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TRAINING, EVENTS & OPPORTUNITIES

Freshney Green Primary Care Workforce Training Hub Calendar 2020

Freshney Green PCWTH have a wide range of courses running throughout the year. Subjects include:

- Ear Irrigation
- Introduction to Phlebotomy
- Pill and Contraception Check
- Introduction to Diabetes
- Immunisation and Vaccination
- Travel Health

Courses run at Freshney Green Primary care Centre unless otherwise stated. Full details, booking arrangements and pricing can be found on the [training calendar](#).

HYMS CPD Courses

The following HYMS courses are available for bookings:

An Introduction to Mindfulness - Hull York Medical School

Thursday 19th March 2020, 10:00-16:30

Hollies Park, Weetwood (between Headingley and Adel), Leeds

In recent years, mindfulness practice has been increasingly employed to alleviate a variety of mental and physical conditions. There is an increasing evidence base for its benefits. This 1 day course, facilitated by a Clinical Psychologist, CBT Therapist and mindfulness teacher is specifically designed for primary care health professionals who wish to use mindfulness for their own personal benefit and to raise awareness of it as a potential support for patients.

Further details and bookings: <https://store.york.ac.uk/product-catalogue/hull-york-medical-school/hyms-short-courses/introduction-to-mindfulness>



Palliative Care in General Practice - Principles and Practicalities - Hull York Medical School

Thursday 26th March 2020, 09:00-16:30 and Thursday 23rd April 2020, 09:00-16:30

St Catherine's Hospice, Scarborough

This comprehensive two day workshop is aimed at GPs, GP Registrars, ACPs, PAs and other senior clinicians working in primary care who are looking to increase their skills and confidence in managing palliative care patients. Now in its seventh year with consistently excellent feedback, each day complements the other although both are suitable as stand-alone study days. The course maps to the RCGP curriculum and will provide detailed information on the MDT and other support agencies available. It will include facilitated small group work and case studies with the opportunity to refine skills between the study days and bring cases for reflection.

Further details and bookings: <https://store.york.ac.uk/product-catalogue/hull-york-medical-school/hyms-short-courses/palliative-care-in-general-practice-course-st-catherines-hospice>

GP Post-CCT Fellowship Scheme 2020-21

HEE's 2020/21 Post-CCT Fellowship Schemes in General Practice programmes are now open for applications.

The programmes aim to offer varied and interesting roles for GPs in the first five years of their career – of benefit to them, patients and the healthcare system. Funding is made available to practices to help cover the cost of 2 sessions per week of GP time to undertake work, postgraduate learning or professional development relevant to the fellowship. A CPD budget is also available to the fellows.

This year's scheme is divided into two parts (Trailblazer fellowships and standard post-CCT fellowships) and includes locality specific targets for recruitment based on known GP workforce shortages. This reflects the approach last year, where there was a focus on priority recruitment areas.

The numbers of roles will be as follows:

1. 8 Trailblazer post CCT fellowships – these are fellowships located in practices whose population has an IMD score in excess of 41 (most deprived decile of practice populations nationally) and/or the fellowship includes a substantial

element of care for vulnerable groups or a focus on tackling health inequalities.

[Download a HHE briefing on Trailblazer post CCT fellowships](#). Further details about the Trailblazer fellowships can be found at www.fairhealth.org.uk

2. 17 post CCT fellowships – these are fellowships that can be located in any practice and whose aims and objectives must align with those of the scheme nationally. In 2019/20 the scheme had posts that enabled fellows to pursue clinical special interests, develop expertise around lifestyle medicine and informatics, deliver innovative mental health services in primary care, assist with workforce development and advance clinical practitioner mentoring. [Download a HHE briefing on post CCT fellowships](#).

