

January 2020 NEWSLETTER

LOCAL MEDICAL COMMITTEE

LMC
GLOUCESTERSHIRE

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BMA LETTER TO THE PRIME MINISTER

Following the general election, BMA council chair, Chaand Nagpaul, has written to the Prime Minister calling for decisive action from the new Government to tackle the NHS pressures and deliver real change for staff, patients and services. Read the letter to Boris Johnson and BMA comments [here](#).

PRIMARY CARE NETWORKS

The Network Contract Direct Enhanced Service draft outline service specifications have been published. You can read the document [here](#). NHS England and NHS Improvement have published an accompanying [survey](#) asking for feedback. GPC England will engage with NHSEI in negotiations on the service specifications in the coming weeks and this will be influenced by the responses to the consultation. We would therefore encourage local practices and clinical directors to make your views known as soon as possible through a response.

Further to CCG discussion on the PCN additional roles, NHS England has published two updated documents as follows

[Network Contract Directed Enhanced Service: Additional Roles Reimbursement Scheme Guidance](#)

[Network Contract Directed Enhanced Service: Guidance for 2019/20 in England](#)

The changes include:

- Extension to the deadline for PCNs transferring Clinical Pharmacists from the national NHSE Clinical Pharmacists in General Practice Programme to the Additional Roles Reimbursement (ARR) scheme until 31 March 2020 (most of our practices have now transferred their clinical pharmacists).

- Clarification that Clinical Pharmacists transferred to the ARR scheme prior to the extended deadline of 31 March 2020 will count as an exception to the additionality principles and be eligible for funding under the Network Contract DES.
- Inclusion of the additional funding that can be claimed where PCNs sub-contract the delivery of the social prescribing link worker services from a supplier. As per our PCN mailbox email of 28 November, PCNs can now claim reimbursement of up to £2,400 per year, per whole role FTE equivalent, in the service to contribute towards additional costs, as long as the claim remains within the funding allocation for this role.

These national changes and clarifications are intended to help support the maximisation of the use of the funding that is being made available to PCNs under the ARRS and that all the available opportunities and flexibilities are being utilised to support PCNs in accessing the funding. On that note, we would like to ensure our PCNs are in the best possible position for April 2020 and the start of the five new service specifications and therefore want to bring the following to your attention:

- There is sufficient flexibility allowable by NHSE to bring forward additional recruitment of clinical pharmacists and social prescribing link workers in 2019/20 (on terms set out in the Network Contract DES) in order to use the full entitlement of nine months' WTE funding; for example a PCN could recruit two SPLWs or two pharmacists if late recruitment meant they had funding left in 19/20. If you wish to do this, please can you reply to the CCG ASAP (and by **10 January** appreciated please) to that effect stating the role and likely start date so we can collate expressions of interest?
- As discussed at the last two Clinical Director meetings, CCGs are being asked to redistribute any remaining unspent funding to 'fully recruited' PCNs in their area, to enable them to carry out further recruitment of SPLWs and clinical pharmacists – on the terms set out in the Network Contract DES and in published guidance – above their 2019/20 entitlement (with those further additional posts then funded via the PCNs ARR sum for 2020/21). Again, please can you reply to the CCG (by **10 January** appreciated) to this effect if your PCN is considering this, along with role(s) and likely starting date? CCG will not be able to commit to definitively supporting all requests, as it will be dependent on the number of expressions of interest received.

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 6th February 2020. The procedure and timetable will be:

- In December, we sent 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) to be returned by 12:00 noon on Friday 24th January 2020. We heard that Dr Chris Morton plans to step down, leaving a vacancy for the North Cotswolds.
- Friday 24th January 2020: Consider the nominations. Send out voting papers if necessary, and request the return of votes by 12:00 noon on Thursday 6th 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 6th February: Receive all the voting papers back, count the votes and announce the election results.

PCSE ON LINE

A new PCSE online service for submitting Performer List (PL) applications and changes is now live and replaces the old paper forms.

