

# CHRISTMAS 2018

LOCAL MEDICAL COMMITTEE

**LMC**  
GLOUCESTERSHIRE



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Merry Christmas everyone! We are all under pressure, but these few days should give us all a chance to unwind a little. For the New Year the LMC will continue to do everything it can to improve things. We are there to help you, individually and collectively.

## **Pensions and taxation**

Many GPs are at a stage in their professional lives where their earnings and their pension contributions verge on or exceed the annual and lifetime limits set by HMRC. The risk is that this may not become known until after the deadline for declaring it. The resultant tax bill for breaching the allowance is unavoidable, but failure to declare in time means that there is a hefty interest charge as well.

We are aware of cases where GPs have experienced delays in accessing their pension statements. When there are problems with Capita's performance the following steps should be followed:

- At the moment, if a practice or individual has any issue due to the service provided by PCSE, such as delays or errors in payment, they should contact PCSE in the first instance to resolve the issues [pcse.enquiries@nhs.net](mailto:pcse.enquiries@nhs.net) putting appropriate details in the header to ensure PCSE can pass details onto the relevant back office team.
- PCSE has to be given a chance to sort out the complaint. We suggest their initial response should be within 10 working days and the complaint should be satisfactorily dealt with within 40 days.
- If the issue is not resolved by PCSE in a timely manner as above then you should email NHS England [pcse.ppinfo@nhs.net](mailto:pcse.ppinfo@nhs.net) We suggest that you include the following details in your email:
  - Your name and address (or the name of the practice and its address)
  - The reason for your claim
  - A clear explanation of the facts
  - What losses are you are claiming (these may be direct losses such as your contractual payments, or indirect losses such as costs incurred because of having to take out a loan to pay for practice expenses)
  - Attach any supporting documents which verify the facts in the letter and the amount claimed
  - A date by which you want a full response, we recommend 28 days
  - Any other relevant information
- NHS England should then be in contact about your claim. You should note that by accepting an offer of compensation it could mean you forego the right to seek any further redress, so please consider fully all losses that you suffered because of failings by PCSE.

- You may even wish to consider taking up your claim via the small claims court, however not all claims are suitable for this route. [See guidance on bringing a small claim to the court](#). An alternative approach might be to contact GPC England ([info.gpc@bma.org.uk](mailto:info.gpc@bma.org.uk)) who can escalate the issue on your behalf. Please include the previous correspondence and a clear outline of the issue and the desired outcome.

As always, our advice is that you should take individual professional advice about strategies to reduce annual allowance bills, such as removing part of your earnings from superannuation calculations.

### **PCSE re-organisation**

In the same vein, we have just been informed by Capita that their PCSE organisation is being changed and that, to avoid everyone chasing their tails, complaints and queries are to be raised in the first instance on their website not by email. When you first raise an issue you will be given a 'CAS' number which will allow you to trace progress on the case thereafter. So far we have just had an alert – details are promised for the New Year.

### **Reminder: Important changes to cervical sample taker register**

This is a reminder of the important changes to the way Cervical Sample Taker information is to be stored and accessed. All records are being moved onto a web-based single regional database. Fundamentally this will enable the Practice /Team Manager to monitor which healthcare professionals within the practice are trained sample takers. It will also allow you to mark sample takers that have left the Practice so that the information held is up-to-date and accurate. This is in line with the Commissioners Responsibilities for provision of a Cervical Sample Taker Register in 'Guidance for acceptance of cervical screening samples 2017'.

Practice/Team managers will be responsible for ensuring update training is completed in a timely manner and for uploading a relevant certificate of attendance. Failure to do this will trigger the system to send the sample-taker a letter to indicate that their training has now expired and create a 'red flag' alert. Any cervical samples taken during this time may be reported as inadequate by the receiving laboratory. The system requires access via an N3 connection and for each sample taker to have an active NHS email address, because the system will automatically send a reminder letter to the sample taker 6 months prior to update training being required and again at 1 month.

The critical thing, and we are following it up, is what this update training actually involves and whether there is any clinical justification for requiring it. More on this anon.

Practices will shortly be receiving an email from the CSU requesting that you confirm that the list of sample takers allocated they have against your practice is accurate. Please reply to this request promptly.

### **GMC Correspondence**

In many cases, and for very reasonable reasons, e.g. the practice pays the GMC annual subscriptions for partners, GPs give their practice address to the GMC. The GMC has been known to remove from the list those who have not paid their subscriptions, even for understandable reasons. It is also worth bearing in mind that GMC correspondence could deal with complaints. GPs should consider carefully whether the use of a personal address might be a better option for GMC correspondence.

