

# JANUARY 2016

LOCAL MEDICAL COMMITTEE

**LMC**  
GLOUCESTERSHIRE

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

**Twitter:** @GlosLMC

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It will be interesting to see what urgent item of news the Government will reveal just in time to divert the Press away from the results of the Special Conference of LMCs taking place on Saturday 30<sup>th</sup> January. Whether it is properly reported or not the event will be important. General practice cannot go on as it is at present. We all sincerely hope that the conference will point out the best way for general practice to survive; more on this after the event.

## MDU MEDICO-LEGAL ADVICE

The MDU has advised that it wishes to dispel the myth that MDU members could be disadvantaged if they contact their 24 hour medico-legal advice service. One of the MDU's core services is to provide expert medico-legal advice to members and they positively encourage members to call for advice at any time; whether pre-emptively when they need guidance on how to approach a potential matter, or when something has gone wrong. The MDU receive over 30,000 calls from members to its advice-line every year helping members to avoid potential problems and to mitigate the position if a problem has arisen. The MDU very positively encourages members to contact it whenever they need its input. Contact details are:

Tel: 0800 716 646

Fax: 020 7202 1662

Email: [advistory@themdu.com](mailto:advistory@themdu.com)

Website: <http://www.themdu.com/about-mdu/contact-us>

## PARENTAL LEAVE ARRANGEMENTS

Since 1 April 2015, all practices have been entitled to reimbursement of the cost of GP cover for parental leave – that is maternity/paternity/adoption leave. This is no longer a discretionary payment but the maximum leave period has been variable across England. GPC have now informed us that NHS England has now clarified that these payments are to be made up to a maximum of 26 weeks with immediate effect.

Reimbursement will be the lower of:

- £1,131.74 for the first two weeks and £1,734.18 for weeks 3 to 26
- The actual invoiced costs during that period

Reimbursement is intended to cover external locums and cover also provided by GPs already working within the practice (existing employees or partners) but who do not work full time. The revised [SFE](#) applies the previous provisions for payments for locum cover equally to the new arrangements for payment for existing GP cover.

Further information is available in the [2015/16 GMS guidance](#) and from NHS Employers at [gmscontract@nhsemployers.org](mailto:gmscontract@nhsemployers.org). Note the need (Clause 15(6)) for claims for costs actually incurred to be submitted, unless otherwise agreed, within 14 days of the end of the month during which the costs were incurred and (Clause 15.7) for various conditions to be met to justify the payments.

## NAMED GP

By 31 March practices must have informed their registered patients that they have an accountable GP. The GPC advises that it is sufficient to announce on the practice website/in the practice leaflet that patients have been allocated an accountable GP, and that patients can obtain the name of their accountable GP by contacting the practice. When a GP leaves the practice the [GMS Regulations](#) state that the practice must, 'where the practice considers it to be necessary, assign a replacement accountable GP to the patient and give notice to the patient accordingly.' That notice can be given in the same way as above. N.B. You do not have to send out hundreds of individual letters to patients when a GP leaves the practice!

## ENHANCED SERVICES

Enhanced services specifications can be confusing and ambiguous and the funding for them is finite. If one practice should take advantage of any ambiguity in order to maximise their income unreasonably then we would support the CCG if the CCG should query that practice's action. If you spot an ambiguity please bring it to our attention so that we can negotiate a workable solution with the CCG. If this is not done then every practice's legitimate work under the enhanced service will be less well paid than they might reasonably have expected.

## GP RETAINER VACANCIES

The GP Retainer Scheme enables qualified GPs who are unable for the present to commit themselves to a full-time post to continue working in general practice. It allows them to maintain and develop their skills and enter a permanent post when their circumstances permit.

Participants on the scheme can work flexibly to suit the needs of both the individual and the practice. It is intended as short-term support for GPs who have family commitments or health problems which restrict them from working in General Practice in the usual way as partners or salaried GPs. It also offers educational support.

To be considered for the scheme, a Retainer must be eligible to work unrestricted in general practice. Up to four sessions per week are available for a period not exceeding five years. Practices across the seven Gloucestershire localities are ready to host GP Retainers who are able to participate in the programme.

If you know of any individuals who would be interested in joining the scheme, please share this opportunity with them.

Contact: [Zaheera.nanabawa@nhs.net](mailto:Zaheera.nanabawa@nhs.net) / 0300 421 1433 (CCG) or [jacqueline.pullin@southwest.hee.nhs.uk](mailto:jacqueline.pullin@southwest.hee.nhs.uk) / 01454 252682 (HEE).