Applications for posts should be made via the online form at:

https://forms.office.com/Pages/ResponsePage.aspx?id=K5Gn_5ewMUGcD9DoB1WYqyJeU9BPvWRDvdeonweKSgdUN0pXTUNTNTY3WTFQQIRQWE0yVzBFVzFCQyQIQCNOPWcu.

All applications will be reviewed by the panel, with the highest scoring applications offered funding if application numbers exceed available fellowships in each locality.

The deadline for applications is **6th March 2020**. Please use the online form above. Any correspondence relating to applications should be sent to calum.smith@hee.nhs.uk

PCN Clinical Directors Leadership Coaching Offer

NHSE is providing funding for a programme of 3 x 90-120-minute professional leadership coaching sessions between April and July 2020, to support Clinical Directors of PCNs across England. The coaching is provided by Beyond Coaching and their Leadership Coach Associates.

Coaching offers a confidential and supportive environment for CDs to consider their own leadership style and challenges, focus on their new role, understand and lead change, explore collaboration and system working, and clarify what it will mean to be successful in the new system.

Coaching will be provided by a qualified, and experienced Leadership Coach. You will need to commit to three 90 - 120 minute one-to-one coaching sessions, to be completed by the end of July 2020. [Download the programme flyer](#) for more details on



the coaching.

If you would like to apply for a place on this coaching programme, please complete the [Expression of Interest & Suitability Assessment Form on Citizen Space](#) by **Monday 9th March 2020 at 10.00am**.

RCGP Courses and Events

RCGP have a schedule of courses and events in 2020/21 for our region. A range of short learning programmes and events is available both to RCGP members and non-members including:

- Safeguarding
- Joint Injections Workshops
- AKT Preparation Course
- Dermatology
- ENT
- Neurology

Full details including pricing and booking information can be found on the [RCGP courses and events schedule 2020/21](#).

Practice Manager Appraisals

Another year is well underway and, as part of your forward planning for the next 12 months, now might be the perfect time to schedule in a peer to peer review with one of our Practice Manager Appraisers!

Humberside LMCs were delighted to launch the Practice Manager Appraisal Pilot Scheme across our region back in July of last year. Several of these peer to peer reviews have been completed over the past few months, and the feedback from participants has been very positive:

“It was really nice to be appraised by someone who understood how you felt and was able to provide some good supportive advice that wasn’t just ‘text book’ but from actual real life experiences. The whole process was really informal and [my appraiser] was great. Overall I found it a really positive experience and yes I would definitely do this again”



“It was quite useful to actually sit down and complete the form to enable me to evaluate what my role is. I did find meeting with [my appraiser] and talking through what I had written very useful, and for me to be away from my Practice to do this was of great value.”

“It was really helpful, almost therapeutic! I think the work will lie in being able to implement some of the suggestions. We agreed to keep in touch and meet again to review progress in 6 months.”

Our trained cohort of freelance Practice Manager Appraisers are keen to continue to connect with their local PM colleagues and facilitate these valuable sessions. If you are interested in being part of this scheme, please contact the Humberside LMCs team by email on humberside.lmcgroup@nhs.net.

Opportunities to receive an appraisal will be offered on a first come, first served basis so please do not hesitate to get in touch!

Save the Date – Lighten the Load Coach Approach Skills for Medical Practitioners and Practice Managers

Thursday 18th June 2020, 9am - 5pm

Venue TBC

Humberside LMCs will be organising this second date for a course which received very good feedback on its initial run. You will learn how to ‘lighten the load’ by skilling up with some of the must-know, fundamental and empowering coaching skills and techniques, along with the theories that underpin them. By the end of the day, you will feel lighter and be even better equipped to have some great conversations that will change things for the better going forwards, for you, your staff and patients.

The programme is free and aimed at medical practitioners and practice managers in the Humber area, provided through our GP resilience programme. Lunch will be provided. Online booking details to follow.