### **Clinically assisted nutrition and hydration**

The GPC jointly with the Royal College of Physicians and with GMC endorsement has now published new guidance, *Clinically-assisted nutrition and hydration (CANH) and adults who lack the capacity to consent: guidance for decision-making in England and Wales*. The guidance is in response to a number of legal developments which have altered how these decisions should be made. It provides the most up-to-date statement of your legal and professional obligations; sets out the decision-making process that should be followed; and provides practical guidance on approaching best interests assessments and second opinions. In addition to the main guidance document, we have also published a quick reference guide; a guide to implementation aimed at healthcare providers, funders, and managers; and a short information leaflet for families about their role in the decision-making process. You can access these, as well as various training resources,

at [www.bma.org.uk/CANH](http://www.bma.org.uk/CANH). If you would like hard copies sent to you, please e-mail [ethics@bma.org.uk](mailto:ethics@bma.org.uk) with your mailing details.

### **Notes from the LMC Secretaries' Conference**

The GMC Chief Executive, Charlie Massey, spoke to the theme of supporting doctors in difficulties. He mentioned (as a statement of fact) that BME doctors were twice as likely to be complained about by their employers as their Caucasian colleagues, and that doctors were more likely to be complained about at the beginning and end of their careers. He pointed out, however, that most cases reported to the GMC were quickly rejected as groundless. The GMC was introducing a preliminary hearing for those that could not be quite rejected out of hand (about 8% of cases). These preliminary hearings would occur much faster (within 9 weeks) and, he expected, most of those would not be taken further. He accepted that some cases would still have to be taken to a full hearing, and that did take time. However, there will be a new Doctor Support Service for any doctor under investigation (no details given). In questions afterwards he appeared:

- Not to empathise with GPs under investigation, who in some cases had been driven to suicide.
- Not to understand GPs' concerns that GMC guidance could be given simultaneously in opposing directions leaving GPs at risk whichever way they went.
- Not to understand the difficulties for sessional GPs in finding practices that would provide supervision under a supervision order.

He agreed that had he known the whole facts surrounding the Bawa-Garba case he would not have directed what was done by the GMC.

### **Webinar about items that should not be routinely prescribed in primary care**

As part of their [latest consultation on items which should not routinely be prescribed in primary care](#) NHS England and NHS Clinical Commissioners are hosting a webinar (online meeting) to outline proposals for updated CCG guidance, including more effective, safer and/or cheaper alternative items. It will also provide GPs and other prescribers with an opportunity to ask questions and share their views on the proposals. This will be on 16<sup>th</sup> January 2019 starting at 2 p.m. for an hour

Please visit the [NHS England website](#) to book your place.

### **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.

### **Max's Musings**

They say that most men do their Christmas shopping on Christmas Eve and are then liable to buy almost anything at any price to ensure that the following day gets off on the right foot. I had planned to follow that route this year but we are all being expected to provide a standard service right up to the last minute before the bank holiday, even though (as mentioned above) one half of our patient population will be doing its last-minute panic buying while the other half will be very busy preparing things for the morrow. I shall have to find another time to do it – or perhaps a well-known internet shopping system will come to my aid?

It seems that in some American states the thieves target those cardboard boxes which have been ordered on line and left on the doorstep. To the vision of lawyers chasing ambulances we must now add that of thieves chasing postmen. Cunningly, some of these boxes now contain electronic tracking devices which should help the police to make very quick, possibly even red-handed, arrests.

Looking closer to home we have Brexit to look forward to. For months now the discussion has generated much heat and little light, and that is still the way of it. I take some comfort from the fact that European firms will still want to sell us stuff and possibly Europeans may wish to buy some of our products. (English wines are on the up and up, I am told.) So, in the end, things will probably sort themselves out. And if the Irish want a hard border and the nations cannot agree terms then they can jolly well establish and man it themselves.

And finally:

The tale that follows is too long to go inside a cracker, but I thought I ought to share it with you:

'When four of Santa's elves went sick the trainee elves failed to produce toys as quickly as his regular workforce. Santa began to feel pre-Christmas pressure. Mrs Claus then told Santa that her mother was coming to visit, which stressed Santa even more. When he went out to harness the reindeer he found that three of them were about to give birth and two others had wandered off Heaven knew where. On loading the sleigh one of the floorboards broke, letting a bag fall to the ground scattering toys in the snow. Feeling that things were going badly he headed indoors for a glass of cider and a shot of rum but the elves had drunk all the cider and hidden what was left of the rum. In his frustration he dropped the cider jug which broke into hundreds of little pieces. On fetching the broom he found that the mice had eaten all the straw off the business end of it. Just then the doorbell rang and a very irritated Santa marched to the door, flung it open and there stood a little angel with a great big Christmas tree.

