

JANUARY 2021 NEWSLETTER



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COVID VACCINATION PROGRAMME

It is awe inspiring that general practice has risen so magnificently to the challenge of covid vaccination, and you should all be rightly proud of your efforts.

However, there has been general confusion and disquiet. Gloucestershire was well underway with rolling out first doses of the Pfizer vaccine to vulnerable groups with appointments for the second dose booked in many instances. Then came the announcement from the Chief Medical Officers that in the light of the epidemiology of COVID-19 in the UK in late 2020, there was a need for rapid, high level uptake of vaccine among vulnerable groups. Professor Chris Whitty was reported in The Times as saying that [vaccine shortages](#) would be a problem for months and defended giving first doses to as many people as possible.

Therefore, policy would change in order to provide first doses to as many people as possible with postponement of second doses. We know that the Pfizer vaccine was not designed to be used thus. If the maths and science is sound, and there are some assumptions, a utilitarian approach is understandable. Nonetheless, changing horses in midstream has caused a burden of extra work to practices, and loss of face with patients who had been promised a second dose only to have their appointments beyond the 11th January cancelled. Predictably, there has been a range of responses from patients, from altruism to self-interest. GPs have been left in an invidious position.

The first doses of the Oxford/Astra Zeneca vaccine are being given at the time of writing.

A number of people have asked about indemnity arrangements for covid vaccination. You can read about it [here](#).

A THIRD NATIONAL LOCKDOWN

The Prime Minister announced a third national lockdown, effectively 'level 5' to be enforced from 06/01/2021. The BMA supported this, likened working in the NHS to a war zone, and issued the following [press release](#). We have requested central guidance as to whether general practice can prioritise workload again, using the same arrangements as in the first wave. You can read guidance produced jointly by the BMA and the RCGP [here](#)

VACCINATIONS FOR FRONTLINE PRIMARY CARE STAFF

Pfizer/BioNTech COVID-19 vaccine is being used to provide vaccinations to health and social care staff in the county. Information on how to book an appointment was provided in the CCG daily briefing of 18/12/20. All primary care staff, including GP locums, are eligible. Higher risk staff will be given priority. If there are difficulties, do please contact the CCG at GLCG.primarycare@nhs.net If that does not resolve matters, please inform the LMC.

LEG ULCERS AND COMPLEX WOUNDS

We continue to discuss the inequalities in provision across the county with our commissioner and provider organisations. In particular, Gloucester City currently has no community leg ulcer service, and we hope that this can be remedied.

Nephrostomy tube changes are a patient safety issue, and there should be no expectation that these be done in general practice, especially as the CCG has given money to GHFT to provide the service.

INAPPROPRIATE WORKLOAD

Covid has changed how everyone works, with primary care and secondary care doing more virtual work. Whilst we sympathise with the pressures of our colleagues in secondary care, it is not possible or appropriate simply to transfer administrative tasks to GPs. General practice is working at 150% capacity compared to last year. It may help practices to know that the BMA has produced a pack of template letters to use when you wish to push back on inappropriate workload. You do not have to be a BMA member to access the resource, and can find it [here](#)

PENSIONS NEWSLETTER

The BMA's pension committee has been at the forefront of fighting to maximise your pension benefits. Please see the first quarterly newsletter [here](#). The newsletter provides an update you on what actions the committee is taking on a range of issues, and also provides access to educational resources, blogs and information on how to access BMA support regarding your pension.

SESSIONAL GP ISSUES

NHS mail for sessional GPs has been rolled out, recognising the important contribution of locum GPs to the workforce. GP locums can apply [here](#).

Doctors who move from partnership/salaried roles to locum sometimes have difficulty transferring their NHS e mail address to locum status. If you are stuck with this, contact helpdesk@nhs.net and locumadmin@nhs.net who will help you sort it out.

The NHS pension scheme as a sessional GP Dr Krishan Aggarwal, a GPC England and Sessional GPs Committee member, and deputy chair of the BMA Pensions Committee, has written a webpage for sessional and locum GPs on the NHS pension scheme, which replaces his previous blogs on this issue. The webpage is going to be a live document and if there is anything you would like to be covered please email the BMA at Sessionalgps.gpc@bma.org.uk The guidance sets out which pension tier to use, submitting the right forms, annualisation, the total rewards statement (TRS), the upcoming PCSE portal and how to escalate complaints to PCSE. The webpage is [here](#)

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! If you have misplaced or never received a password and would like one, please contact the office. The LMC pastoral care support continues.