## NEW GMC POWERS

From 31<sup>st</sup> December 2015 the GMC takes on new powers under the Act. Full details can be seen at <http://www.gmc-uk.org/news/28450.asp> but in outline:

- The Medical Practitioners Tribunal Service (MPTS) is now a statutory body which can award costs against either the GMC or the doctor if either fails to comply with its directions or behaves unreasonably in the course of the proceedings.
- GMC can now appeal to the High Court against decisions by the MPTS that find in favour of a doctor in cases where the GMC considers that the tribunal has not adequately protected patients. Doctors already had the right of appeal.
- MPTS hearings should now be more proportionate, faster and more efficient; whether GMC hearings will also be so remains to be seen.

## PGDs and PSDs

The GPC guidance *Patient Group Directions and Patient Specific Directions in General Practice* has been redrafted to clarify the position of PSDs, confirming that they do not necessarily have to be in written form, but can also be a verbal instruction. The new guidance is available on the BMA website via the following link:

<http://www.bma.org.uk/support-at-work/gp-practices/service-provision/prescribing/patient-group-directions>

## NEW QOF BUSINESS RULES

<http://www.pcc-cic.org.uk/external?url=http://www.hscic.gov.uk/qofbrv33>

## ANTIVIRALS IN NURSING HOMES

Public Health England have updated their algorithm to be used in event of an outbreak of flu in a nursing home but this still involves contact being made with a practice to inform them of an outbreak, either directly or through the CCG. In the event of your practice being contacted to provide prescriptions for antivirals for prophylactic use in care homes you should refer the request to the CCG, who would be responsible for commissioning such an extra service, and explain to the Public Health team that you have been advised by the GPC that such work is not part of your GMS contract.

## SESSIONAL GPs GPC SUB-COMMITTEE E-NEWSLETTER

A copy of the latest sessional GPs subcommittee e-newsletter can also be accessed [here](#) or via the full link at <http://bma-mail.org.uk/t/JVX-3Z8IY-1BJCJOU46E/cr.aspx>

## RETIREMENT

We say farewell to:

- Dr Giles Bointon, who left the Chipping Campden practice on 7<sup>th</sup> December 2015.
- Dr Nick Jones (High Street Medical Centre, Stonehouse) who will be retiring with his last day in practice the 29<sup>th</sup> February 2016.

## DEATH IN SERVICE

Dr Ian Thomson, the senior partner at Lechlade, recently died peacefully at home after a short but terminal illness. Our condolences and good wishes go to his family and the practice.

## FORTHCOMING EVENTS

General. Our website now includes an active page on [forthcoming events](#). Note that the LMC is prepared to advertise third party events, but is not to be seen as endorsing or particularly recommending them; it is up to the reader to make such use of the information as he or she judges best.

ACAS. ACAS provides a series of lectures in the area. Those coming up in our area are:

- 9 March [Employment Law Update](#) Cheltenham
- 15 March [Human Resource Management for Beginners](#) Gloucester
- 13 April [Managing Discipline and Grievance](#) Gloucester
- 26 April [Managing Holidays & Holiday Pay](#) Cheltenham
- 9 June [Conducting Investigations](#) Cheltenham
- 29 June [Contracts of Employment](#) Gloucester

Nurse revalidation – advice for employers. The Nursing and Midwifery Council (NMC) invites you to a free half-day revalidation seminar. Running from 09:30–12:30, the seminar will provide an overview of revalidation, providing key information on how you, as employers, can support nurses and midwives to pass through the process. Events are taking place on:

- 10 February 2016 – London, Aldersgate House
- 11 February 2016 – Leicester, Mercure Leicester - The Grand Hotel
- 23 February 2016 – Manchester, Hilton Deansgate
- 2 March 2016 – Exeter, Mercure Exeter Southgate

Sessions are designed for **employers** of nurses and midwives and places are limited to one per organisation. Contact their Revalidation Communications and Engagement Manager E: [miles.wallace@nmc-uk.org.uk](mailto:miles.wallace@nmc-uk.org.uk) T: 02076815413

Or write to the Nursing and Midwifery Council, 23 Portland Place, London W1B 1PZ  
[www.nmc.org.uk/revalidation](http://www.nmc.org.uk/revalidation)

## JOB OPPORTUNITIES

A list of recent job opportunity notifications is at Annex A. A full list of unexpired job adverts is at <http://www.gloslmc.com/blog-job-vacancies.asp>

