

LMC ViewPoint

The newsletter of Leeds Local Medical Committee Limited

March 2017

'DELIVERING AN ENHANCED GENERAL PRACTICE WORKFORCE' – Leeds LMC event

On Tuesday evening, 7th March, the LMC hosted a workshop for GPs and practice managers to discuss ways of delivering an enhanced general practice workforce. The emphasis of the evening was practical rather than theoretical and we heard how different initiatives, such as employing pharmacists, physiotherapists and mental health therapists, are actually working in local practices.

We are pleased that around 70 colleagues from across the city were able to attend the event and to learn from each other's experiences. The feedback received has been overwhelmingly positive and we have produced a summary of some of the key themes and learning points which is **attached to this edition of Viewpoint**. We also have copies of some of the powerpoint presentations used during the workshop – please contact the LMC office, if you would like us to forward one to you.

The LMC would like to take this opportunity to thank the speakers who all contributed to make the evening such a success. In the words of one of the meeting attendees: "Excellent event. Hands on, useful and relevant".

REVIEW BODY ON DOCTORS' AND DENTISTS' REMUNERATION

The DDRB has released its 45th report with recommendations for the pay and conditions for doctors in England, Wales and Northern Ireland:

<https://www.gov.uk/government/publications/review-body-on-doctors-and-dentists-remuneration-45th-report-2017>

The BMA responded to the recommendations, stating:

"Yet again the annual pay review is nothing other than a cover for driving down real pay in the health service. The DDRB is recommending just a 1 per cent pay uplift for doctors, well below the current cost of living rise of 2.3 per cent. In real terms, doctors' pay has sharply declined in the past five years, with junior doctors seeing their income drop by 17 per cent at a time when their morale has been badly hit by the government's mishandling of the new contract. Over the same period consultants have seen their pay drop by 14 per cent and GPs by 13 per cent.

"Doctors will be angered by this decision as it comes during a period when many are working harder than ever before in an environment of rising patient demand, stagnating budgets and staff shortages. Hospital doctors and GPs are bearing the brunt of the funding crisis facing the NHS, and are choosing to leave. This is where rota gaps, consultant vacancies and closed GP practices start. While targeted incentives of the kind proposed in this report might sound positive, they do not ultimately address the serious overall problems that are widespread throughout the country. With the NHS at breaking point, the health service needs a proper, long term workforce plan and not piecemeal initiatives that offer only a short-term fix.

"We will analyse the DDRB report in detail, but these recommendations will come as a bitter blow to a workforce already wondering whether the government knows or cares about the demoralising effect of year-on-year pay cuts."

IMPORTANT CHANGES TO INTERMEDIARIES LEGISLATION AFFECTING GP LOCUMS AND PRACTICES (IR35)

The BMA has produced guidance on the impact of the important changes to intermediaries legislation (IR35) affecting GP locums and practices:

<https://www.bma.org.uk/advice/employment/tax/ir35-advice-for-locums>

IR35 is an anti-tax avoidance measure introduced by the Government in April 2000. It is also known as the 'intermediaries legislation'. It targets individuals who attempt to avoid paying employee income tax and national insurance contributions (NIC) by supplying their services through an intermediary (usually a 'personal service company') and paying themselves dividends.

The IR35 regime investigates the nature of the relationship between the worker and the end-user to determine whether, were it not for using a PSC, that individual would be considered as an employee or office holder (for example, a director) of the client, and has important implications for both GP locums and practices.

Please note that the guidance has been prepared by BMA Law for the BMA, and is intended as a general overview of the law. It is recommended that specific legal advice is sought in individual cases. BMA Law offers legal advice at discounted rates for BMA members.

EXTENSION OF NHS ENGLAND'S WINTER INDEMNITY SCHEME

NHS England's Winter Indemnity Scheme has been extended and will now run until Sunday 30th April 2017. Representatives from the BMA's GP committee had previously called on NHS England to extend the 31st March deadline to cover the Easter period.

Further details are available at:

<https://www.england.nhs.uk/2017/03/gp-support-idemininity-costs/>

<https://www.england.nhs.uk/gp/gp/v/investment/indemnity/winter-indemnity/>

CONSULTANT TO CONSULTANT REFERRALS AND ONWARD REFERRALS TO OTHER SERVICES

The Leeds CCGs have developed a policy to be adopted by the hospitals and secondary care providers when referring patients to another consultant/service rather than referring back to the GP. A copy of the policy is **attached to this edition of Viewpoint**.

