

**December  
2019**

LOCAL MEDICAL COMMITTEE

**LMC**  
GLOUCESTERSHIRE

**10, Westgate House, Westgate Business Park, The island, Westgate Street,  
Gloucester GL1 2RU  
Tel: 01452 310706 Fax: 01452 386503**

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

**Twitter:** @Glos LMC

Dr Tom Yerburgh – LMC Chairman  
[tom.yerburgh1@nhs.net](mailto:tom.yerburgh1@nhs.net)

Dr Penelope West – Medical Secretary  
[penelopewest@gloslmc.com](mailto:penelopewest@gloslmc.com)

Mrs Elizabeth Barstow- Office  
Administrator

[Elizabeth@gloslmc.com](mailto:Elizabeth@gloslmc.com)

Mrs Lesley Mansfield-Office  
Administrator

[Lesley@gloslmc.com](mailto:Lesley@gloslmc.com)

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### **LMC ENGLAND CONFERENCE, LONDON 22/11/2019**

Gloucestershire was represented by Drs Yerburgh, Fielding, Bounds and Lees, with West as an observer.

Home visits Media attention was on a carried motion that GPs no longer have the capacity to do home visits and should stop in order to reclaim the working day. The Health and Social Care Secretary said that this change to the core contract will not be permitted. There was some political acknowledgement that the motion reflects the extreme duress under which general practice is working.

Work shifting Conference was concerned at the continued contravention of the hospital contract, and asked the GPC to develop proposals to counter this. Our office urges you to tell us your examples of inappropriate delegation of work from secondary to primary care so we can contribute. Thanks to those who are already doing so.

Conduct at the BMA Conference accepted the report of Daphne Romney QC into allegations of bullying and sexual harassment at the BMA.

And Finally, a motion that CQC inspectors should be obliged to wear high-vis jackets bearing the legend 'How's my inspecting?' was carried unanimously.

### **LMC ELECTIONS 2020**

All LMC members are due to face election early next year for a period of 4 years. All of the Executive Officers similarly face re-election, but for a period of 2 years. Many will doubtless wish to continue on the committee and/or the Executive Committee for another term. It is only fair to publicise to all GPs in the county that they have the chance to join the LMC, if necessary, by competitive election. The election will be held on Thursday 6<sup>th</sup> February 2020. The procedure and timetable will be:

- By Friday 13<sup>th</sup> December 2019 we will send out the first communication requesting the return of signed nomination forms (countersigned by the nominee that they are willing to serve as a representative for that locality if elected) by no later than 12:00 noon on Friday 24<sup>th</sup> January 2020.

- Friday 24<sup>th</sup> January 2020: Consider the nominations. Send out voting papers if necessary, and request the return of votes by 12:00 noon on Thursday 6<sup>th</sup> February 2020, or inform candidates electronically that no election will be required since the number of candidates for that locality does not exceed the number of places available
- Noon Thursday 6<sup>th</sup> February: Receive all the voting papers back, count the votes and announce the election results.

## **FIT FOR THE FUTURE**

Alex Chalk, MP for Cheltenham, has spoken with Matt Hancock, Secretary of State for Health and Social Care. Mr Hancock said: "No proposals to close the A&E at Cheltenham will be part of the forthcoming consultation." He said he had spoken to the chief executive of Gloucestershire Hospitals NHS Foundation Trust, Deborah Lee, and could confirm the unit would stay open. We do not expect to hear more until after the general election.

## **PENSIONS ANNUAL ALLOWANCE TAX CHARGE**

You may have seen proposals reported in the media for the NHS to pay doctors' pension tax bills this year in order to avoid a reduction in sessions and shifts for the rest of this year.

The BMA's response to this proposal can be found [here](#).

