

APRIL 2019 NEWSLETTER

LOCAL MEDICAL COMMITTEE

LMC
GLOUCESTERSHIRE

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

Dr Tom Yerburgh – LMC Chairman
tom.yerburgh1@nhs.net

Shelina Jetha - LMC Manager
shelina@gloslmc.com

Twitter: @GlosLMC

Dr Penelope West – Medical Secretary
penelopewest@gloslmc.com

Sue O'Sullivan - Administration
sue@gloslmc.com

Tel: 01452 310706

Fax: 01452 386503

The national LMC UK Conference took place in Belfast last week over 1½ days. The debate was fully covered in on-line TV and in particular the GPC UK's Chairman, Dr Richard Vautrey, gave an encouraging keynote speech [which you can read here](#). Gloucestershire LMC led the debate on one motion, ably proposed by Dr Roz Bounds. Our Chairman addressed the difficulties GPs faced when medicines were not available and Dr Ben Lees asked the GPC to arrange that perverse reductions in practice premises rent repayments do not, as in his practice's case, occur. Your new LMC Medical Secretary, Dr Penelope West, attended the Conference and [her notes are on our website](#).

LMC contact with GPs

With the changeover of LMC Secretaries it would be immensely helpful if practices could let the office know (sue@gloslmc.com) which GPs they currently have in the practice, who the partners and salaried GPs are and any anticipated changes in manning. Similarly, if any locum GP feels they are not receiving our newsletters then they should be encouraged to make contact – it costs them nothing.

Further changes in the LMC Office

Both Shelina Jetha and Sue O'Sullivan will shortly be leaving the LMC after long and good service and we wish them well, one in alternative employment and the other to retirement. The advert for an Office Assistant is on our website.

Setting up Primary Care Networks

The GPC has launched the BMA's [PCN handbook](#) which marks the start of a series of resources to be provided over the coming weeks to support practices in establishing primary care networks. The handbook provides detailed guidance for those starting discussions about forming a network, with considerations, options risks and opportunities, and should be used to inform decisions around governance, structures, employment models, funding flows etc. Over the coming weeks practices and PCNs will be provided with practical tools and advice to tailor the content of the handbook to your specific needs.

Funding for increased employer contributions

The Department for Health and Social Care have confirmed that for 2019/20 an employer rate of 20.6% (20.68% inclusive of the administration charge) will apply from 1 April 2019. However, the NHS Business Service Authority will only collect 14.38% from employers such as practices. Central payments will be made by NHS England and the DHSC for their respective proportions of the outstanding 6.3%. This will also apply to locum GPs. [Read the full consultation response](#)

Indemnity settlement 18/19

The new state-backed indemnity scheme also covers NHS work commissioned by Public Health. GPC England and NHS England have agreed the amount to cover the increased cost of indemnity for 2018/19. This will again be £60m and be paid on a per-patient basis

equivalent to £1.005 per patient. Practices and individual GPs will need to discuss how this funding is distributed, in line with previous years. This is the third year that GPC has secured payment to cover the previous annual rise in indemnity costs. It now completes discussions related to the current indemnity scheme and represents a fair and final settlement. This is in addition to the state-backed indemnity scheme which begins on 1st April. [Read the GPC indemnity guidance](#). The MPS has issued the statement to be found at Annex A. Note that Practice Nurses may need similar additional cover for complaints etc as do GPs.

BMA's NHS pension challenge

The BMA has [written](#) to the Secretary of State of Health and Social Care in England, Matt Hancock, and the governments of the devolved administrations, informing them that the BMA intends to support members in bringing age discrimination claims in an employment tribunal in respect to the discriminatory impact of the 2015 NHS Pension Scheme. The action, by the BMA's legal team, comes in the wake of the Court of Appeal ruling last year which stated that the Government discriminated against judges and firefighters on the grounds of age, race and equal pay in relation to changes to their pension schemes. Although the schemes are different, the BMA believes the underlying legal principles are essentially the same. The outcome of the legal challenges to the judges and firefighters ruling could influence any legal challenge brought on behalf of younger doctors to the legality of the 2015 NHS Pension Scheme.