Leeds LMC welcomes this development, in line with the changes to the new NHS contract for secondary care trusts, and it is being circulated to all LTHT consultants. As it may take some time for the changes to become embedded, we encourage practices to bring the document to the attention of any consultants or departments who continue to inappropriately refer patients back to their GP.

UPDATE RE BACKLOG OF CASES AT CORONER'S OFFICE

LMC officers met this week with the Leeds area Coroner, Mr David Hinchliff, and discussed our concerns about the current backlog of cases in the Leeds area. We were informed there is currently a backlog of 81 deaths with the longest running case dating back to 2nd March.

The Coroner's office is aware that the situation is unacceptable and extend their sincere apologies to any families who have experienced any disruption or distress. They assured us they are doing all they can to resolve the matter which has been due to a number of factors, such as significant shortage of staff due to sickness, coupled with an exceptionally high demand on services.

DEPRIVATION OF LIBERTY STANDARDS (DOLS) CHANGES

From the 3rd of April 2017, it will no longer be necessary to refer all patients who die while subject to an authorisation under the Deprivation of Liberty Safeguards (DoLS) to the coroner.

Before that date, patients who died subject to DoLS were regarded as dying while in state detention, triggering an automatic requirement for an inquest. From Monday the 3rd of April, the Coroners and Justice Act 2009 will be amended so that coroners will no longer be under a duty to investigate a death solely because the individual was subject to the DoLS at the time. These

deaths will only require reporting to the coroner if the cause of death was unknown, or where the cause of death was violent or unnatural.

All deaths while subject to a DoLS authorisation that occur prior to the 3rd of April will still need to be reported to the Coroner.

LMC MEETING WITH CQC

The LMC officers met recently with local CQC lead inspectors, as the first cycle of inspections in Leeds has come to an end. Overall the Leeds area and the Northern region as a whole has performed well.

The inspectors confirmed that from April onwards they will be going back to re-inspect practices rated as requiring improvement and also some of the good/outstanding practices (approx. 20% each year). The CQC noted that they would also respond to any 'local intelligence' concerning a practice.

ESTATES UPDATE FOR GENERAL PRACTICE

A number of GPs from the Leeds GP Provider Forum, led by Dr Chris Mills, have been involved in discussions within localities around the options available re estates. They have now put together a briefing, outlining some of the options available to practices, and it is **attached to this edition of Viewpoint**. We would encourage practices to study the paper and feedback your views and comments.

PRACTICES URGED TO SEEK LEGAL ADVICE BEFORE AGREEING TO NHS PROPERTY SERVICES 'HEADS OF TERMS'

NHS Property Services or their agents (which include Montagu Evans LLP) are writing to practices, who occupy their premises without a formal lease, with a set of draft 'heads of terms' to start the process of formalising a lease. It is essential that you seek legal advice before agreeing to any terms, as they will need to be moulded to suit your practice's specific needs. Until November 2017, NHS England has agreed to contribute towards practices' legal costs – among other commitments. If you are seeking legal advice, BMA Law offer a fixed-fee service for the negotiation and completion of any new lease and may be contacted at property@bmalaw.co.uk or on 020 7383 6119.

GPC FIREARMS GUIDANCE LAUNCHED

After several months of very detailed and hard work which necessitated garnering input and expertise from various different stakeholders, and taking QC opinion, the BMA's GP committee (GPC) has now produced its updated guidance on firearms licensing:

<https://www.bma.org.uk/advice/employment/ethics/ethics-a-to-z/firearms>

This guidance offers doctors a range of safe options in response to requests by firearms licensing officers under the current system. However, both GPC and the Professional Fees Committee of the BMA will continue to engage with the Home Office to press for improvements to a system which continues to present grave anxieties for many of us.

DATA SHARING ARRANGEMENTS IN PRACTICES USING TPP SystmOne

Recently questions have been raised in the national media about data governance at TPP practice sites where data sharing has been turned on. In response to these developments the GPC's IT policy group has produced advice for practices to be aware of the issues and help them make an informed decision on what actions they may need to take. The GPC's advice has been produced in

collaboration with NHS England, NHS Digital, the Royal College of GPs and the Information Commissioner's Office. The advice is available at:
<https://www.bma.org.uk/advice/employment/gp-practices/service-provision/tpp-systmone-faqs>

WORKFORCE MINIMUM DATA SET (WMDS)

Guidance on the Workforce Minimum Data Set (WMDS) has been published on the BMA website and can be accessed [here](#).

WMDS is a national twice-yearly collection of data from NHS organisations in England on current workforce figures. Practices are legally required under the Health and Social Care Act (HSCA) to provide the information requested for the WMDS. The collection is intended to allow the Department of Health (DH), NHS England (NHSE) and Health Education England (HEE) to understand the current NHS workforce picture and plan for future needs. The data collection replaces the annual GP census and is submitted through the Primary Care Web Tool (PCWT).