Every doctor on the PL will receive an email requesting that they set up their own PCSE online account and we expect all GPs to have received their invitation by Christmas 2019. This will enable GPs to check their details are correct and provide access to the new online system to make changes. The email will be sent to the same email address used for professional communications with the GMC - any amendments to this email needs to be made via GMC online. However, the vast majority of GPs should receive an invitation from PCSE. **All GP practices will be sent a letter to their CQC manager, detailing how to register the practice for PCSE online.**

Only 20% of practices have so far registered; it is vital for the majority to register, as otherwise the system will not work efficiently. Historically we have seen significant problems arising by such delays, particularly affecting appropriate pension deductions and prescribing numbers, so it is worth checking that your practice has registered.

It is important to note that regulations demand that GPs are required to inform NHS England of change of status and details.

Changes to contractual status also requires notification by the GP and confirmation from the practice and finally contract changes by NHS England, so both practices and individual doctors should sign up to PCSE online.

The new system will allow all GPs to check their details are correct, so it is worthwhile to log in to check the details, given the inaccuracies in the present list.

There will inevitably be teething problems, but GPC is in regular contact with PCSE, so please do highlight any issues so we are aware and can work with the GPC and PCSE to resolve problems by emailing info.gpc@bma.org.uk.

NON-CLINICAL PARTNERS & PENSIONS

Some practices have non clinical partners (often very experienced practice business managers). Accountants have raised a financial liability issues around the arrangement should the non-clinical partner retire, and quote the 'Final Pay Controls and Employer Charges', which came in around 2014, as the issue at could leave the GP partners with a significant tax liability.

Final pay control is applicable to all Officer and Practice Staff members of the 1995 Section of the NHS Pension Scheme, including 1995/2015 transition members, who retire with entitlement to pension benefits or who elect to transfer out their NHS pension to another scheme. This includes employees of a Trust, Foundation Trust, GMS/PMS/APMS surgery, Independent Provider, Direction body, and non-GP Providers.

The BMA have a section on the above on their web site which is useful, but we just wonder how many GP practices might be considering bringing in non-clinical partners (with the above entitlement) without picking up this implication. You can read more about it [here](#).

ORGANISATIONAL CHANGE GHAC AND MATSON LANE SURGERIES (GLOUCESTER GP CONSORTIUM Ltd)

There is to be a merger of G Doc Ltd with Gloucester GP Consortium Ltd, the company which owns and runs Gloucester Health Access Centre and Matson Lane surgeries.

It is due to take place with effect from 1 January 2020. The consequence of this is that, at that date all of the property and liabilities (including all contracts) of GHAC and Matson Lane surgeries will transfer to **G Doc Ltd**.

The two organisations already work closely together and as a result of the merger the organisation will be larger and more robust and allow further development of local health services for years to come. The address, people, and services will remain the same. If you require more information, please contact: G Doc Ltd, Eastgate House, Eastgate Street, Gloucester GL1 1PX Tel: 01452 389300.

CINAPSIS

The CCG plans that Cinapsis will replace the single point of clinical access (SPCA) by 16/02/2020. You will have a received a letter detailing how this will be phased in. The LMC did not endorse this. Cinapsis is reported to work well in Gloucester. Ability to refer in this way depends on the GP signing up to use, and having a smart phone for house calls. The LMC has concern that the introduction is precipitate, the process may prove obstructive for GPs who rarely admit patients, and smart phones/mobile internet don't work in all areas. We welcome your feedback.

TEENS IN CRISIS+

GHC say that the Teens in Crisis (+) are receiving many referrals.

There are currently long wait times for CYPS and TIC+. GHC say the wait time by the end of March 2020 would be a maximum of 18 weeks and it would be a maximum of 4 weeks by the end of Dec 2020. The services are working well together.

The Practitioner Helpline for CYPS should be the first point of call if services are required. The telephone number is 01452 894272.