Consultation opens on competition and procurement rules in the NHS

NHS England has announced a [new consultation](#) on proposals for legislative change to the current competition rules in the NHS in England. This is a significant development which recognises the BMA's campaign against the wasteful and pernicious rules introduced by the Health and Social Care Act 2012. [The BMA](#) has long called for removing the current competition framework from NHS legislation. The GPC is scrutinising the proposals but believes they are likely to deliver key elements of what the BMA has called for – particularly in terms of removing the requirement on commissioners to put services out to competitive tender. However, the continued emphasis on the integrated care provider contract is probably unnecessary with the development of primary care networks.

Running out of flu vaccine?

GPC England has sought advice from NHS England and clarified the action needed if there is no adjuvanted trivalent inactivated influenza vaccine (aTIV) available as part of the vaccination programme delivery, and no further is expected this season. The appropriate steps for practices to follow are:

1. Where a practice has no aTIV, discuss this with the CCG flu lead.
2. If the CCG confirms that no aTIV is available, offer patients Quadrivalent Influenza Vaccine (QIV).
3. If a patient declines QIV, the practice can exception report and then should record the reason.

Firearms licensing process

A reminder: the latest guidance is at [GP support guidance about the firearms licensing process](#). There is also a blog about medical involvement in firearms to explain the clarifications which you can access [here](#).

Over the Counter Medicines

The full guidance is at <https://www.bma.org.uk/advice/employment/gp-practices/service-provision/prescribing/over-the-counter-medicines-guidance> which boils down to:

- Continue to make the care of the patient your first concern
- Advise patients if the appropriate treatment for their condition is available over the counter
- Provide an FP10 if, in the opinion of the GP, not to do so may put the patient at risk of not having a necessary treatment.

CQC Update

There is a new approach to regulation of general practice being introduced from 1 April 2019. Practices rated 'good' or 'outstanding' will no longer be routinely inspected every two

years; their inspections will change to a maximum interval of five years. Between inspections these practices will have an annual regulatory review including the outcome of a 'provider information collection' (PIC) – based on an annual phone call to the practice because a satisfactory IT solution for the PIC has yet to be developed. See also:

- Updated guidance on CQC's website: [How we monitor GP practices](#) and
- A new page on the [questions that CQC will ask on the calls](#).

