of August. They request feedback by 06/08/2019. Please send information to madeleine.symons@cqc.org.uk. Or telephone 01793 879966 for further information.

Office Staff changes

We are delighted to welcome our new our office staff. Both are part time, so there will be some overlap of roles. Lizzie Barstow has experience of the Civil Service and Ministry of Defence. She will be updating our contacts list. If you have personnel changes, please let her know. Lizzie may contact surgeries if details we hold appear outdated. We are keen to be an inclusive organisation, representative of all the County's GPs, and to work for the medico-political best interests of all. If any locum GP feels they are not receiving our newsletters, then they should be encouraged to make contact – it costs them nothing. Lesley Mansfield has experience of small business working and customer relations, and will deal mainly with business queries.

GP Safehouse

GP Safe House (GPSH) is a virtual safe house providing a refuge and support for practitioners experiencing professional challenges. It guarantees anonymity, security and confidentiality and understands that these are essential. GPSH has five virtual rooms which offer support, information and resources. Each room corresponds to a different potential problem area. It has recently received a makeover/update from Somerset LMC who devised it. Services available are:

- **Consulting Room** - Personal Health Information for the Gloucestershire Area
- **Burnout Recovery Suite** - Burnout and Stress
- **Professional Relationships Bureau** - Working Relationship Problems
- **Library of Solutions** - Non-clinical Aspects of Patient Care
- **Career Development Office** - Professional Development
- **Contacts for Support and Advice** - This is a link to the Gloucestershire LMC Advocate Area which offers the possibility of a personal, completely anonymous, one-to-one, online consultation with a professional advisor as well as more everyday modes of communication!

Within in the next few weeks the administration staff from the LMC will be emailing all GPs who have not previously been issued a password. This will be a word document attachment which will contain a password. If you already have a password, it should still work in the new system, though if there are problems please let us know.

If you do not receive an email from us but feel you would like to use this service please contact the office via telephone, email or the Contact Us form on our website.

Employment law resources

As part of our review of LMC office procedures, upon the kind recommendation of Somerset LMC, we took advice from Porter Dodson Solicitors LLP. We have purchased the resource of a staff handbook and office staff contracts, which we may share with practices at no cost to the practice. If you would like a clean copy of either of these documents, please contact penelopewest@gloslmc.com.

Patients with eating disorders

Our Chairman wishes to reiterate that General Practice gave 3 months' notice, which expired on 8th June 2019, from requesting blood tests and ECGs for these high-risk young patients who are under specialist care. The responsibility for requesting tests, and interpreting the results, should rest with the specialist. The activity and risk will no longer be borne by general practice. Together Trust have made progress on finding another provider to take over from 8th August, and are likely to request, but not demand, the help of practices during the transition period.

Private Health Establishments

Concerns remain regarding patients in private units far from home who register with a nearby GP practice. Negotiation is underway to reach an understanding regarding what is, and is not, a core GP service for these patients. Yet another Private health establishment has emerged-Knole House in Cheltenham. Patients are shared between Yorkleigh and Overton Park Practices. The LMC and CCG we may not know of all the establishments. A recent Guardian article suggested a national spend of £181 million on these private establishments. The LMC will continue to support practices in providing just GMS services

Safeguarding Children and Vulnerable Adults: General Practice Reporting 2019/20

We are interested to learn that Dr David Geddes, Director of Primary Care Commissioning, has written to all CCG Accountable Officers on this subject. He states that 'The sharing of information by general practice on request from local authorities is not resourced under national NHS contracts. Statutory and professional duties apply on individual GPs to share information in a timely fashion, but GP practices are nevertheless entitled to seek payment for this local authority requested work. Such payment arrangements have always varied locally, but with increasing requests for reports due to welcome improvements in education there is a need to review how general practice is supported.' The National GMS contract expressly enables GP practices to request a fee in respect of any activity requested by a statutory body in exercise of its function. We anticipate discussions on this subject in the weeks ahead.

Cold Chain

GCS have recently instigated a change whereby their community nurses are no longer allowed to carry medicines for patients. Practices have raised concerns about dispensing high value refrigerated items such as Denusamab. GCS advises that Denosumab is stable for up to 30 days if kept out of the fridge at room temperature, so provided it is used within this period it is within the license of the product. If drugs are supplied against a legal prescription for a named patient then they are legally the patient's property and

responsibility, however it would be wise to consider the capacity of the patient to comply with any specific instructions. In this case ensuring that the supply of denosumab is not issued more than 30 days before the injection is due should reduce the risk.

Sessional GP issues

The Sessional GPs Magazine is free to all and can be accessed [here](#). The GPC has published a formal locum/practice agreement which should not only define the work that the locum is expected to provide but will also confirm that the locum GP is not an employee for tax purposes. You can access it [here](#). Note that, as it stands, there is no clause imposing liability on practices if they cancel a session, though there is the other way about.

GP Registrar Contractual Issues

It has been mentioned that contractual issues relating to GP Registrars are usually conveyed from the Deanery to GP Trainers, but information is not always shared with Practice Managers. It would be immensely helpful to do this to avoid misunderstanding.

The LMC Representative for ST3 doctors is Dr Marie-Estelle McVeigh, who also sits on the General Practice Committee of the BMA. She can be contacted at memcveigh.bma@gmail.com. We hope information below will be helpful.