The BMA has been in discussion with NHSE/I about this proposal and it would apply for all doctors, including GPs. We are awaiting further detail about this specific proposal, and particularly how it would be operationalised for GPs given the retrospective nature [of GP finances] which is different to many other doctors; but essentially it means that the annual allowance tax charge for this financial year (for anyone that incurs it) will be covered via a scheme pays route. The BMA is still in discussions with NHSE/I about additional actions they can agree to reduce the impact of the pensions taxation, and around the operation of the employer's contribution, that is currently paid centrally, from April 2020 onward. The BMA has called again on the next government to get rid of the annual allowance altogether.

## **FLU CAMPAIGN 2019/20 & 2020/21**

The LMC and Local Pharmaceutical Committee (LPC) learned with concern that certain suppliers have delayed their already staggered Flu vaccine deliveries this season. This is very disappointing and will cause disruption to planned flu clinics. The LMC and LPC believe that patients are best served when Community Pharmacies and GP practices work together on healthcare campaigns. Therefore, we recommend that practices and pharmacies encourage patients to maintain their first planned preference for getting the vaccine. The LMC and LPC believe that, by working together, Gloucestershire will have sufficient vaccines, even with the delays, to improve overall vaccination rates this year.

With uptake figures in the last flu season lower across all groups than in previous years, there is still a lot more work to do to protect our 'at risk' patients. Both Pharmacy and General Practice have a role to play in identifying and engaging these patients- and vaccinating to keep people out of hospital this winter. It is essential that we work together to deliver a service that meets the needs of the local population.

Given the misery caused by the late delivery of flu vaccines by certain suppliers this Autumn, you may wish to plan ahead for 2020/21, you can read the Joint Committee on Vaccination and Immunisation advice on influenza vaccines for 2020/21 [Here](#).

## **DISEASE PREVALENCE REGISTERS**

One of our members spotted that despite having dedicated coders on the case, significant numbers of patients were missing from their heart failure and dementia registers even

though the right work had been done. This pulls prevalence, and income, down. If you have problems with these areas, or would like some top tips, please contact [b.hodges@nhs.net](mailto:b.hodges@nhs.net).

## **CONCIERGE**

**This item should not be taken as advertising or endorsement.** Concierge is a private GP service. A number of GPs raised concerns with the LMC, so we invited medical director Dr Simon Gillson, to meet the Executive. Dr Gillson did his GP vocational training in Gloucestershire and worked for the out of hours service before setting up Concierge. He says they provide 'old fashioned family practice' with continuity of care rather than single consultations. They have 9 doctors, in the process of appointing a tenth, with clients in Gloucestershire, Worcestershire, Warwickshire, and Oxfordshire. They provide home visiting, and do not have their own premises. Most clients are elderly affluent. In 2015, they met with the CCG to discuss issues of non-communication. A CQC inspection in May 2019 was 'Good' with one 'Outstanding'. They use 'media-base' record keeping, and have a [conciergemedical@nhs.net](mailto:conciergemedical@nhs.net) address. They cannot use System One. We discussed some issues which GPs have raised. If Concierge initiate treatment, GPs would prefer them to continue. They use the Glos NHS Formulary. Blood tests can be done completely within their service using 'Nationwide' lab. Service. 99% of referrals are private. The consultant usually replies to the NHS GP and Concierge. They have a virtual landline, 01451600900 with a virtual PA contactable 24 hours/day. Where patients have difficult issues, contracts of understanding are agreed. There is no bespoke nursing team, but they are considering this, and currently refer to NHS District Nurses when needed. They do provide end of life care, are aware of the ReSPECT agenda, can sign death certificates, and are not involved in community hospitals with no plans.

Dr Gillson welcomes dialogue with individual GPs to resolve issues quickly.

## **PRIMARY CARE NETWORKS**

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

### **Beyond the Basics development day for Clinical Directors of PCNs: Regional PCN Clinical director network - 12 November 2019**

We were delighted that a number of our CDs and managers were able to attend this event, which was chaired by Dr Nigel Watson of Wessex LMC. Some of the 'names' from NHS England scheduled to attend were unable to do so due to a period of parliamentary purdah with a general election pending. It was an interesting opportunity to meet CDs from all over the south west and discuss their experiences in forming PCNs. We confirmed our thoughts that Gloucestershire is ahead of the curve. Somerset PCNs meet regularly with their LMC, and we'd be interested to know whether Gloucestershire CDs would like to do this, or have an LMC presence at their meetings with the CCG.