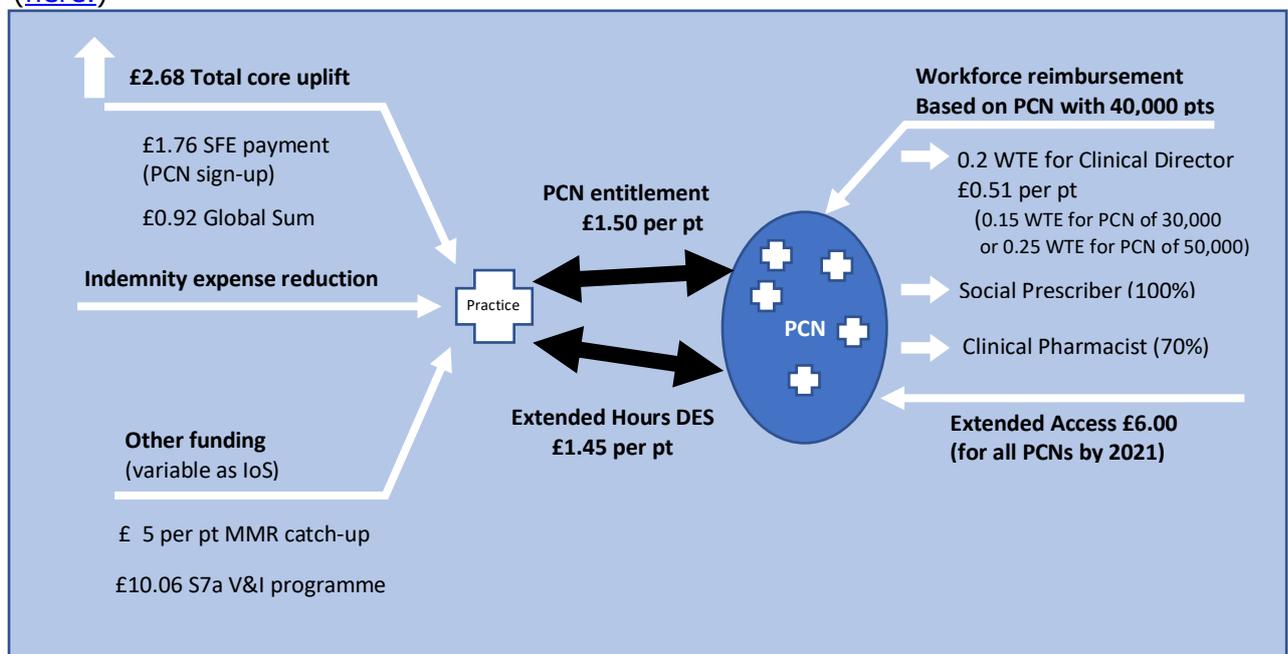
GPC England has worked closely with the CQC through various iterations of this in order to mitigate the impact on practices and that engagement has made the process considerably less burdensome and more fit for purpose than it otherwise would have been; it has also been piloted, though not in a huge number of practices.

ICS briefing

GPC has published a [new briefing on Integrated Care Systems](#). This provides a background to the changing ways of planning and organising the delivery of health and care services in England. The briefing describes what they are, where across England they are being established, and what they mean for doctors, in both primary and secondary care.

GP contract in England guidance

The GPC continues to publish guidance relating to the GP contract agreement in England ([here.](#))



Because of wider political pressures, not least Brexit, changes to the GMS and PMS regulations relating to the contract in England will not happen in time for April 2019, but may be later in the year (July or October). The SFE and funding entitlements will still go ahead from 1 April.

Buying Group update

With effect from 1st April 2019 Scan and Collate, who provided a scanning service to LMC Buying Group members, will no longer be a Buying Group supplier. Unfortunately, Scan and Collate cannot provide a nationwide service any more so their contract with the Group ends on 31 March. The Group has negotiated terms with another company (Scan House) who will take over from Scan and Collate effective 1 April. The team at have over 20 years' experience in document management solutions. Further details in due course.

Sessional GPs' issues

The latest sessional GPs' newsletter can be read [here](#).

Possibly more to the point, the GPC has just 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. The template is just that – it can be amended.

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 B for ease of reference.

And finally:



This newsletter was prepared by Dr West and the staff of Glos LMC

LOCAL MEDICAL COMMITTEE
LMC
GLOUCESTERSHIRE

Gloucestershire

GP SAFE HOUSE
Online support for professional challenges

www.gpsafehouseglos.co.uk

STATEMENT BY THE MEDICAL PROTECTION SOCIETY (MPS)

Simon Kayll, MPS Chief Executive said:

“Medical Protection has set new subscription fees for general practice members in England and Wales. Most members can expect to receive a significant reduction and in some cases they may be eligible for a partial refund on their current year’s subscription. Medical Protection members will receive a personalised letter setting out their new tailored subscription information in detail in the next couple of days.

“The new state-backed scheme won’t protect GPs in all circumstances. This means Medical Protection membership will remain vital to protect against many challenges including regulatory issues, a complaint from a patient or a clinical negligence claim arising from private or fee-paying work.

“A GP’s subscription will depend on a number of factors including the amount of private or fee-paying work they undertake and the number of sessions they work. As an illustration, a GP working eight sessions can expect their subscription to be less than £800. This subscription includes advice and support with medicolegal issues from their NHS and private work as well as our 24-hour medicolegal advice line and risk management support.