Free Mentoring Service for GPs

A new peer mentoring service from Humberside LMCs in partnership with GP-S is now available. The service is free and open to all GPs in the Humber region. GPs can access up to 4 free confidential sessions over 12 months to support development; move forward with personal and career goals; create a greater work life balance; advance professional development; build self-confidence; enhance abilities outside and inside work; achieve aspirations; enhance leadership skills and build resilience.

Full details can be found on our [website](#). To access our mentoring service please contact GP-S:

- visit www.gp-s.org and complete the online contact form
- email contact@gp-s.org
- call 0115 979 6917

Alternatively please contact Humberside LMCs by telephone 01482 655111 or email humberside.lmcgroup@nhs.net.

CLINICAL ISSUES

Gender Prescribing Guidance

The LMC continues to receive queries regarding prescribing for patients with gender incongruence in primary care. This is a complex issue with several different pieces of relevant published guidance. We have tried to summarise these into a more accessible Q&A document for constituents, which gives some of the background and common scenarios faced. If you have a particular query not covered here, please do get in touch with the LMC and we will try our best to advise.

[View the guidance.](#)

PRACTICE MANAGEMENT

VAT Guidance for PCNs

As part of the PCN organisational development funding, it was agreed that VAT advice

would be sought, particularly in relation to the additional roles. Professional advice has now been provided by Liaison Financial which gives general VAT guidance and addresses specific scenarios and questions that have been posed. Please note the report is intended for PCNs and other interested parties falling within the Humber Coast and Vale STP region. The report is commercial in confidence and should not be made available to any other individual or organisation.

[Download VAT Guidance relating to Primary Care Networks.](#)

Medicine Supply Notification: Salbutamol

A [medicine supply update has been issued for Salbutamol 2mg/5mg syrup](#) which is out of stock until the end of February 2020. For patients with insufficient supplies, clinicians should consider prescribing an unlicensed import of salbutamol 2mg/5ml syrup or salbutamol 2mg or 4mg tablets.

Post Your Vacancies on General Practice Jobs



Don't forget that you can post vacancies for GPs and all other posts in your practices on our recruitment website www.generalpracticejobs.org.uk. It's easy to post and manage vacancies from the site's admin area - contact us if you need a reminder of your log in. The site also includes a wealth of useful information for candidates on living and working in the Humber, Coast and Vale area.



GUIDANCE & RESOURCES

NHS Pension Annual Allowance – BMA Briefing

The BMA have produced a briefing paper on the current pension taxation situation affecting doctors which highlights the background and considers possible solutions. This includes an overview of the BMA's preferred solution removing the annual allowance in defined benefit schemes, such as the NHS pension scheme. Read the briefing [here](#).

Online Consultations Summary Implementation Toolkit

NHS England has developed a toolkit to support GP practices with online consultations. It covers topics such as procurement, overcoming challenges and supplier system functionality.

Early adopters also highlight how they blend online consultations alongside face-to-face services to enhance patient care and better manage time and workloads.

A shortened version aimed at GPs and other practice staff, has also been published. The toolkits are interactive and provide a range of ideas and options for different professionals, including clinicians at different points in their implementation journey. The toolkit can be found [here](#) for further information email england.digitalfirstprimarycare@nhs.net.

Multi-Disciplinary Team Materials Available for Practices

A series of materials are available to practices across England to help highlight the varying roles which may be available to patients and support confidence in emerging roles.

The materials include leaflets, posters, digital screens and social media assets. The jobs roles highlighted include care navigators, clinical pharmacists, paramedics, physician associates, mental health therapist, social prescribing link workers, healthcare assistants, general practice nurses and advanced clinical practitioners. The materials are available [here](#).



Materials for MMR Vaccine

NHS England and Improvement has developed posters and other materials to support GP practices to encourage people to get vaccinated against MMR (Measles, Mumps and Rubella), if they haven't already.

Posters for other community settings have also been developed to signpost people to their GP practice. The materials are available at the [Campaign Resource Centre](#). They are designed to complement existing materials available [here](#).

