

**OCTOBER
2021**

LOCAL MEDICAL COMMITTEE
LMC
GLOUCESTERSHIRE

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RETIREMENT OF DR PENNY WEST, MEDICAL SECRETARY

The LMC wish to announce the retirement of our medical secretary Dr Penny West at the end of December 2021. Penny has worked tirelessly during her tenure over the last few years in what has been a tumultuous time for general practice. We are very grateful for all the hard work that she has put into her role, and I am sure you will join us in thanking her for the support she has given both the Committee and Practices across Gloucestershire. We wish her all the best for the future.

Dr T Yerburgh, Chair Gloucestershire LMC

TACKLING ABUSE AND MEETING WITH THE SECRETARY OF STATE FOR HEALTH AND SOCIAL CARE

In recent weeks, GPs and their practice teams have been subjected to a systematic and cruel smear campaign by sections of the media, this has directly resulted in rising incidences of abuse and aggression being experienced by general practice. This has left many in the profession feeling totally demoralised and under siege. We want to be clear - general practice has continued to see patients throughout the pandemic, in July alone 27 million appointments were delivered by general practice, the majority of which were face-to-face. This is testament to the true integrity, grit and determination of GPs and their practice teams. We will not let false narratives go unchallenged. Following a horrific act of aggression against a practice, Dr Richard Vautrey met Sajiv Javid. He raised the need for urgent action to challenge abuse against GPs and their staff, and support for the whole general practice workforce and legislative change to better protect the workforce. He stressed the need for Government to explain to the public why healthcare workers are still working within the constraints of infection, protection, and control measures, that large numbers of face-to-face consultations were taking place every day and that clinicians would always see their patients when it was necessary to do so. We also discussed the value of telephone consultations as part of a mix of access offers - something that is increasingly appreciated by many patients who now receive more timely appointments as a result but whose voices are not being heard in the toxicity of media reporting. He also raised the essential need longer-term premises development, so we have the space to offer access to the increasing multidisciplinary team that is developing in many practices, in addition to being a safer place for patients with the on-going pandemic. He focused on the need to

address the unsustainable workload pressures, the impact of the care backlog and secondary care work transfer to general practice and urged him to trust practices to deliver services to patients with long-term conditions without the rigidity, bureaucracy and burden of QOF or unnecessary CQC inspections. We now demand that the Government take immediate action to tackle the abuse against GPs and their practice staff, which is having a serious impact on the wellbeing and morale of the profession and provides both immediate and long-term support to practices at this critical time.

SUPPORT YOUR SURGERY CAMPAIGN

The BMA has been campaigning consistently and vociferously in defence of GPs and their staff over the summer with our Support Your Surgery campaign to get the backing of patients to make the changes to primary care that are so urgently needed and to help them understand why we still need to work in the way we have been doing, primarily to protect them from infection. Please continue to show your support by signing the Support Your Surgery petition and sharing it with colleagues, friends, and families. The petition is just one element of the campaign but is a way of putting pressure on the Government to properly support general practice. The GP campaign fact sheet has now been uploaded on the [support your surgery webpage](#).

MEDIA INTRUSION

We are aware that with the intense national media vilification of General Practice some journalists are approaching local practices directly for comment. There is no obligation to respond to the media. If practices would like guidance about a specific situation, they can reach the BMA media team at Media Office. There is concern that some publications will send photographers to practices looking for photos designed to support their narrative of primary care being hard to access. The Editor's Code of Conduct which guides the practice of press organisations in the UK says that journalists should identify themselves when asked to do so and that no journalists should operate on healthcare property without permission, this applies to photographers as well. So, if practice staff see a possible photographer who is not welcome then the best advice is to ask them to identify themselves and then ask them to leave.

PHASE 3 AND BOOSTER ROLL OUTS

The roll out of the COVID booster vaccination programme has started this week, for the eligible cohorts (aged 50 and over, health and social care workers, and those clinically extremely vulnerable aged 16 and over). Those who have had their second vaccine at least six months ago are eligible, and in line with JCVI advice, people should receive either one dose of the Pfizer vaccine or half a dose of the Moderna vaccine, which means for some people their booster dose may be different from the vaccines they had for their first and second dose. People could also be offered a booster dose of the Oxford/AstraZeneca vaccine if they cannot have the Pfizer/BioNTech or Moderna vaccine. Updated Patient Group Directions and national protocols for use in England for Pfizer BioNTech Covid-19 Vaccine BNT162b2 and Comirnaty have been published.