“If a member carries out fee-paying or private work they would need to add protection for any claims that may arise from this activity. The cost of this additional claims protection is dependent on their earnings from private or fee paying work. GPs can earn up to £2,500 from standard GP fee paying work for a subscription cost of £90. We expect that this will be adequate for many Medical Protection members. Those doing more private work can seek a tailored quote online or by calling our Member Services team.

“While Medical Protection members in General Practice in England and Wales will pay substantially less for their membership, they can they can expect to continue to receive the same high quality advice and support.”

JOB VACANCIES

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

GLOUCESTERSHIRE			Posted	Closing Date
GP Retainer Scheme	Gloucestershire	GPs – short-term work for those who need it	28 Feb 18	Open
Partners in Health	Gloucester	Looking for 2 GPs	01 May 18	Open
Kingsway Health Centre	Gloucester	GPs sought	09 Oct 18	Open
Crescent Bakery Surgery	Cheltenham	Salaried GP Post	17 Oct 18	Open
Marybrook Medical Centre	Berkeley	Salaried GP	24 Oct 18	Open
Working with the Forces	Across Gloucestershire	GPs Full or Part timer	20 Nov 18	Open
Matson Lane Surgery	Gloucester	Lead GP	26 Nov 18	Open
Aspen Medical Practice	Gloucester	Salaried GP 6 to 8 sessions per week: with view to partnership	28 Nov 18	Open
Newnham & Westbury Surgery	Newnham Gloucestershire	Salaried GP with view to Partnership longer term	04 Dec 18	Open
Corinthian Surgery	Cheltenham	Salaried GP	10 Dec 18	Open
Lydney Health Centre	Forest of Dean	GP: 4-6 sessions available	04 Feb 19	Open
Newent Doctors Practice	Newent	Maternity Locum 6 sessions/week for 6 months	20 Feb 19	Open
Regent Street Surgery	Stonehouse	Part-time Salaried GP	4 Mar 19	10 May 19
White House Surgery	Moreton in Marsh	Salaried GP	10 Mar 19	30 Apr 19
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
Royal Well Surgery	Cheltenham	GP	15 Mar 19	19 Apr 19
Glos LMC	Gloucester	Office Assistant	25 Mar 19	11 Apr 19
ELSEWHERE				
Thorneloe Lodge Surgery	Worcester	Salaried GP 6-8 sessions	25 Jul 18	Open
Crest Family Practice	Knowle, Bristol	GP Salaried Position 4-8 sessions per week & GP Salaried Position: Maternity Cover	16 Jan 19	Open
Vine Surgery Partnership	Street, Somerset	Partnership or Associate GP	27 April 19	Open
The Vauxhall Practice	Chepstow	Flexible Salaried GP Post	04 Mar 19	31 March 19

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

GLOUCESTERSHIRE LOCAL MEDICAL COMMITTEE – OFFICE ASSISTANT

Outline: In this position, you will perform clerical tasks, answer phones, and sort mail. Other duties will include assisting office manager and executives with preparing documents, organizing files, managing existing documents, and generally keeping the office organized, tidy, and running smoothly.

Job Title: *Office Assistant*

Job Purpose: *Performing general office duties to ensure business processes run smoothly.*

Job Duties:

- Perform clerical duties including, but not limited to, mailing and filing correspondence, preparing documents and answering calls;
- Interact with clients, visitors, and vendors;
- Seek up-to-date contact information, maintaining accurate contact records;
- Assist in setting up new member and LMC constituent records;
- Arrange meetings by reserving rooms, preparing place names and folders and managing refreshments;
- Sort and distribute incoming mail;
- Sign for delivered packages and distribute them to the appropriate recipient;
- Type correspondence, meeting notes and forms, among other documents;
- Photocopy, scan, and file appropriate documents;
- Maintain stocks of supplies by anticipating work requirements;
- Edit documents for accuracy;
- Assist with organising events when necessary;
- Interact with LMC members when necessary;
- Maintain financial database records;
- Deal with member and constituent questions;
- Perform additional duties when required, including organising the filing system.