Please let me know, at [penelopewest@gloslmc.com](mailto:penelopewest@gloslmc.com).

A key take home message is that PCNs are there to do the work of PCNs-not to solve the problems of other organisations.

## **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!

The administration staff from the LMC have now emailed all GPs who have not previously been issued a password. If you did 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](mailto:penelopewest@gloslmc.com). 21 practices have taken this up so far. The offer is free, and not time framed!

## **MATERNITY WORKSHOP FOR GPs**



The LMC is delighted to announce our first maternity workshop, aimed at supporting GPs who have recently had, or are about to have, maternity leave, in returning to the workforce. It will be at Gloucester Farmer's club on Wednesday 22 January 2020, 09:30-14:30. The five-hour event will include life coaching, practicalities, and a hot lunch. We have applied for 4 CPD points. Thanks to funding support from the Primary Care Training Hub, the event is **free** to delegates. Places are limited to 20. There are still a couple left. You are welcome to bring a baby/toddler under your own supervision. Many thanks to the Primary Care Training hub for funding this event.

Enquiries/booking to [penelopewest@gloslmc.com](mailto:penelopewest@gloslmc.com)



GLOUCESTERSHIRE PRIMARY CARE  
**TRAINING HUB**

## **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. Sessional GPs are represented on the LMC by Dr Jethro Hubbard, who can be contacted at [jehro.hubbard@nhs.net](mailto:jehro.hubbard@nhs.net).

## **A PENNY FOR YOUR THOUGHTS**

*In the bleak mid-winter  
NHS made moan,  
Lansley's Act is biting,  
No more blood in stone;  
We just can't do more with less-  
Please tell us how,  
In the bleak midwinter  
Here and now.*

Apologies to Christina Rossetti. Which Gloucestershire composer had a cottage in Buckholt Wood, set the verse to music, and subtitled it 'Cranham?' Reply to [penelopewest@gloslmc.com](mailto:penelopewest@gloslmc.com) Closing date 14/12/2019 when there will be a prize draw for a bottle of Christmas fizz.

Congratulations to Dr Rachel Rutter of Stroud winner of the November competition. The answer was George RRR Martin.

*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 available below.