END OF THE SHIELDING PROGRAMME

The Government has announced that the shielding programme has now ended, and patients will no longer be advised to shield.

CARE OF THE HOMELESS

GHC provides a 5 day a week service for Homeless and SAS patients at The Rikenel in Gloucester city. (Please note they only have locum GP cover 3 to 4 mornings a week) They wish to remind GP practice staff that proof of identity or a permanent address is not a requirement for registration at any surgery (NHS England). Please consider this when redirecting patients to the service.

When appropriate please also consider that when the service needs to register patients back into mainstream GP services, they still may not have ID or a permanent address, but should consider the service as a reference.

PENSION DEDUCTIONS BY PCSE

We are aware that around 2,000 practices did not have pension deductions taken for one or more GPs from June through August. PCSE inform us that the majority will have the deductions in total taken from payments to practices during this month's payment runs. The deductions will be taken from the first payment processed by PCSE during the month, be that global sum or any other payment. Where the deduction total is greater than this payment the balance will be taken from the next payment during this month. PCSE has communicated this to affected practices, but we are keen that this is understood. They have advised us those practices will also receive a separate statement with details of the pension deductions being taken and that it will be important that practices compare both statements to ensure they have the full view of payments in vs the deductions.

SEXUAL HEALTH CLINICS: UPDATE

The current contract for LARC fitting includes an annual education allowance of up to £200 per practice to cover clinical attendance at sexual health updates and the cascading of learning to practice staff. The education allowance is included in the service specification which practices have as part of their contract and we do our best to remind practices of this when we are speaking to them. Usually on average about 16 practices claim for the educational allowance each year. There is an option to claim for the educational allowance on the invoice template practices are sent each quarter, so hopefully that also serves as a reminder that this option is available to them. They ask for practices to include some brief information on what training has been undertaken and they usually send a copy of the invoice as proof of costs. Contact vikki.clarke@gloucestershire.gov.uk for information about how to claim.

We await further news from our Public Health colleagues about plans for recovery clinics.

ADHD PRIVATE PROVIDERS

Our local ADHD service lead at GHC provided the following information.

'I wanted to drop you an email with regard to our policy on this so that you are fully informed when completing referrals via this route.

As you may be aware, initiation & titration of ADHD medication, needs to be completed via a specialist in that area, as per NICE (2018) guidance. Here in Gloucestershire, we have an agreement, with the local Clinical Commissioning Group (CCG), that individuals seen via other providers would need to complete initiation and titration of medication to treat ADHD within that same organisation that gave the original diagnosis. Because of this we are unable to offer any appointments to initiate, titrate or review medication for the diagnosis of ADHD given by other organisations.

Should you be considering a referral to organisations outside of Gloucestershire via Right to Choose, I would suggest that the individual is fully aware of the situation in order for them to make an informed choice:

1.If a diagnosis of ADHD is given elsewhere, they need to complete the full initiation & titration of medication (where appropriate). Once stabilised on ADHD medication, they could be transferred back to their GP in Gloucestershire to continue prescribing for them under the local shared care arrangement if the practice agrees to this, is confident of prescribing the medication and are happy that care is genuinely shared. The GP would then be encouraged to offer annual reviews to monitor their ADHD. Please note, that this is not an obligation, most GPs are on board with this, but it is not a compulsory arrangement, they can refuse.

2.Any further reviews for ADHD once given the diagnosis elsewhere, would need to be completed by that same body & would not be accepted for a review here in GHC.

3.If a full diagnostic assessment has already been completed & the individual wishes to be initiated, titrated & reviewed by us here at The Gloucestershire Health & Care NHS Foundation Trust, they would have the choice to be referred to us as normal, where we would complete the full diagnostic assessment again, along with the Diagnostic Interview for ADHD in adults (DIVA) standardised assessment. They would need to go on the waiting list as per normal practice. This could then create the following situations;

a) We agree with the diagnosis of ADHD given elsewhere & we would then be able to offer an initiation/titration of ADHD medication, if appropriate.

b) We disagree with the diagnostic decision made and we would take away the diagnosis. I do understand people's reasoning's for wanting to down the right to choose route, however it is really important that they are aware of the implications should they start on that pathway. We are a limited service here in GHC & I do understand that the waiting lists are lengthy, but we are doing everything we can to reduce waiting times and are always implementing new initiatives to attempt to reduce the waiting lists for individuals requiring assessments.