Skills and Qualifications:

- Previous experience in a related field preferred;
- Able to maintain a strict level of confidence;
- Self-driven, enthusiastic and reliable;
- Able to work alone or as part of a team;
- Highly motivated and organised, able to prioritize efficiently;
- Gets on well with people, communicating effectively;
- Proficient in Microsoft Office programs, particularly Outlook, Word and Excel;
- Knowledge of SAGE an advantage
- Experience of using a website Content Management System an advantage
- Knows basic office management procedures;
- Professional in appearance;
- Attentive to detail;
- Excellent typing skills;
- Enjoys problem solving.

Time. To be negotiated: indicative timings 15 - 20 hours a week. We support flexible working.

Pay. Negotiable, depending on experience, but indicatively. Rate £10.50/ hour, with employer's statutory pension contributions at 3%

Application. With CV to Dr West at Glos LMC, Unit 10 Westgate Business Centre, The Island, Westgate Street, Gloucester GL1 2RU or by email to penelopewest@gloslmc.com by noon on Thursday 11th April.

Start date Expected to be 20th May 2019.

Regent Street Surgery, Stonehouse

We are a friendly, collaborative 3 Partner practice in rural Gloucestershire. We have a vacancy of 2-3 sessions for a Salaried GP. There is a requirement for the successful applicant to be able to work all day on a Thursday.

The practice is long established with an excellent reputation and high patient satisfaction rates. Based in Stonehouse, near Stroud, the area enjoys excellent transport links as well as outstanding schools and excellent amenities all within the beautiful Cotswolds countryside.

We are committed to achieving a good work/life balance and developing our staff professionally. We work as a team to share the workload and have an honest and open working environment. Our multi-disciplinary clinical team includes 3 Partners, 1 salaried GP, 2 Practices Nurses, 1 HCA and a cluster Clinical Pharmacist. Other details include:

- 4200 Patient list size
- Dispensing Practice
- Cluster working with local practices
- NHS Pension Scheme

For informal enquiries and visits, please contact our Practice Manager, Claire Farragher, on 01453 825690 or email c.farragher@nhs.net

To apply, please send a CV and covering letter to c.farragher@nhs.net

Closing Date Friday 10th May

Flexible Salaried GP Post

The Vauxhall Practice,
Chepstow
Vauxhall Lane, Chepstow, NP16 5PZ
01291 636100



Due to the planned retirement of a longstanding GP partner, we are looking to recruit a salaried doctor to cover 4 - 6 sessions.

This is an opportunity for a motivated and enthusiastic doctor to enjoy family practice. We are committed to high quality collaborative patient care. Present partners' interests include therapeutics, teaching, research, women's health and family planning and we encourage new staff to develop their special interests.

Apply by email or post with CV and covering letter to: Joanne Kent, Practice Manager
The Vauxhall Practice, Vauxhall Lane, Chepstow NP16 5PZ

Email: joanne.kent@wales.nhs.uk

Informal visits and enquiries welcomed: Telephone 01291 636100

Website: www.vauxhallpractice.co.uk

Application closing date: 31st March 2019

Start date: Spring/Summer 2019 (prepared to wait for the right candidate)

- Five doctored (WTE 5.0) practice looking after 8,700 patients in a well-connected, historic town in the Wye Valley
- Good continuity of care and job satisfaction
- EMIS Web paperless system
- IT & Patient Safety Toolkit Pilot Practice
- Advanced nurse practitioner, clinical pharmacists and innovative GP first access appointment system
- Part dispensing
- Teaching medical students
- We are research active
- Purpose built practice owned premises
- Six weeks annual leave + one week study leave
- 5 minutes from motorway links, within easy commuting distance of Bristol or Cardiff
- Good local schools

Join us to be the GP you always
wanted to be.