### **JOB VACANCIES**

<b>GLOUCESTERSHIRE</b>			<b>Date posted</b>	<b>Closing Date</b>
<a href="#">Cleevelands Medical Practice</a>	Bishop's Cleeve	Salaried GP with a view to Partnership	11 Sept 19	Open
<a href="#">Crescent Street Bakery</a>	Cheltenham	Salaried GP	18 Sept 19	Open
<a href="#">Upper Thames Medical Group</a>	Cirencester	GP	25 Sept 19	Open
<a href="#">Kingsway Health Centre</a>	Gloucester	GPs	25 Sept 19	Open
<a href="#">Marybrook Medical Centre</a>	Berkeley	Salaried GP	25 Sept 19	Open
<a href="#">Newnham and Westbury Surgery</a>	Newnham	Salaried GP	25 Sept 19	Open
<a href="#">The White House</a>	Moreton-In Marsh	Salaried GP	25 Sept 19	Open
<a href="#">Yorkley Health Centre and Bream Surgery</a>	Lydney	Medical Secretary & Management Support	23 Oct 19	Open
<a href="#">Portland Practice</a>	Cheltenham	GP Partner/Salaried GP	30 Oct 19	Open
<a href="#">Cirencester Health Group</a>	Cirencester	Salaried GP	13 Nov 19	Open
<a href="#">Phoenix Health Group</a>	Cirencester	Salaried GP	13 Nov 19	2 Dec 19
<a href="#">Overton Park Surgery</a>	Cheltenham	Clinical Pharmacist	20 Nov 19	6 Dec 19
<a href="#">Chipping Campden Surgery</a>	Gloucestershire	GP	20 Nov 19	Open
<a href="#">West Cheltenham Medical</a>	Cheltenham	Practice Manager	22 Nov 19	Open
<a href="#">The Lydney Practice</a>	Lydney	Partnership	28 Nov 19	Open
<a href="#">St Catherine's Surgery</a>	Cheltenham	Salaried GP	28 Nov 19	Open
<a href="#">The Culverhay Surgery</a>	Wotton-Under-Edge	Salaried GPs	28 Nov 19	Open
<a href="#">Royal Crescent Surgery</a>	Cheltenham	Salaried GP	04 Dec 19	Open
<a href="#">Price's Mill Surgery</a>	Nailsworth	GP - Sabbatical Cover	04 Dec 19	Open
<b>ELSEWHERE</b>				
<a href="#">St Mary Street Surgery</a>	Thornbury, Bristol	GP Partner	11 Sept 19	Open
<a href="#">Severn View Family Practice</a>	Thornbury, Bristol	GP/Partner	11 Sept 19	Open
<a href="#">Southmead and Henbury Family Practice</a>	Bristol	GP	25 Sept 19	Open
<a href="#">Stockwood Medical Centre</a>	Bristol	Salaried GP – Maternity Cover	13 Nov 19	Open
<a href="#">Frome Valley Medical Centre</a>	Bristol	Operations Manager	20 Nov 19	5 Dec 19
<a href="#">Air Balloon Surgery</a>	Bristol	Associate (Salaried) GP or Fixed Term	22 Nov 19	5 Dec 19

<a href="#">Air Balloon Surgery</a>	Bristol	Partnership or Associate GP with view to Partnership	22 Nov 19	5 Dec 19
<a href="#">Frome Valley Medical Centre</a>	Bristol	Registered General Practice Nurse	28 Nov 19	18 Dec 19

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

## **COURSES**

- ❖ Gloucestershire Primary Care Training Opportunities. Please see link on their website for dates and courses or click link ([Courses](#))

- ❖ **Mental Health First Aid and ASIST – free courses**

*Eastgate House, Eastgate Street, Gloucester*

**MHFA Lite**

11 December 2019, 9-1pm

13 February 2020, 1-5pm

**MHFA - 2 Day course**

5 & 6 December 2019

21 & 22 January 2020

11 & 12 March 2020

**ASIST - 2 Day course**

4 & 5 Feb 2020

To book, contact: [emma.holloway@hlsqglos.org](mailto:emma.holloway@hlsqglos.org)

## Autism Training for Gloucestershire Citizens

### Online training:

- Understanding autism
- Autism and communication
- Autism and sensory experience
- Autism, stress and anxiety
- Autism: supporting families
- Safeguarding children



### Level 1: Autism Spectrum Condition Awareness

A one day course which includes:

- What is autism?
- How our understanding of autism has evolved
- Sensory processing in autism
- Theories and their use
- Anxiety in autism
- The impact of autism on families
- Shaping support



### Level 2: Supporting Adults with Autism

A one day course which includes:

- Enhancing motivation and self-esteem, enabling people with autism to make a positive contribution
- Promoting choice and control for the individual
- Understanding behaviours which can inhibit progress or impair quality of life or health
- Impacting service delivery

### Gloucestershire Autism Professionals Forum

The forum exists to make sure that professionals living in Gloucestershire are able to share good practice, increase knowledge and explore new learning prospects around autism. Sessions are led by the National Autistic Society. The forum meets three times a year. To be included in the distribution list for information please contact [rebecca.parra@gloucestershire.gov.uk](mailto:rebecca.parra@gloucestershire.gov.uk)

### Booking on to training

Contact the Multi-Agency Workforce Development Team to request a registration guide for LearnPro:

Email: ProudtoLearn@gloucestershire.gov.uk

Telephone: 01452 324306

Once registered you can access LearnPro using your individual login details