Locally, the Individual will receive a gold standard, best practice assessment, which in my opinion is worth the wait. However ultimately this is a choice that they need to make with your support as long as they have all the relevant information to inform that choice.'

MINDFULNESS FOR PRACTICE MANAGERS

A recent series of Mindfulness sessions delivered by Alison Sedgewick Taylor were well received. The LMC has agreed to fund some for Practice Managers.

Managing Stress in Primary Care: A Mindful Way

A Workshop designed for primary care to assist participants understand the nature of stress and how to manage it for themselves and others using a mindfulness approach. This event is tailored to the role of Practice Managers in primary care. Mindfulness is an evidence-based way of training the mind to be less scattered and stressed and to regain the joy and pleasure in our daily lives. The workshop invites you to begin cultivating this transformational way of approaching your life, in and out of the workplace.

Dr Alison Sedgwick-Taylor is your Trainer. Alison is a Consultant Clinical Psychologist, CBT Therapist and CBT and Mindfulness Trainer (BABCP and BAMBA accredited). She has been in the NHS for over 30 years and has a special interest in increasing access to psychological approaches in primary care. She is currently leading a charitable initiative to train GPs in mindfulness, which has been very popular and well received.

There are 3 opportunities for Gloucestershire Practice/ Business Managers in primary care to attend the Workshop:

WEDNESDAY 24 November 2021 10-1pm at the Hatton Court Hotel, Upton St Leonards, Gloucester GL4 8DE. 30 Places available

THURSDAY 02 December 2021 10-1pm online

WEDNESDAY 12 January 2022 10-1pm online

BOOK A PLACE: Apply by email stating which event and your place of work to Cheryl Prestidge (PA to Alison Sedgwick-Taylor) cheryl@medicalsolutions.org.uk

Places are limited at each event to a maximum of 30 so book asap for a space at the live event at Hatton Court.

INSTITUTE OF GENERAL PRACTICE MANAGEMENT (IGPM)

The IGPM was borne out of Practice Managers lack of recognition as a Profession. It is not a militant organisation but one that is setting out to support PMs and recognise the work that they do. They are also being supported by First Practice Index

Below are some links that give a little more information. Our LMC PM Rep is Mark Thatcher mark.thatcher@nhs.net at Overton Park surgery. The IGPM Rep is Ceri Gardener at Royal Well surgery. Her e mail is ceri.godwin@nhs.net

<https://practiceindex.co.uk/gp/blog/a-force-to-be-reckoned-with-by-nicola-davies/>

<https://www.wspma.co.uk/institute-general-practice-management>
<https://m.facebook.com/TheIGPM/>

KOOTH

Kooth.com is available for all young people aged 11 – 18 and **Qwell.io** is available for all adults in Gloucestershire, for free, safe and anonymous wellbeing support and advice. Both services are accessible from any internet enabled device and are available every day.

Would you like to find out more about what Kooth offers for young people?

In October there will be online, drop-in information sessions for school staff and professionals in the South West, there will be an overview of the website and an informal Q&A.

Dates and details of how to register can be found [HERE](#)

If you would like any further information, please email rpotter@kooth.com

Below are links to relevant resources for this month that can be downloaded from the digital resource hub: ([GUIDE HERE](#))

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](#)

Read the latest Sessional GPs newsletter [here](#)

OCCUPATIONAL HEALTH SERVICES FOR GPs

There is an occupational health service available to NHS GPs working across the South of England. The Heales Medical Group, an established provider of occupational health services began delivering the service on 1 April 2017. To register for the service and for further information go to the Heales Medical website at www.heales.com.