This 'focus on' guidance, provides useful information about the scheme for LMCs, GPs and GP practices and contains links to further information relating to the WMDS.

GP CAREER PLUS SCHEME

As part of the GP Forward View commitment to retain the considerable experience already in general practice, the GP Career Plus will be piloted in 11 areas in England from Summer 2017.

NHS England data shows that the number of GPs leaving in most age groups, particularly those aged 55-59 and 60-64, has risen over the last 10 years. Commissioned research suggests that experienced GPs may remain in practice if they had the opportunities to work more flexibly.

The pilot areas are expected to test a range of ways to offer greater flexibility and support for approximately 80 GPs. The intention is to keep hold of the vital skills and experience of GPs on the verge of leaving general practice altogether. The GPs will be recruited into a general practice pool in each area that works across that health system.

The BMA GP Committee has worked with NHS England, Health Education England and the Royal College of General Practitioners to agree the principles behind this pilot. To find out more about the scheme and the pilot sites, please see NHS England's dedicated web page:
<https://www.england.nhs.uk/gp/gpfv/workforce/gp-career-plus/>

RETURN TO PRACTICE

NHS England has launched a new website and brochure to help promote the return to practice programme: <http://www.gpreturner.nhs.uk/>. The site provides information about the Induction & Refresher scheme for those looking at the possibility of returning to work in the NHS as a GP.

The BMA has been working with NHS England and Health Education England to improve the Induction & Refresher Scheme to make the process less onerous and to increase the number of doctors signing up. Alongside the new website and promotional resources, NHS England will be running a series of adverts to help raise awareness.

Further information can be accessed at: <https://www.bma.org.uk/advice/employment/gp-practices/general-practice-forward-view/workforce/workforce-10-point-plan/gp-induction-and-refresher-programme>

Please pass on this information to anyone you think may be interested in looking into the scheme.

OCCUPATIONAL HEALTH SERVICE FOR GPs

A reminder: the Leeds CCGs commission an occupational health service for GPs. The service is provided by LTHT based at St James's hospital and the Occupational Health Service team can be contacted on 0113 206 5228.

LEEDS LOCAL MEDICAL COMMITTEE - 2017 ELECTION RESULTS

Following the recent LMC election process, we are pleased to confirm the following results:

Locality seats (period 2017-2020)

Leeds North CCG	-	Dr Raj Sathiyaseelan
Leeds South & East CCG	-	Dr Helen Alpin
Leeds West CCG	-	Dr Julianne Lyons

Citywide seats (period 2017-2020)

Dr Natasha Gordon
Dr Simon Ottman
Dr Bing-Chiu Pang
Dr William Dawson

We would like to thank practice managers for their assistance with the election process in distributing the correspondence and nomination forms.

A full copy of the LMC committee membership for the year 1 April 2017 – 31 March 2018 is **attached to this edition of Viewpoint**. As noted, there are a number of unfilled vacancies which we are keen to fill and these are open to all GPs regardless of contractual status. The LMC would like to encourage you to consider joining the Committee to represent your fellow GPs at this time of significant challenge for the profession. If you are interested in finding out more about the work of the LMC, please do contact the office for an informal chat in the first instance, telephone: 0113-295-1460 or by email: mail@leedslmc.org. We look forward to hearing from you.

Dr Amanda Robinson has retired from the LMC after more than 20 years of involvement, including serving as Chair for three years. Amanda has been a great asset to the Committee and we have benefitted from her advice and wisdom over the years. The LMC would like to take this opportunity to thank Amanda for all her hard work and the steadfast support she has shown to GP colleagues over many years.

SESSIONAL GP e-NEWSLETTER

Please see link to this month's edition of the Sessionals newsletter:

<http://bma-mail.org.uk/t/JVX-4TA86-1BJCJOU46E/cr.aspx>

SURVEY FOR SALARIED AND LOCUM GPs

The first survey for salaried and locum GPs since 2010 has recently been launched.

<https://www.bma.org.uk/collective-voice/policy-and-research/education-training-and-workforce/sessional-gp-survey>

It is open to everyone whether BMA members or not, and is applicable for any GP who works in a salaried or locum role including partners who may have additional roles.