If any GP would like LMC support, but would prefer to ask someone other than their area Rep, please contact the office.

Also, please find below a link to the 'Supporting GPs Mental Health and Well-Being' page on the Training Hub Primary Care Workforce Centre website which has been set up to provide GPs with information and links to the resources currently available to provide support. Read it [here](#). Dr Ansell Consultant Psychiatrist recommends the [covid resilience hub](#).

OTHER COVID 19 RESOURCES

[BMJ – news and resources](#)

[RCGP COVID-19 information](#)

[NHSE/I daily primary care bulletins on COVID-19](#)

[COVID-19 Google Drive resource](#)

[NICE resources on COVID-19](#)

A PENNY FOR YOUR THOUGHTS

Are you an optimist or a pessimist? A certain Dr Pangloss is responsible for the idea that all is for the best in this "best of all possible worlds." This optimistic sentiment parodies the idea of the Enlightenment thinkers. Thanks to our Chairman for suggesting this one. We will of course, pardon his French.

Send the name of the novel and the author to penelopewest@gloslmc.com by 20th January 2021 to be entered into the draw. The prize will be a £10 donation to a charity chosen by the winner, who will retain the bragging rights.

Congratulations to Dr Paul Weiss, winner of the December competition. His was the sole correct entry received. The answer was 'The Nutcracker' by Tchaikovsky. A donation was made to 'Shelter.

The LMC will continue to run with a mixture of office and home working. Some of our meetings will be by skype, Zoom or telephone. Dr Penelope West's mobile number is 07415290140 if that is useful.

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 |
|--|------------------------|--|-------------|--------------|
| Drybrook Surgery | Forest of Dean | Salaried GP | 10 June 20 | Open |
| Locking Hill Surgery | Stroud | Salaried Doctor | 07 Aug 20 | Open |
| St Catherine's Surgery | Cheltenham | Locum Salaried GP | 28 Aug 20 | Open |
| Sixways Clinic | Cheltenham | Salaried GP/Partner | 04 Sept 20 | Open |
| Partners in Health | Gloucester | 12 Salaried GP Partner with view to extend | 30 Sept 20 | Open |
| St Catherine's Surgery | Cheltenham | Salaried GP | 16 Oct 20 | Open |
| Phoenix Health Care | Cirencester and Kemble | GP Maternity Cover | 18 Nov 20 | Open |
| West Cheltenham Medical | Cheltenham | Salaried GP | 19 Nov 20 | 31 Jan 21 |
| The Chipping Surgery | Wotton-Under-Edge | Salaried GP | 27 Nov 20 | 27 Jan 21 |
| Acorn Practice | Durlsey | GP Partner | 11 Dec 20 | Open |
| Phoenix Health Group | Tetbury | Salaried GP | 16 Dec 20 | Open |
| Cleevelands Medical Centre | Cheltenham | Salaried GP (with a view to Partnership) | 16 Dec 20 | Open |
| ELSEWHERE | | | | |
| | | | | |

Resilience and Wellbeing

A series of leadership learning and development sessions for all leadership roles
working in Primary Care
Delivered virtually via Zoom

It's become clichéd to say that these are challenging times. Everyone knows that many people are more stressed, anxious, worried, and exhausted than usual. It is entirely reasonable to feel these things, given what's going on. Experiences will of course vary from person to person and it's important to acknowledge that teams may be going through a wide range of responses, just as they have been since the start of the pandemic. It is even more important now for leaders to take care of themselves and those around them.

Our resilience and wellbeing sessions are designed to enable individual reflection and exploration of the latest developments in neuroscience, positive psychology and resilience to help leaders enhance their own well-being, feel less pressured and facilitate resilience and well-being in their teams.

Each session is stand alone. The content of each is complimentary and delegates would benefit from attending any or all of the series. These sessions will be a mix of input, activities, conversations, and reflection. Together we explore how to calm negative emotions and how to learn the scientifically proven tools and techniques which will have long term benefits for wellbeing. There will be opportunities to build personal strategies that can really make a difference to our emotional health. The sessions will provide practical exercises, suggestions and tips for leaders relevant to themselves and their staff.

