

A MESSAGE FROM DR PETER GRAVES

Do I spy the 'early green shoots of spring'? Yes, I know the snow drops and daffodils are beginning to appear, but I was referring to the fact that at long last there are signs that the value of general practice is being recognised by government. Not only does the [ten-year NHS plan](#) put a real emphasis on a sustainable future for community services *with general practice at the heart of it*, it opens up a wealth of opportunities for general practice. And that has been followed up with announcements about the contract for 2019 onwards; with a commitment to real funding increases to support workforce and practice network development, state-backed indemnity, and a genuine desire to tackle the workforce and workload challenges faced by practices. There is a short summary of the promises later in this newsletter and in February and March, we are holding Roadshows to explain more.

As far as the LMC is concerned, not only are we continuing to work very closely with struggling practices - with some real success stories - but we are pleased to say that we have been awarded some funding to work with some of our leading practices to ensure they can form the backbone of networks by driving the network development and supporting other local practices. Recently, every practice will have received an email from us asking them to complete our **confidential** practice '[Health Check Questionnaire](#)'. ***If your practice hasn't completed it I implore you to follow the link and complete it now.*** We are slowly building a real-time picture of practice resilience and able to approach practices that show signs that they are struggling to offer our help. Every practice that completes the questionnaire gets a report that compares them with the rest of the practices in Bedfordshire, Luton and Hertfordshire.

Finally, it is LMC election time. At this time of unprecedented changes and unheard of challenges, the LMC needs to be strong and resilient itself. Therefore, we need to have your support as an LMC representative. If you care about the future of general practice, then now is the time to nominate yourself to become an LMC rep – look out for the paperwork we have sent out to all GPs.

All in all, 2019 looks like it could be a good year for general practice – at last!

A LOUD reminder – DO NOT send patient identifiable information to the LMC

On numerous occasions over the last few years I have reminded colleagues not to send patient identifiable information to the LMC office (*unless very specifically requested to do so by one of the doctors working here*) – and here is another reminder. To do so, without the patient's express consent, is a breach of GDPR as well as breaching patient confidentiality. It puts us in a very awkward position of strongly suggesting that the breach is reported to the Information Commissioner. It is very rarely necessary to send patient details to us; when we use specific examples in our discussions and negotiations with CCGs or NHS E, if they need the patients details, they ensure the right person in the quality or contracts teams make direct contact with the GP or practice concerned to get the full details. Despite the trust you place in us, unfortunately, the LMC is **not** part of the NHS family with regards to GDPR – a classical example is when a GP inadvertently sends us a string of emails saying, 'Look what I received today, is this a breach of GDPR?', without first redacting the patient's details himself/herself!

FEBRUARY

New GP contract announced (31.01.2019)

NHSE England has announced the new five-year [GP contract](#). The five-year deal will expand GP services and kick start the implementation of the NHS Long Term Plan.

Key changes in the package include:

- Guaranteed investment of £405m through the practice contract and network contract in the first year, meaning every practice will be able to uplift staff pay by at least 2 per cent
- Building Primary Care Networks from the ground up. Networks will typically cover 30,000-50,000 patients and be led by a local GP in a clinical director role.
- Funding for the expanded network workforce. Networks will receive 100 per cent recurrent funding to employ social prescribers and 70 per cent for clinical pharmacists this year, and the same for physiotherapists, physician associates and paramedics as they are introduced.
- The introduction of a state-backed indemnity scheme beginning in April 2019.
- Increased digital access for patients, meaning practices will make 25 per cent of appointments bookable online, improve their online presence and give new patients access to their digital records as standard.
- An agreement between the BMA and NHS England to make joint representation to the Government with proposals to reduce the problem created by the pension annual allowance, to address the impact this is having on GP recruitment and retention.
- NHS 111 direct booking in to practice appointments at a rate of one appointment per 3,000 patients available per day. This will happen only after triage.
- Funding for practices to deal with subject access requests following the removal of the ability to cover costs under GDPR legislation. Practices will also have access to a Data Protection Officer (DPO) through their clinical commissioning group (CCG), to provide support on GDPR issues.
- QOF changes to remove unnecessary indicators and provide a focus on professionally-led quality improvement.

Further changes will be implemented from 2020 onward, including:

- Increased workforce as part of the networks, totalling more than 20,000 additional roles in England by 2023/24.
- Investment to increase via both the practice contract and network contract, allowing practices to uplift their staff pay at least in line with predicted inflation.

The LMC will be sending out a summary of the new contract as soon as possible, following our Roadshows

State-backed Indemnity

Regarding the announcement about the state-backed indemnity scheme due to start from April, we have received the following information from GPC.

- The MDOs are in the later stages of pricing the post-April product and we expect them to announce this soon.
- We advise all GPs to remain members of one of the MDOs to ensure they have cover for GMC, criminal/coroners cases, private reports etc.
- There will be a competitive market for this cover after April and this is likely to influence pricing decisions
- In the meantime all indications suggest the market rate for this cover is likely to be broadly in the £800 - £1,200 range
- Renewals falling due before April 1st are likely to be in line with current costs

The BMA has more information about the scheme on its website via this link <https://www.bma.org.uk/collective-voice/committees/general-practitioners-committee/gpc-england/gp-contract-agreement-england> (scroll down to the section on indemnity near the bottom).

Don't forget to reclaim your CQC fees from NHS England

A recent Freedom of Information request from a practice to NHS England revealed that many practices have not reclaimed their CQC fees and may be owed thousands of pounds. Since April 2017, GP practices have been able to reclaim their CQC fees and this is set out in the Statement of Financial Entitlements. We have checked the process with NHS England, which has confirmed the process as follows:

The practice pays the fees to CQC directly and then submits a copy of the invoice to the NHS England payments team: england.centralmidlandsgpfinance@nhs.net.