## MAX'S MUSINGS

It was heart-wrenching to hear recently of the death of a young child from sepsis and to hear that NHS 111 was in some part to blame. This was not necessarily because of a lack of training of the operator. The underlying problem is a basic flaw in the system; it relies on non-clinical staff to ask clinical questions without understanding the implications of the answers they receive. But when funding is tight and there are not enough doctors what can be done other than to attempt to provide the required Rolls-Royce quality of service by whatever means are available. Even had the NHS111 operator been a clinician the outcome might not have been different, but there is always the nagging thought that perhaps it might. It just goes to show that even the best minds have difficulty in setting out a faultless set of questions that can elicit the answers necessary for a correct diagnosis in every case. Medicine – as I never cease telling my wife – relies on training and experience and is as much an art as a science. (She says the same about cookery and I admit that her serried ranks of recipe books are very well illustrated.)

And finally:



*(This picture is included for humour, not necessarily because it is deemed to be true or indeed to be the official view of the LMC...)*



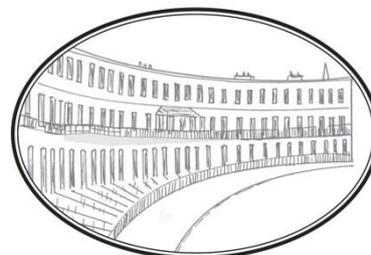
**This newsletter was prepared by Mike Forster, LMC Lay Secretary & the LMC Office**

Logo for Gloucestershire GP Safe House. It features a green border, the text "LOCAL MEDICAL COMMITTEE LMC GLOUCESTERSHIRE" in the top left, "Gloucestershire" in blue in the top right, "GP SAFE HOUSE" in green in the center, "Online support for professional challenges" in a smaller font below it, and the website "www.gpsafefhouseglos.co.uk" at the bottom. There is also a small illustration of a house.

**RECENTLY ANNOUNCED JOB VACANCIES**

(Full list of current vacancies is at: <http://www.gloslmc.com/blog-job-vacancies.asp>)

**ROYAL CRESCENT SURGERY – Cheltenham,  
Gloucestershire.  
Salaried Doctor required with a view to Partnership  
(Full or Part Time considered)**



Due to retirement, an opportunity has arisen for a GP to join this friendly practice.

Located in the centre of the beautiful Regency spa town of Cheltenham, we are known to be the oldest practice in Cheltenham. This does not mean we are set in our ways. We are ambitious, forward thinking and keen to embrace new ways of working and we are looking for a pro-active, motivated GP to work with us.

Patients are our priority. With a growing list size, currently 7100, we are rated ‘Among the Best’ for patient recommendations on the NHS Choices website. Our patients come from a wide demographic and we have many loyal patients whose families have been with us for generations.

The clinical staff of 4 GPs (3.75 WTE), Nurse Prescriber, Practice Nurse and a Healthcare Assistant, are complemented by an administrative team. The staff turnover is very low and we pride ourselves on working collaboratively.

In brief:

- GMS Practice
- Rented premises, low buy in costs
- High QOF achievers
- Highly skilled nurse led chronic disease management
- Engagement with local CCG and locality group
- TPP SystemOne clinical system

For further information or to apply, please contact Mandy Lewis our Practice Manager at [mandy.lewis4@nhs.net](mailto:mandy.lewis4@nhs.net) or telephone 01242 580248. Better still, arrange to come and meet us, and let us show you around the practice we are all so proud of.

**BROCKWORTH SURGERY**  
**BROCKWORTH**  
**Gloucester**

Our friendly forward thinking practice is looking for a similarly like-minded GP to join us in continuing to provide an excellent quality service to our patients. Our highly motivated, well organised team consists of five GP partners, salaried GPs, four nurses, and three healthcare assistants, as well as highly trained receptionists led by an excellent practice manager. Using the latest SystmOne computer technology and based in a fully accessible modern building, we offer our patient list size of 9,200 a wide range of services such as family planning, coil fittings, phlebotomy, INR monitoring, and nurse led chronic disease management. We place great value in teamwork, and work closely with our in house local district nurses, community midwives, and community psychiatric nurse. We are looking for someone to join us in helping to take our practice forward into the future, and will fully encourage and support any special interests you may wish to develop. A good work life balance is also important to us, and so we are offering flexible working hours, from 4-8 sessions per week, with the opportunity to job share and to complete paperwork at home if required, either in a salaried position, partnership, or salaried with a view to partnership.

Brockworth itself is a friendly close knit area with a well-balanced demographic population which continues to expand, and is situated within ten minutes from Cheltenham and the M5.

Start date 2016.

Informal visits and enquiries are very welcome.