Target audience:

All primary care leaders

Dates and times:

Sessions 1 – Emotions Matter – “Riding the Corona-coaster”- [click here to book your place](#)

12th March 2021 ,12:00-14:00

We are living through a pandemic that most of us could never have imagined. Many of us are not in the best emotional shape. Emotions matter for health and wellbeing – how we feel influences our bodies, including physical and mental health. Stress and pressure are associated with increased levels of cortisol linked to depression, cardiovascular issues and weight gain. Learning to regulate unpleasant emotions and experience more positive emotions have been shown to have health benefits including greater resilience.

During the session you will:

- Gain knowledge about Barbara Fredrickson's research in this area

- Explore the links between psychological wellbeing and physical wellbeing, productivity, engagement and resilience
- Undertake an emotional audit
- Learn how to maximise your positive emotions
- Apply tools and techniques to boost your emotional wellbeing

Sessions 2 – “Boost Your Bounce!” (Resilience – what it is and what it isn’t!)

- [click here to book your place](#)

25th March 2021 ,12:00-14:00

To cope and thrive, leaders need to be agile and resilient. Resilience is more relevant than ever as we juggle work lives which are disruptive and ever changing with often increasing demands.

We will explore the latest developments in neuroscience, positive psychology and resilience to help you enhance your own well-being, feel less pressured and facilitate resilience and well-being in your teams.

During the session you will:

- Surface and reflect on your current resilience level
- Understand the components of resilience
- Understand and be able to apply a gauge for measuring your resilience level so you know when to take action to protect yourself
- Better understand how to build and boost your resilience level
- Craft an effective strategy to create a better, more integrated work-life balance/blend

Sessions 3 – “You Matter” – Self Care and Self Compassion – [click here to book your place](#)

15th April 2021 ,12:00-14:00

As is often the case in difficult times we are seeing the best and worst in humanity. There is plenty of blame and anger around. There are also acts of kindness and compassion. None of us has infinite energy and our ability to remain compassionate, effective and productive in both our home and work lives (increasingly blurred) will rely on our ability to look after ourselves. Investing in our own wellbeing and developing greater self-compassion needs to be a priority. Each of us is different and there is no one right way to do this – the methods we choose to invest in our wellbeing is not so important but doing it is vital.

During the session you will:

- Understand the notion of “intrinsic motivation” and why this makes self-compassion more difficult for key workers
- Learn about the 3 core components of self-compassion

- Explore how developing greater self-compassion boosts the immune system and reduces anxiety
- Understand how practising self-compassion can change your responses to negative experiences and setbacks
- Identify the tools and tips to incorporate self-compassion into your life

Facilitators- Rene Barrett

An independent development consultant for 18 years, a fellow of the CIPD, with a Master's Degree in Business Administration. Previous experience includes - Director of Development at North West Employers, Assistant Director of HR with Salford MBC and Director of Learning for the GMB trade union. Rene is working with clients, both individually and organisationally on building resilience, performance, wellbeing and happiness and now specialise in the area of equipping leaders to focus on building high performing and thriving organisation. She regularly commissions to deliver masterclasses and workshops across the public sector, in health, education, emergency services and local authorities.

Register your place:

To obtain a place you will need to register via the links above. Places will be allocated on a first-come, first-served basis. Once registered, your place is confirmed. There is no fee to attend, by registering you will be signing up to a cancellation charge of £150 for non-attendance unless you notify leadership.SW@leadershipacademy.nhs.uk 10 working days in advance of the event date or your attendance is deputised.

Equality Diversity Inclusion Statement of Commitment:

We are committed to creating a learning and working environment which is inclusive of all our participants. The South West Leadership Academy strives to empower under-represented communities.

We aim to eliminate any disadvantage based on age, disability, marriage, civil partnership, race, culture, religion or belief, lack of religion or belief, sex, gender identity, sexual orientation, pregnancy, maternity or any other minority characteristics.

If we can make any adjustments to enable you to access and participate in our event, please [get in touch with our Inclusion Coordinator Mr Erk Gunce \(pronouns: he/him/his\)](#). We also welcome any general comments on the inclusivity of our events. We will work with you to address your concerns in a respectful, dignified manner.