"Merry Christmas!" piped the angel. "I have a beautiful tree for you. Where would you like to stick it?"

And thus began the tradition of the little angel on top of the Christmas tree'



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

A rectangular box with a green border containing the Gloucestershire GP Safe House logo. At the top left is the LMC Gloucestershire logo. To its right is the word 'Gloucestershire' in blue. Below the LMC logo is a small illustration of a house with a garden. To the right of the house illustration is the text 'GP SAFE HOUSE' in green, with 'GP' in a larger font. Below this is the tagline 'Online support for professional challenges' in a smaller, italicized font. At the bottom of the box is the website address 'www.gpsafehouseglos.co.uk' in blue.

## **JOB VACANCIES**

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

<b>GLOUCESTERSHIRE</b>			<b>Date posted</b>	<b>Closing Date</b>
<a href="#">GP Retainer Scheme</a>	Gloucestershire	GPs – short-term work for those who need it	28 Feb 18	Open
<a href="#">Partners in Health</a>	Gloucester	Looking for 2 GPs	01 May 18	Open
<a href="#">Aspen Medical Practice</a>	Gloucester	General Practitioner Opportunities	11 Jul 18	Open
<a href="#">Upper Thames Medical Practice</a>	Cirencester & Lechlade	GPs sought	07 Aug 18	Open
<a href="#">Kingsway Health Centre</a>	Gloucester	GPs sought	09 Oct 18	Open
<a href="#">Crescent Bakery Surgery</a>	Cheltenham	Salaried GP Post	17 Oct 18	Open
<a href="#">Marybrook Medical Centre</a>	Berkeley	Salaried GP	24 Oct 18	Open
<a href="#">Minchinhampton</a>	Near Stroud	GP Partner	12 Nov 18	Open
<a href="#">Bartongate Surgery</a>	Gloucester	Salaried GP	20 Nov 18	Open
<a href="#">Working with the Forces</a>	Across Gloucestershire	GPs Full or Part timer	20 Nov 18	Open
<a href="#">Gloucester City Health Inequalities Fellowship</a>	Gloucester City	New GP roles in 2019	22 Nov 18	06 Jan 19
<a href="#">Matson Lane Surgery</a>	Gloucester	Lead GP	26 Nov 18	Open
<a href="#">Aspen Medical Practice</a>	Gloucester	Salaried GP 6 to 8 sessions per week: with view to partnership	28 Nov 18	Open
<a href="#">Newnham &amp; Westbury Surgery</a>	Forest of Dean	Salaried GP with view to partnership	4 Dec 18	Open
<a href="#">Newent Practice</a>	Forest of Dean	Salaried GP	6 Dec 18	21 Dec 18
<a href="#">Royal Crescent Surgery</a>	Cheltenham	Practice Nurse	6 Dec 18	4 Jan 19
<a href="#">Corinthian Surgery</a>	Cheltenham	Salaried GP	10 Dec 18	Open
<a href="#">Lydney Practice</a>	Forest of Dean	Advanced Nurse Practitioners	17 Dec 18	14 Jan 19
<a href="#">Hadwen Medical Practice</a>	Gloucester	Salaried/Locum GP	18 Dec	Open
<b>ELSEWHERE</b>				
<a href="#">Barn Close Surgery</a>	Broadway, North Cotswolds	Salaried GP	27 Mar 18	Open
<a href="#">Thorneloe Lodge Surgery</a>	Worcester	Salaried GP 6-8 sessions	25 Jul 18	Open
<a href="#">Health Assessment Advisory Service</a>	South West Area	Medical Practitioners: Centre for Health & Disabilities Assessments	05 Oct 18	31 Dec 18

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

**Salaried GP with a view to Partnership longer term - Newnham and Westbury Surgery.**

Friendly, motivated, patient-centred GMS practice, looking for a salaried GP to join our team for 6 sessions per week (some flexibility possible for the right candidate).