Coronavirus Guidance

The BMA has published a [web page](#) highlighting key information and links to official guidance from government agencies on coronavirus, including how to handle queries from patients and how to manage patients who contact or attend GP practices.

Public Health England continue to regularly update their coronavirus guidance web pages which can be found [here](#).

Tier 2 Visas Updated Guidance

Practices looking to recruit GPs from overseas will benefit from new guidance to help with the process of obtaining Tier 2 Visas. Tier 2 is an immigration route for non-European Economic Area (EEA) migrants who wish to work in the UK. Initially the focus was on doctors from the EEA but has now been widened to include Australia and New Zealand.

NHS England is offering a package of funding to support any practice who wants to become Tier 2 Visa sponsors. Funding available includes: reimbursement of sponsor licence fee (even if unsuccessful), Certificate of Sponsorship fee, the first two years of Immigration Skills Charge and Visa fees for GP trainee and their family.

Tier 2 Visa guidance has recently been updated and can be found on [our website](#).

IR35 for Locum GPs

The BMA have updated their employment status (IR35) guidance into one easy-to-read document so that locum GPs have all the information they need to be confident in determining their employment status. Read more in a [blog](#) by Matt Mayer, deputy chair of the GP Sessional GP committee.

CONSULTATIONS

NHS Digital and the Private Healthcare Information Network (PHIN)

NHS Digital and the Private Healthcare Information Network (PHIN) have launched a consultation as part of the next phase of a programme to align private healthcare data with NHS recorded activity.

The consultation sets out a series of changes to how data is recorded and managed across private and NHS care, along with a series of pilot projects, based upon feedback from a variety of stakeholders. The consultation, which has been launched following the publication of the Paterson Inquiry, is hosted on the [NHS Digital Consultation Hub](#).

GENERAL NEWS

GP Contract 2020/21 – Summary of Changes Negotiated

GPC England and NHSE/I have negotiated changes to the GP contract for 2020-21 following a GPC England meeting held on 6 February 2020. The main changes are:

- The new value of Global Sum from 1st April will be £93.46.
- The new value of a QOF point will be £194.83.
- More roles added to the Additional Roles Reimbursement Scheme.
- Between 2020/21 and 2023/24, the scheme will expand to 26,000 additional roles.
- All roles to be reimbursed at 100%, freeing up the existing £1.50/head to contribute to management support for PCNs.
- Funding entitlements increase from £257m to £430m next year and, in 2023/24, from £891m to £1,412m.
- Extra investment will fund new GP training recruitment and retention measures with £20,000 plus training support for every new partner.

- Payment arrangements for vaccinations and immunisations to be reformed.
- QOF to be updated.
- PCN service specifications reduced and improved.
- Investment and Impact Fund introduced worth £40.5m in 2020/21.

More information on the new contract can be found on the BMA's [website](#).

Fax Machine Removal April 2020

Humber region CCGs have issued guidance regarding the impending final date for fax machine removal of 31st March 2020.

- A reminder that practices will need to ensure that all providers are aware that fax machines will no longer be used as from the above date.
- Practices are asked to remove fax numbers from practice websites and letterheads after this date.
- Where possible, it would be useful to include the details of a secure email address where requests can be redirected. CCGs recommend that a single generic email address is provided for each practice where possible to avoid the need for practice staff to check multiple inboxes.
- The acute trusts should be ready to share generic email addresses with you in the near future.
- CCGs are also looking to collate a list of secure care home email contacts to be shared with you prior to the end of March. IT providers have advised they are confident that the required laptops and NHS.net emails will be deployed to the remaining care homes before the end of March.
- If there are any providers/organisations who are still frequently sending faxes to you, it would be appreciated if you could please share the details with your CCG who will contact them to find an alternative method of contact (not including acute trusts, who are in the process of making the required changes).
- CCGs have also been made aware of some instances where practices are receiving correspondence via secure email but also receiving the same documents by post. CCGs will look to reduce the levels of post coming into practices where they can.
- Concerns have been raised around business continuity within practices in the event of an IT outage, particularly with reference to how urgent referrals will be communicated. CCGs are currently looking at options around this with the new GP IT supplier.