Please email our Teresa Hinder, our Practice Manager at [teresa.Hinder@nhs.net](mailto:teresa.Hinder@nhs.net) or call her on 01452 865006 Mon-Thurs or Susie Goroll on Fridays

Closing date for applications **February 12<sup>th</sup> 2016**

## **The White House Surgery**

Four Shires Medical Practice, Stow Road, Moreton in Marsh, Gloucestershire, GL56 0DS

Telephone: 01608 650317. Email: Angie.hope@nhs.net

**GP VACANCY for April 2016 start**  
**FULL / PART TIME: SALARIED with a view to Partnership**  
**Max 9 sessions per week**

Due to re-location we are looking for a new partner to join our Cotswold Practice. We are a busy 4500 patient dispensing practice with a village branch site and contracted responsibility to our Community Hospital which includes Ward Round and some OOH .

You would have a pleasant working environment in our newly built Medical Centre which is located on the same site as the hospital. The very best of support staff who are all dedicated, friendly and efficient. We use SystmOne which also integrates with our local District Nursing and Hospital Community Services to help give the very best in continuity of patient care. We are high QOF achievers and offer a wide range of Enhanced Services.

This is a great opportunity to join a well-established North Cotswold Practice NHS Pension Scheme/ Defence Union paid by Practice. For further information and if you wish to have an informal visit please contact the Practice Manager.

Apply in writing with CV to Angie Hope, Practice Manager

Closing date **Friday 19<sup>th</sup> February 2016**



## Chipping Campden Surgery Gloucestershire

[www.chippingcampdensurgery.co.uk](http://www.chippingcampdensurgery.co.uk)

### Salaried GP vacancy

4 sessions per week (Mondays and Fridays)  
with option to increase hours with internal locum cover

Situated in the beautiful North Cotswold town of Chipping Campden  
Friendly, welcoming, cohesive and proactive GMS team with a sense of humour, who  
embrace change.

4,868 patients with increasing list size

Dispensing practice

High achievement of targets

Excellent patient survey results; good reputation locally

Undergraduate teaching

Systmone clinical system

**You would be joining one full time partner, two half time partners and an  
excellent nursing and administrative team who are committed to providing  
outstanding, compassionate clinical care.**

Details and application forms/informal visits:

Mrs Amanda Goode

Practice Manager

Chipping Campden Surgery

Back Ends

Chipping Campden

GL55 6AU

01386 848001

Email: [Amanda.Goode@nhs.net](mailto:Amanda.Goode@nhs.net)

Closing Date: 12<sup>th</sup> February 2016

## **Salaried General Practitioners**

### **GHAC and Matson Lane Surgery, Gloucester**

Have you forgotten why you became a GP? Does enjoying work seem a distant memory?

Stop the slog and start enjoying general practice again. Working with us is as flexible as being a locum, but with all the benefits of employment. Whether you are at the start of your career, juggling work and family life, or disillusioned with the grind of conventional general practice, we can offer a working pattern that suits you.

We are looking for GPs for our two practices in central Gloucester. We need doctors who can work regularly. Beyond that, it's up to you. We can accommodate any working pattern, from 4 hours per week, up to full-time employment. Weekend work is entirely optional but, if it suits you to work weekends at an enhanced rate, we can offer that. If you can only work on specified weekdays, that is fine too. We pride ourselves on offering the best possible work-life balance in a enjoyable, supportive environment. We are exceptionally family friendly, but we also welcome doctors in the later stages of their career who don't want the burden of running a practice. Don't retire early, come and work for us!

We also offer:

Generous salary

15 minute appointments

Great team – fun, friendly, informal, modern

Support for developing professional interests

As much or as little admin and management as you like. Beyond your personal clinical admin, any managerial or admin work that you do is optional and remunerated.

Informal visits welcome.

Enquiries/applications with CV and covering letter to;

Susie Graham, Practice Manager, GHAC, Eastgate House, Eastgate Street, Glos, GL1 1PX

Tel; 01452 336290 Email; [Susie.graham@nhs.net](mailto:Susie.graham@nhs.net)

Visit our website at [www.ghac.co.uk](http://www.ghac.co.uk)

Closing date: **26<sup>th</sup> February 2016**



### **Seeking salaried GP or GP partner**

Set in the beautiful historic riverside town of Tewkesbury, surrounded by the Cotswolds, Church Street Practice is a thriving, forward thinking 7 partner practice looking for an enthusiastic, motivated colleague to join our established team. We also manage other practices in Cheltenham.