There is also other organisations which clinicians may contact for help and support, these can be found on the following NHS England webpage: www.england.nhs.uk/south/info-professional/medical/support-for-gps/

VETERAN FRIENDLY PRACTICES

The recent events in Afghanistan and the commemorations in the lead up to Remembrance Day, are of particular importance for our veteran community. There are over 1000 GP practices in England now accredited as veteran-friendly, with more practices signing up each week. The feedback from practices already accredited is overwhelmingly positive with high levels of satisfaction reported. It would be great to have more GP practices accredited veteran-friendly. Key to improving healthcare for our veteran population is asking the question “*Have you ever served in the in military*”. There are an estimated 2.4 million veterans in the UK, some of whom

have complex needs. There are veteran-specific services tailored towards this potentially vulnerable patient group. Veterans may also be entitled to priority treatment for conditions related to military service. Becoming a veteran friendly accredited practice is a simple on-line process and helps to raise awareness, improve understanding, and better equip and facilitate GPs in their duty of care to veterans. Further information can be found [here](#)

BMA COUNSELLING SERVICES

[BMA wellbeing counselling service](#) currently provides 24/7 support to all doctors and medical students in the UK, regardless of BMA membership, and is free of charge. Support is also available to the partners and dependants of doctors as well as medical students, aged 16-24. They are **now able to offer face-to-face counselling** for the next six months, in addition to existing services - through a grant from the [COVID-19 Healthcare Support Appeal](#), a subsidiary of the Royal College of Nursing.

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](#).

The Heales Medical Group occupational health service is still available to NHS GPs. To register for the service and for further information please go to the Heales Medical website at www.heales.com/ This service is in addition to the NHS GP Health Service which is available for any registered GP or GP trainee on the NHS England performers' list who has:

- A mental health concern (at any level of severity)
- An addiction problem (whether alcohol, drugs or other addictions)

Further information about how to access this support is available on the GP Health website at <https://gphealth.nhs.uk/contact-us/>.

Also, there's a list of organisations which clinicians may contact for help and support can be found on the following NHS England webpage: www.england.nhs.uk/south/info-professional/medical/support-for-gps/ - these include:

- Local Medical Committees (LMCs)

- Royal Medical Benevolent Fund
- Royal Medical Foundation
- BMA wellbeing support services
- BMA Charities Trust Fund
- British International Doctors' Association
- The Cameron Fund
- The Medical Council on Alcohol
- Doctors' Support Network
- KSS Deanery
- The British Doctors' and Dentists' Group
- The Sick Doctors Trust
- Practitioner Health Programme
- Alcoholics Anonymous
- Narcotics Anonymous
- Samaritans.

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

The microblogging platform Twitter allows its 320 million regular users to build a network of follower connections to other Twitter users. Twitter has become one of the most popular social networks on the Web and was also the first platform to offer the concept of hashtags. Heavy re-use can lead to filter bubbles, which are highly associated with the concept of confirmation bias, which is the tendency to favour and re use information that confirms personal preference. It's worth considering the extent to which one is influenced. In the unlikely event that you have wandered into a romantic poets' bubble, you will discover that twitter used to have a different meaning. It's the time of year when

'The redbreast whistles from a garden croft;

And gathering swallows twitter in the skies.'

Please name the poem and the poet. Reply to penelopewest@gloslmc.com by October 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. The answer to the September competition is that the Carolina Reaper is the hottest chilli. Congratulations to Dr Tim Hardwick. There were 3 correct entries. A donation was made to Age UK.

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.glosmc.com/blog-job-vacancies.asp> and available below.