NHS England have published practice guidance on removal of faxes which can be downloaded [here](#).

Lighten the Load Coach Approach Skills Development Programme Evaluation

Humberside LMCs commissioned this two-day Coach Approach development programme for GPs which ran in November and January. The training focused on developing a level of competence in coaching skills which are forward-looking, action-orientated, positive and take a personal approach to developing individuals. We have now received an evaluation of the programme which had some very good feedback:

“One of the best courses I attended. Really appreciated the importance of good coaching skills and applying them in my practice. I’ll endeavour to learn more about the same.”

“Good coaches, using real life situations. Practical sessions + interactive sessions. Interesting.”

“An excellent day, have learnt a lot of ‘soft skills’ to help facilitate change management. The practical exercises were challenging but not daunting. I was very impressed with the active participation of all delegates.”

The GPs who took part reported improvements in their coaching skills, and greater understanding around how to use them in practice. They valued the practical focus of the programme and supportive learning environment.

We are looking to hold a second run of the programme later in the year so look out for further announcements.

Clinical Pharmacy: Highlighting Alcohol in Medication Appointments

Researchers from the University of York are looking for senior staff members in a PCN or pharmacists working in general practice who would be interested to participate in a study to develop a new way of talking about alcohol in medicine reviews.



They want to develop this intervention with clinical pharmacists delivering Structured Medicine Reviews (SMRs) in primary care.

This will involve one or all of the following:

- Interviews with senior PCN clinical staff
- Interviews with pharmacists, and observation of SMRs
- Interviews with patients about their experience of SMRs
- Assessment of the feasibility recruiting patients to a trial, and of accessing and using information collected on SMRs in general practices

Would you like to be involved?

If you are interested in participating in this research, and you are a senior staff member in a PCN or a pharmacist working in general practice, please contact Dr Anne Van Dongen for further information: dohs-medicine-review-study@york.ac.uk. Anne can also be contacted on: 01904 325877.

PCN Conference 2020 Summary

The BMA held their second annual PCN conference earlier in February. A summary of the main items discussed at the event, which included managing workloads, infrastructure and additional roles, can be found on their [PCN support website](#).

Scarborough Acute Services Review

The Scarborough Acute Services Review is a collaborative review of acute hospital services for the people of Scarborough and the surrounding areas. This will impact on some GPs in our region.

The purpose of the review is to consider how to provide the best possible care for local people who need to use acute hospital services within the resources (staffing, technology, buildings and money) that are available to the NHS. This may include delivering some aspects of care out of hospitals in GP surgeries, children's centres or other community settings to better meet local peoples' needs. As part of the review there will be further engagement with primary care stakeholders on potential clinical models in other service areas and incorporating services outside of the hospital more explicitly into the work of the review. More information is available [here](#).

Participants Sought for Community Pharmacists and GPs Research

A doctoral student at the University of Bath who is conducting research on different forms of collaboration is looking for participants able to discuss how community pharmacists and GPs currently collaborate within primary care in England.

With pharmacists being increasingly integrated into primary care, evidence is needed to inform the optimal involvement of CPs working with GPs. The aim of the PhD is to identify collaborations involving CPs and GPs within England by exploring through case studies each model's characteristics, drivers, purpose, impact on stakeholders involved and performance. These findings can contribute to daily practice in order to optimise the flow of primary patient care by utilising CPs' existing place and attributes.

If you are part of such a collaborative working relationship (even if it includes other collaborators in addition to CPs and GPs) and would be happy to spend 10-15 minutes discussing this please email Marianna Liaskou at ml510@bath.ac.uk.

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