The White House Surgery is a busy General Practice located in the beautiful rural Cotswolds. We are based in the purpose-built Four Shires Medical Centre, Moreton-in-Marsh, on the same site as the local community North Cotswold Hospital.

We are looking for a **salaried GP for 5/6 sessions per week**, to join our friendly practice. There is also the possibility of a partnership in due course.

We are a supportive team including two partners and one salaried GP, Senior Nurse Prescriber, Practice Nurse, Healthcare Assistant, Phlebotomist, a Team of 5 Dispensers and 6 Administrative staff members.

We have off site Consulting Rooms based in the village of Blockley that is open four mornings per week and we also share cover of the ward rounds at the North Cotswold Hospital.

- Rural, dispensing practice
- SystmOne Clinical system
- List size approximately 4500 patients
- 'Good' CQC rating
- Websites www.whitehousesurgery.com

Apply by email or post with CV & covering letter to Jayne Ledbetter at the below address/email

Informal visits are most welcome, for further information or to arrange a visit please contact:

Jayne Ledbetter, Practice Manager, at The White House Surgery,

Stow Road, Moreton-in-Marsh, GL56 0DS

Tel: 01608 650317, or by email to jayne.ledbetter@nhs.net

Closing date 30th April 2019

Forest of Dean, Gloucestershire GP Partner Required

We would like to offer you the chance to join our practice in the beautiful Forest of Dean.



Why come to us?

- 6,400 patients and expanding
- Brand new building about to begin construction, with state of the art facilities; no 'buy in'; lease fully supported by the CCG
- Great team, many have been with us for years. Good systems and excellent patient feedback; high QOF scores
- We love our team ethos, we share workload equally and fairly, we're a young (ish) team
- Workload is busy (but where isn't it?), however we don't need to start early or finish late to get things done
- We're already part of a network of GPs in the Forest and we employ an Emergency Care Practitioner, a Nurse Prescriber and share a Practice Pharmacist

What are we looking for?

We would ideally like a partner for 6 to 8 sessions per week, to help us with our expanding list and transition to our new building. Preferably to start around November 2019 (but we can be flexible on this). We would be happy to encourage any interests you might have, we have ample room in our new build to consider becoming a training practice if you desired or would be happy to have someone who is keen to engage in the local network on behalf of the practice (but not essential!)

Interested?

Please call or email our Practice Manager, Su Suehr, on 01594 820010 or su.suehr@nhs.net, who can arrange an informal meeting with us.



**The Royal Well Surgery
St. Pauls Medical Centre
121 Swindon Road
Cheltenham
Glos. GL50 4DP
Tel: 01242 215 010**

GP Partner

The Royal Well Surgery is a long-established training surgery in the Regency town of Cheltenham.

We are looking for a GP with a professional and enthusiastic approach to join our friendly, dynamic and responsive team. You will be working alongside our three existing partners for 6 sessions per week.

The surgery is based in St Pauls Medical Centre, also home to four other practices and we are committed to providing the highest standard of care to our 6900 patients. St Pauls Network is one of the more advanced and strongest in the area. Through our collaborative innovations, we are able to offer appointments with an Advanced Physiotherapy Practitioner Monday –Friday, ECP assistance with home visits and Improved Access Clinics evenings and at weekends.

We are also offering the following:

- Work alongside friendly, experienced GPs (including 2 Trainers).
- Supported by our long-standing Nursing Team and dedicated Administration Team
- Forward thinking Management Team
- Regular in house meetings
- Morning coffee time
- SystemOne supported by use of Ardens templates and searches
- CQC rating 'Good'
- Strong emphasis on work/life balance
- Excellent Family and Friends Test satisfaction results
- Training Practice for GPs, Medical Students and Primary Care Paramedics

Informal visits are welcomed.

For further information or to arrange a practice visit, please contact Ceri Godwin, Practice Manager on 01242 215079 or email ceri.godwin@nhs.net

Closing date – 19th April 2019