A Guidance for practices on the 2016 junior doctors' contract:

<https://www.bma.org.uk/advice/employment/gp-practices/gps-and-staff/guidance-for-gp-practices-on-the-2016-junior-doctors-contract>

BMA Work scheduling guidance (including templates):

<https://www.bma.org.uk/advice/employment/contracts/junior-doctor-contract/work-scheduling>

"If you're in a general practice training programme and working in a general practice setting, your work schedule should reflect the [2012 COGPED guidance](#) (PDF) or successor document on the session split. The BMA, through its GP trainee's subcommittee, has agreed guidance with NHS Employers and COGPED on work scheduling for GP trainees, as well as a template and example work schedules. These reinforce important elements of the existing COGPED guidance about GP training, and are [available on the NHS Employers website](#) (under the 'Resources relating to GP training' section)."

[See the guidance for managing work scheduling in general practice settings \(PDF\)](#)

[Example work schedule for GPST1 trainees \(PDF\)](#)

[Example work schedule for GPST2 trainees \(PDF\)](#)

[Example work schedule for GPST3 trainees \(PDF\)](#)

BMA FAQs webchat video for GP trainees:

https://www.bma.org.uk/connecting-doctors/my_working_life/p/gptraineescontractqa

A Penny for your thoughts

The Birmingham police were called to a field where a bunch of confused foreigners were found wandering in a field, muttering about feeling the earth between their toes. They said they were the Australian cricket team, and there was no reason to disbelieve them. Fortunately, they were dispatched rather than deported before the final.

England and New Zealand were left to slug it out, and cricket finally came home, by way of a super over, a cosmic event so spectacular and rare it deserved a commentary from

Brian Cox. Wow! That ball went through the cosmic void of space and we were awed by the magnitude of the velocity. What a life event for every member of the team, especially the rookie bowler, who sounds like an infamous novelist. Just tell me his name (the bowler that is, not the novelist), for your name to go into the hat for the prize draw.

Apply to penelopewest@gloslmc.com. Closing date 14/08/19. If the winner is in Gloucestershire, I'll deliver in person and chat to your practice about the work of the LMC if you wish.

Congratulations to Dr Steve Alvis who won the July competition. The parodied author was Enid Blyton. 5 correct entries were received.

This newsletter was prepared by Dr Penelope West and colleagues, at the LMC Office.

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 A for ease of reference.

JOB VACANCIES

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

GLOUCESTERSHIRE			Date posted	Closing Date
West Cheltenham Medical	Cheltenham	Salaried GP	13 Mar 19	Open
Dockham Road Surgery	Cinderford, Dean Forest	GP Partner	13 Mar 19	Open
Gloucester Health Access Centre and Matson Lane Surgery	Gloucester and Matson	Salaried GPs sought	14 Mar 19	Open
Bartongate Surgery	Gloucester	Salaried GP	30 Apr 19	Open
Newnham and Westbury Surgery	Newnham	Salaried GP	10 May 19	Open
The White House	Moreton-In Marsh	Salaried GP	10 May 19	Open
Corinthian Surgery	Cheltenham	Partner or Salaried GP	15 May 19	Open
Newent Doctors Practice	Gloucester	GP Maternity Leave Cover	15 May 19	Open
Kingsway Health Centre	Gloucester	GPs	15 May 19	Open
Crescent Bakery	Cheltenham	Salaried GP	15 May 19	Open
Leckhampton Surgery	Cheltenham	Salaried GP	24 May 19	Open
Upper Thames Medical Group	Cirencester	GP	29 May 19	Open
Church Street Medical	Tewksbury	GP Partner	31 May 19	15 July 19
Partners in Health, Pavilion Family Doctors	Gloucester	GPs	12 June 19	Open
Newent Doctors Practice	Gloucester	GP	14 June 19	28 June 19
Overton Park Surgery	Cheltenham	GP Retainer	19 June 19	Open
Yorkleigh Surgery	Cheltenham	Partner or Salaried GP	12 July 19	Open
Mann Cottage	Moreton in Marsh	Maternity Leave GP/ Locum	17 July 19	Open
Portland Practice	Cheltenham	GP Partner	19 July 19	Open
St Pauls Primary Care Network	Cheltenham	GPs to cover access sessions	24 July 19	Open

Stoke Road Surgery	Cheltenham	Salaried GP	24 July 19	Open
Chipping Campden Surgery	Chipping Campden	GP	26 July 19	Open
ELSEWHERE				
Vine Street Surgery Partnership	Somerset	Partnership or Associate GP	27 April 19	Open
Marybrook Medical Centre	Berkeley	Salaried GP	15 May 19	Open
Air Balloon Surgery	Bristol	Partnership or Associate GP with view to Partnership	03 Jul 19	27 July 19
Air Balloon Surgery	Bristol	Associate GPs	03 Jul 19	25 July 19
Air Balloon Surgery	Bristol	Maternity Locum	17 July 19	08 Aug 19
Chipping Norton Health Centre	Oxford	Trainee GP	29 May 19	Open
Chipping Norton Health Centre	Oxford	GP	29 May 19	Open
Chipping Norton Health Centre	Oxford	GP Retainer	29 May 19	Open

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

COURSES

- ❖ Diabetes UK South West Conference in October 2019. For agenda and booking information go to: [Diabetes UK South West Professional Conference 2019](#).
- ❖ Business events for Healthcare professionals. For more information and booking details please go to, <http://www.managementinpractice-events.co.uk/>

London – 26th September 2019
Birmingham - 3rd December 2019

- ❖ Primary Care Learning Event – Tuesday 10 September 2019, 10-12.45, Taunton Campus, Bridgwater and Taunton College, Wellington Road, Taunton, TA1 5AX. For more details please see, <http://bit.ly/primarycareevent>

ADDITIONAL ADVERTISEMENTS

The National Association of Primary Care (NAPC) today launches the NAPC Awards 2019, The deadline for entries is Friday 30 August 2019. To find out more about the categories and how to nominate please visit, <https://napc.co.uk/awards-2019/>