- GMS practice using TTP SystemOne.
- Dynamic and responsive team committed to providing accessible, high quality healthcare for a growing patient list of 13,100 patients.
- We also manage surgeries in Cheltenham. Successful candidates will be given the opportunity to work in all sites.
- We can offer flexible working hours, full time or part time including term time only and school hour contracts. We can also be flexible about the start date.
- Medical indemnity contributions will be made for salaried applicants.
- Successful training practice with exciting new opportunities to federate.
- Caring and supportive environment with doctors meeting daily for mid-morning coffee along with a long-held tradition of the doctors meeting on a Friday for afternoon tea. Open discussions about clinical and ethical problems are positively encouraged.
- Excellent highly skilled and competent nursing team providing a range of services including a daily nurse led triage service.
- Advanced plans to move in 2016 to a new, bright and spacious purpose built premises which will provide a wide range of onsite services including a community mental health nurse clinic, community midwife clinics, ultrasound, onsite pharmacy and pharmacist, counselling and acupuncture.
- We encourage an interest in personal development and provide scheduled non-clinical time for CPD and admin.
- We would welcome and support a GP who has, or would like to develop, a specialist interest.
- We currently enjoy providing a high level of care to two local community hospitals. Whilst we do not expect new colleagues to help provide this care, if there is an interest, this can be arranged.
- From 1 December we will be managing the Springbank Surgery in Cheltenham. Again whilst we do not expect new colleagues to work at Springbank, if there is an interest, this can be arranged.
- High QOF achievers and patient satisfaction.

As a forward thinking practice we are open to applications from people looking for full time, part time, temporary or permanent positions. We can be flexible with the start date and sessions for the right candidate. We provide the perfect environment for developing your portfolio career.

Informal visits are very welcome. A practice profile and application form are available upon request. Interested applicants to please contact our Assistant Manager, Alison Sharkey via e-mail [alisonsharkey@nhs.net](mailto:alisonsharkey@nhs.net) or telephone 01684 853381.

## LOOKING FOR A NEW WAY OF WORKING AS A GP?



The Symphony Programme is allowing GPs to practice in a new way. Do you want to:

- Take a leadership role helping to shape new models of integrated care and making the most of your experience and clinical interests?
- Work in a beautiful part of Somerset, in a role which provides good work/life balance?
- Have the time and incentives to develop and provide care to patients with complex needs, working across primary and acute care settings?
- Have the security of an employed GP role?

If you've answered 'yes' to some or all of the above then you are the type of GP we are looking for.

The Symphony Programme has been awarded £4.9M as an NHS England Vanguard site with the ambition to develop new models of primary and acute care and create a seamless integrated healthcare system for the people of south Somerset.

We are designing a new NHS contractual model through a joint venture between local GP practices and our District General Hospital (Yeovil Hospital), and creating new 'Enhanced Primary Care' and 'extensivist' clinical roles.

We are now recruiting GPs who want to use and advance their skills, experience and clinical interests in new ways across primary and acute care, making a real difference to patients today and informing the way the NHS evolves for the future.

CVs & QUESTIONS TO: [James.loder@ydh.nhs.uk](mailto:James.loder@ydh.nhs.uk) - 01935 384 348

## **Salaried GP Required**

### **Kennedy Way Surgery, Yate, South Gloucestershire**

A vacancy for up to 8 sessions has arisen as a result of relocation.

We are unique in Bristol and South Glos offering same day GP service according to the “GP Access” model – this means you only see the patients you have to see, the service is fast and responsive, no more squeezing 3 items into a 10 minute slot as you have taken the history before you see the patient. We make a difference every day, our patients love us and we still leave on time!

- Practice size 11,000 patients
- 5 partners (includes our Practice Manager), 3 salaried doctors including you and full complement of nursing and ancillary staff.
- Emis Web, Docman and Frontdesk
- Few visits, regular on call session.

We have streamlined our work so you only have to do what must be done (eg no medical reports. Docman and results are pre-screened, constant monitoring of our system, so the workload remains manageable). We believe in being very organised and responsive to our own and our patients’ needs.

Yate is north east of Bristol, 20 minutes from Bath or Bristol in a semi rural location, so far fewer traffic jams.

We pay competitive rates for sessions, we will pay your GMC and make a contribution towards your indemnity costs (MDU).

For more details, to arrange an informal visit or just to get to know us, please contact Carol de Gay or Monika Blackwell on Tel No: 01454 313849 or via email at: [kws@gp-L81042.nhs.uk](mailto:kws@gp-L81042.nhs.uk). See also [www.kennedywaysurgery.com](http://www.kennedywaysurgery.com)

Closing Date: **Friday 19<sup>th</sup> February 2016**