- 2 GP Partners
- Rural dispensing practice
- EMIS Web
- 3500 patients
- High standards of care( CQC/QOF)
- Nurse led chronic disease management
- Regular Clinical Pharmacist Sessions
- Loyal staff with low turnover, stable practice population
- Located on fringe of Forest of Dean with good transport link via the A48 to access Chepstow as well as Gloucester
- Good relationship with local practices.

We continue to believe that the business model of small Practice, dedicated staff and continuity of care maximises both professional and financial reward.

We are mindful of the need to remain resilient in the face of political change and are open minded about how best to achieve that.

Interested applicants should send a covering letter and C.V. by email/post to Mr Gerry Barclay, Practice Manager, Newnham and Westbury Surgery, High Street, Newnham GL14 1BE. We welcome informal visits and telephone contacts. E-mail: [gerry.barclay@nhs.net](mailto:gerry.barclay@nhs.net) or tel 01594 516241

**THE LYDNEY PRACTICE**

**Exciting Opportunity for:- Advanced Nurse Practitioners**

The Lydney Practice is a dynamic and forward-thinking 6 Partner Practice set on the edge of the beautiful Forest of Dean and Wye Valley.

We are currently looking to integrate highly trained healthcare professionals into our team.

We are a friendly Practice with a happy, sociable, hardworking team, both clinical and admin, who are all mutually supportive.

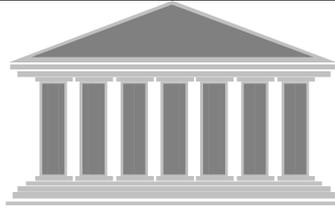
- Dispensing Practice.
- Patient base is currently 7,300 and expanding.
- Good CQC ratings in all areas with high patient satisfaction scores.
- Excellent QOF achievement.
- EMIS Web.

We would be delighted to hear from you and are happy to arrange informal visits to meet the team before the interview date.

**Closing date: 14 January 2019.**

Please apply with CV and covering letter to:- Paul Morgan, Practice Manager, Lydney Practice, Albert Street, Lydney, Glos. GL15 5NQ

Tel: 01594 842167



## **CORINTHIAN SURGERY, CHELTENHAM**

### **SALARIED DOCTOR REQUIRED**

This is an opportunity for a salaried doctor to join a forward thinking, friendly team in the heart of Cheltenham offering:

- 4-8 sessions, flexible for the right candidate
- Induction programme and mentorship appropriate to your experience level
- A supportive, cohesive seven partner team of male and female doctors, mixed ages and special interests.
- Practice population of 8,500 patients
- Excellent nursing team with triage and chronic disease nurses, nurse prescriber and HCAs
- Dedicated admin team
- Career development and special interests welcomed
- Regular educational meetings and external speakers
- Opportunities to teach medical students
- System one, electronic prescribing
- BMA model contract, salary depending on experience.

Informal visits encouraged - Interested applicants should send CV and covering letter to:

Matthew Roff, Practice Manager  
Corinthian Surgery  
St Paul's Medical Centre  
121 Swindon Road  
Cheltenham  
GL50 4DP

Tel: 01242 215000  
Email: [matthew.roff@nhs.net](mailto:matthew.roff@nhs.net)

# HADWEN MEDICAL PRACTICE GLOUCESTER

Salaried/Locum GP – Maternity Cover up to 8 Sessions per Week  
Would you like to join our friendly, successful and supportive Practice?

**Pharmacy**  
**Training**  
**Innovators**  
**Friendly CCG CPD Dynamic**  
**Entrepreneurial Cohesive Flexibility**  
**Excellent**  
**HighEarning**  
**Enthusiastic**  
**Learning**  
**EarlyAdopters**

Applicants are sought for a Salaried GP position at Hadwen Medical Practice for a 12 months fixed term maternity cover contract with a nominal start date of 1st March 2019. We will also consider the locum model of employment if applicants prefer this type of flexibility.

We are a training practice with 8 partners and 5 salaried doctors, and pride ourselves on excellent monthly in-house CPD meetings. We offer a supportive, well-managed working environment and a happy and functional practice team and have received an extremely positive CQC inspection. We have also have recently completed a major redevelopment of our Glevum surgery that will help us to meet the future clinical needs of our patient population.

The Practice is situated in a growing city with excellent transport links, 6 local grammar schools, sporting and recreational facilities and beautiful countryside nearby.

Please contact our Management Partner, Ian Robertson, at [Ian.Robertson1@nhs.net](mailto:Ian.Robertson1@nhs.net) for further information or to arrange an informal visit.

To apply for the position please forward your CV and covering letter by email to the Management Partner.