GLOUCESTERSHIRE			Date posted	Closing Date
Partners in Health	Gloucester	Salaried GP Partner with view to extend	30 Sept 20	Open
Rosebank Health	Gloucester	Salaried GP	10 Mar 21	Open
Aspen Medical Practice	Gloucester	Salaried Doctor/GP Partner	21 Apr 21	Open
Frampton & Stonehouse Practice Group	Frampton/Stonehouse	Salaried GP	16 June 21	Open
Brockworth Surgery	Gloucester	Locum GP	16 June 21	Open
Newnham and Westbury Surgery	Newnham	Salaried GP with a view to Partnership	18 June 21	Open
St Paul's Primary Care Network	Cheltenham	GPs	18 June 21	Open
Weston House Practice	Cheltenham	Salaried GP or Partner	30 June 21	Open
Longlevens Surgery	Gloucester	Salaried GP with a view to Partnership	30 June 21	Open
Coleford Family Doctors	Coleford	Salaried GP	16 July 21	Open
Church Street Medical	Tewkesbury	Salaried GP	16 July 21	Open
Price's Mill Surgery	Nailsworth	GP Partner	16 July 21	Open
Weston House Practice	Cheltenham	GP Locum to cover Maternity	21 July 21	Open
Lechlade Medical Centre	Lechlade	Salaried GP	28 July 21	Open
Royal Crescent Surgery	Cheltenham	GP (4-6 Sessions)	28 Jul 21	Open
St Catherines Surgery	Cheltenham	Salaried GP	4.Aug 21	Open
Upper Thames Medical Group	Cirencester	GP Partner	26 Aug 21	4 Oct 21
Overton Park Surgery	Cheltenham	Salaried GP	26 Aug 21	24 Sept 21
Churchdown Surgery	Gloucester	Practice Manager	31 Aug 21	23 Sept 21
Mythe Medical Practice	Tewkesbury	Salaried GP	1 Sept 21	Open
Hucclecote Surgery	Gloucester	Locum GP	23 Sept 21	31 Oct 21
Hucclecote Surgery	Gloucester	Salaried GP	23 Sept 21	17 Oct 21
Cleveland Medical Centre	Cheltenham	Salaried GP	23 Sept 21	14 Nov 21
ELSEWHERE				
Sibford Surgery	North Oxfordshire	GP Partner	16 June 21	Open
Townhill Community Surgery	Southampton	Salaried GP with a view to Partnership	25 June 21	30 Sept 21
St Chad's and Chilcompton Surgery	Bath	Salaried GP	09 July 21	Open

Frome Valley Medical Centre	Bristol	1 Year Salaried GP	09 July 21	Open
Frome Valley Medical Centre	Bristol	Temp Locum	09 July 21	Open
Orchard Medical Centre	Bristol	Oper/Patient Exp Manager	28 July 21	Open
Hanham Health	Bristol	GP Opportunities	4 Aug 21	Open
The Vauxhall Practice	Chepstow	Maternity Cover Salaried GP	4 Aug 2021	31 Oct 2021
Bampton Medical Practice	Oxford	GP Partner	5 Aug 21	Open
Frome Valley Medical Centre	Bristol	Adv Nurse Practitioner	26 Aug 21	15 Oct 21
Westbury-on-Trym Primary Care Centre	Bristol	Lead Nurse	17 Sept 21	Open
Frome Valley Medical Centre	Bristol	Registered General Practice Nurse to cover maternity	22 Sept 21	11 Oct 21
Frome Valley Medical Centre	Bristol	Operations Manager	22 Sept 21	6 Oct 21

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

COURSES

GP FORUM COURSES

Tel: 01246 861 711

Email: info@gpforum.com

Website: www.gpforum.com

GLOUCESTER – ENT WEDNESDAY 10 NOVEMBER 2021

More information and booking form [here](#)

Diabetes in Pregnancy UK Conference

The 10th annual **Diabetes in Pregnancy UK Conference** is taking place **online** on **Tuesday 16th November 1.30pm – 4.15pm**. Professor Jonathan Valabhji OBE, National Clinical Director for Diabetes and Obesity, will open the Conference outlining Gestational Diabetes and the National Prevention programme. Other key topics being covered include a technology journey on GDM health, including the digital divide, CGM, diversity and exclusion and the National Diabetes in Pregnancy Data. This year will also focus on important role of midwifery and multi-disciplinary teams and continuity of care, and we will be linking in with the Royal College of Midwifery. There is a fee of £24 per delegate to attend and the event is CPD accredited. For further information and to register please go to <https://www.diabetes.org.uk/professionals/conferences/pregnancy-2021>

LONG COVID WEBINAR



South West Cardiovascular,
Respiratory and Diabetes
Clinical Network

Long Covid – what it is, and how we identify patients with the condition

We would like to invite you to join us for a webinar at **1-2pm** on the **14th October 2021**, covering:

- What is long covid?
- How are patients presenting with the condition?
- Post-covid assessment services
- Onward pathways
- Managing patient expectations

The webinar will be aimed at *all clinical staff* within your practice and will help you to meet the requirements of the new Long Covid DES:

"Practice staff are required to have the knowledge, as appropriate to their role, to identify, assess, refer and support patients with Long COVID"

The presenter is:

Dr Robert Gardner – GP and Clinical Lead for Cornwall Post Covid Assessment Service

[To book your place, please click here to complete a short booking form](#)