SURVEY RE HPV VACCINATION FOR BOYS

HPV Action is campaigning to get all boys vaccinated against HPV, which is in line with LMC Conference policy. As part of HPV Action's work, they are running a very brief survey of GPs and dentists, seeking their views. This only takes a few seconds to complete and we would encourage you to take part: <https://www.surveymonkey.co.uk/r/XG935K3>

BVA POSTER ON ANTIBIOTICS

Please see link to BVA [poster](#) on antibiotics for your information. The BMA had some input into preparing this poster on antibiotic awareness, which might be useful for practices to post in their reception area.

BEST BEGINNINGS WEBSITE

Best Beginnings is a small charity which supports parents in giving their children the best start in life. It focuses on the period between conception and a child's third birthday, where the foundations of a healthy and fulfilling life are laid. Its website has been recommended as being very useful: <https://www.bestbeginnings.org.uk>

LEEDS LMC STAFF UPDATE

We are sorry to announce that Kathryn Tate, one of the joint executive officers at Leeds LMC, has resigned to take up a new position with the CQC. Kathryn has worked at the LMC for over ten years and we will really miss her expertise and dedication. On behalf of the Committee, we wish to thank Kathryn for all her hard work in supporting GPs and practice managers and we wish her every success in her new role. The LMC is currently recruiting for another executive officer.

GENERAL INFORMATION DISTRIBUTED TO PRACTICES THIS MONTH

Listed below is the information the LMC has sent to Practices recently. If for any reason you would like another copy and/or further information, please contact us.

- Information regarding Pharmaid and collection of BNFs
- Information re NHS SBS significant event - reminding practices to respond

COMINGS AND GOINGS

A warm welcome to.....

*Mr Ismail Khan who will be joining The Whitfield Practice as a clinical pharmacist partner as at 1st April
Guy Ferrett, new assistant practice manager at Leeds City Medical Practice and Parkside surgery, who starts in post on 3rd April*

*Dr Imran Shaikh who will be joining Spa Surgery, Boston Spa, as a salaried GP on 21 April
Helen Walker, new practice manager at Priory View Medical Centre, who will be starting on 3rd April*

Good bye and best wishes to...

Dr Sally Brown and Dr Christine Rooney who will be retiring from the Whitfield Practice at the end of March after many years of service. Their colleagues wish them both a long and happy retirement

Dr Brady, senior partner at Spa Surgery, Boston Spa, who will be retiring on 7th April

Dr Paul Maddy, senior partner at Hillfoot Surgery, Pudsey, who will be retiring on 5th May

Sandra Kaye, practice manager, Priory View Medical Centre, who will be retiring on 28th April after 21 years

Dr Prakash Babu who will be retiring from Westfield Medical Centre at the end of April – he will be missed and all staff and partners wish him a happy retirement

Practice vacancies at.....

Allerton Medical Centre - Part-time Partner/Salaried GP (4 sessions per week)

We are looking for a GP who wants to work in a small family practice which is focused on providing continuity of care in the heart of our community. You will be someone who appreciates the advantages of a small practice whilst being clear-sighted about developing future opportunities in primary care.

We are a well-established GMC practice and have been part of the community in Chapel Allerton for decades. We know our patients well and work as a tight-knit team to support them. We offer a friendly and supportive working environment, aiming to provide a high standard of care and maintaining a sensible work/life balance. We are also part of a vibrant and forward-thinking locality network.

- 3 GP Partners (2 full-time and 1 part-time)
- 2 Practice Nurses and 1 HCA (all part-time)

- Practice List – 6,100 patients
- GMS Practice
- CQC rated - Good (April 2016)
- EMIS Web
- Extended Hours currently offered in the morning.

We welcome applicants looking for a first partnership or those wanting to balance work/life commitments whilst developing services for our patient group. We are happy to work with the right applicant to agree working days/hours.

If you would like to know more or arrange to come and see us informally, please contact Lindsay Gollin, Practice Business Manager – lindsay.gollin@nhs.net or 0113 295 3460. To apply, please submit a CV and covering letter to Lindsay Gollin, Allerton Medical Centre, 6 Montreal Avenue, Leeds, LS7 4LF or email to lindsay.gollin@nhs.net

Oakwood Surgery

We are looking for an enthusiastic salaried GP for 4-6 sessions. We are flexible to work around the needs of the salaried position and are a cohesive, friendly practice in a leafy suburb next to Roundhay Park in Leeds. If you are a team player, enjoy both clinical and business planning aspects of general practice, and want a good work life balance, then please contact the Managing Partner Donna Marks for an informal chat. Enquires and informal visits welcome; please contact Donna Marks on 0113 295 1515 (between 8am and 3pm daily) or at donna.marks@nhs.net.

New useful documents on www.leedslmc.org

- Details about the new NHS GP health service
-