Teens in Crisis contact details are:

- TIC+ Offices, Carlson Suite, 4th Floor, Building 7, Vantage Point Business Village, Mitcheldean, Gloucestershire, GL17 0DD
 - Phone Text: 07520 634063 Tel: 01594 372777
- E-mail: admin@ticplus.org.uk

EMPLOYMENT LAW SEMINARS

Doctors and Senior Managers are invited to attend a 2-day seminar on '**Primary Care Networks – employment law and health and safety at work law issues for surgeries**' which will be delivered by Darius Ferrigno.

The seminar consistently receives a very high excellence rating, and some extremely positive comments from delegates.

The seminar is limited to a maximum of 18 delegates in order to provide a very interactive learning environment and allowing delegates to discuss and ask questions throughout the days.

Please see the courses section of this newsletter for full information, and return the booking form by post or email to Primary Care Law to secure your place on this really useful seminar. The course is likely to be oversubscribed, and there may be the opportunity to run further events if there is sufficient interest.

GP SAFE HOUSE

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. About half the practices have taken this up so far. The offer is free, and not time framed!

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.

A PENNY FOR YOUR THOUGHTS

Happy new year to you all. Has anyone resolved to brush up their Shakespeare? The Bard didn't say much specifically about New Year, so try this:

'Well, if I be served such another trick, I'll have my brains ta'en out and buttered, and give them to a dog for a New Year's gift.' Which play?

Reply to penelopewest@gloslmc.com Closing date 20/01/2020 when there will be a prize draw.

Congratulations to Dr Paul Weiss of Mitcheldean, winner of the December competition. The answer was Gustav Holst.

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.

GLOUCESTERSHIRE			Date posted	Closing Date
Cleevelands Medical Practice	Bishop's Cleeve	Salaried GP with a view to Partnership	11 Sept 19	Open
Kingsway Health Centre	Gloucester	GPs	25 Sept 19	Open
Newnham and Westbury Surgery	Newnham	Salaried GP	25 Sept 19	Open
The White House	Moreton-In Marsh	Salaried GP	25 Sept 19	Open
Cirencester Health Group	Cirencester	Salaried GP	13 Nov 19	Open
Chipping Campden Surgery	Gloucestershire	GP	20 Nov 19	Open
West Cheltenham Medical	Cheltenham	Practice Manager	22 Nov 19	Open
The Lydney Practice	Lydney	Partnership	28 Nov 19	Open
St Catherine's Surgery	Cheltenham	Salaried GP	28 Nov 19	Open
The Culverhay Surgery	Wotton-Under-Edge	Salaried GPs	28 Nov 19	Open
Price's Mill Surgery	Nailsworth	Sabbatical Cover	4 Dec 19	Open
Royal Crescent Surgery	Cheltenham	Salaried GP	4 Dec 19	Open
Gloucester Health Access Centre	Gloucester	Salaried GP	11 Dec 19	Open
Brunston and Lydbrook Practice	Coleford	Salaried or Partner GP	13 Dec 19	Open
West Cheltenham Medical	Cheltenham	Salaried GP	18 Dec 19	Open
Aspen Medical Centre	Gloucester	Salaried GP and Maternity Locum	20 Dec 19	Open
Portland Practice	Cheltenham	GP Partner/Salaried GP	03 Jan 20	Open
Phoenix Health Care	Cirencester	Salaried GP	03 Jan 20	19 Jan 20
ELSEWHERE				
Southmead and Henbury Family Practice	Bristol	GP	25 Sept 19	Open
Stockwood Medical Centre	Bristol	Salaried GP - Maternity Cover	13 Nov 19	Open
Air Balloon Surgery	Bristol	Associate (Salaried GP)	03 Jan 20	30 Jan 20
Frome Valley Medical Centre	Frampton Cotterell	Salaried GP	03 Jan 20	31 Jan 20
Frome Valley Medical Centre	Frampton Cotterell	Practice Manager	03 Jan 20	22 Jan 20
Frome Valley Medical Centre	Frampton Cotterell	Clinical Administrator	03 Jan 20	19 Jan 20

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

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

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