Employer Pension Contributions

There is a consultation about increasing Employers contributions for NHS Pensions from 14.38% to 20.6% and practices may be worried about the impact of this on their business. However it is clearly stated as part of the Contractual Agreement that the full cost of any increase will be covered with additional funding and General Practice will not have to bear any additional costs.

This is stated in paragraph 1.11 of the full GP Contract Reform document called 'Investment and Evolution'.

BMA's GP Practice Support Services

The BMA has launched its GP practice support services campaign, aimed at GP Partners and Practice Managers.

As long as a practice has at least one GP Partner BMA member, the Practice Manager can access any of the services on their behalf. Practice Managers or GP Partners can call 0300 123 1233 or email support@bma.org.uk to discuss their workplace needs.

For more information, please visit www.bma.org.uk/practicesupport, or view the link to the launch email that recently went out to GP partners BMA members: <https://bma-mail.org.uk/t/JVX-62ZMC-1BJCJOU46E/cr.aspx>

LMC Education & Training Update

NEW! Business Fundamentals Programme for GPs

The LMC Business Fundamentals Programme for GPs pilot is now underway. This is a modular programme for new and experienced GPs interested in taking on more operational and strategic responsibilities within their practice, to strengthen the practice and help it thrive in the future. Our first module of six was delivered earlier this month thanks to funding from BLMK STP and feedback from the delegates was really positive;



What did you find most useful about Module 1?

- *Useful practical cases. Increased my awareness of the legalities of running a business and partnerships.*
- *The way it moved from where I was comfortable to expanding & challenging my horizons.*
- *A very clear and knowledgeable presenter who made difficult concepts understandable.*
- *Absolutely everything! Very comprehensive and practical course giving me an excellent foundation and platform to build my understanding of partnerships.*
- *Has frightened me slightly but I think it has given me excellent resources to understand the practice I wish to go into.*
- *A lot of practical information that I can immediately use in practice.*

Further funding is being sought to deliver this wider across both STPs in our area. If you are interested in more information please contact Helen Bean, Programme Manager, helenbean@bhlmc.co.uk or visit our [webpage](#). If you would like to be added to the **priority information mailing list**, please register your expression of interest [here](#).

Coaching & Mentoring for Practice Managers

The LMC are researching the current level of activity of coaching and mentoring across PM Networks within Bedfordshire, Luton and Hertfordshire with a view to sourcing further support in this area. If you have any examples of being a coach or being coached, being a mentor or a mentee, formal or informal, including from the national NHSE programme recently launched, we'd love to hear from you. Please contact helenbean@bhlmc.co.uk or 01438 880010 **no later than Friday 22nd March**. Thank you!

NEW & FREE Workshop!! Peer to Peer Appraisals for Practice Managers

We have received Practice Manager Development Funding from NHSE GPFV to design and deliver Peer Appraisal Training. This is aimed at Practice Managers who want to explore setting up peer to peer appraisals with each other, providing you with practical resources and tool-kits shared by the successful Wessex LMC pilot & the Scottish PM Development Network.

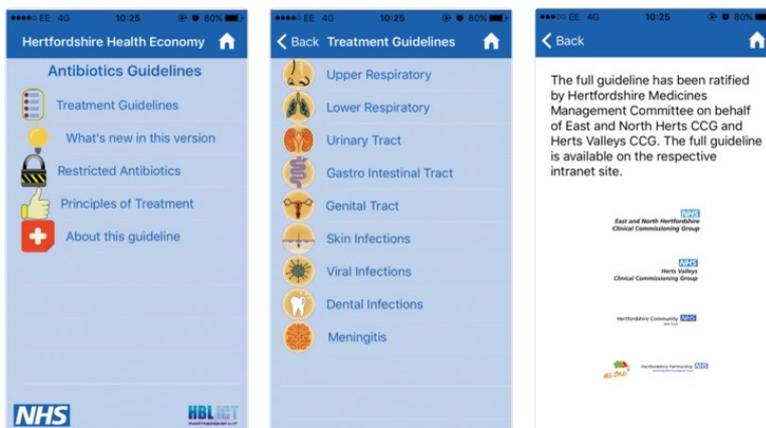
Date: Tuesday 12th March, **Time:** 9.30 - 12.30 **OR** 1.30 - 4.30 (half day, no lunch provided)
Location: Beds & Herts LMC, Aston Bury Farm, Aston Bury Lane, Aston, Stevenage, SG2 7EG
Cost: £0 Free

[View agenda and booking form](#)

Migraine Masterclass Series 2019

The National Migraine Centre is running free educational Migraine courses on 9th and 23rd March 2019 at the RCGP, London. Please see the link for all the details and to register: <https://www.nationalmigrainecentre.org.uk/migraine-masterclasses-2019/>

The latest edition of the Hertfordshire Antibiotic guidelines (August 2017) is available for free on iPhone and Android phones—download the 'app'



Physician Associates

The 2016 General Practice Forward View committed to strengthening the workforce. This included an aim to recruit 1000 physician associates (PAs) into general practice.

There are approximately 34 Higher Education Institutions (HEIs) offering PA programs. In February 2018, there were 1,358 student PAs registered in England, with an estimated 2,855 PA graduating by the end of 2020. The University of Hertfordshire has developed and run this course since September 2017. Twenty second year physician associate students will complete their studies in July. Many of which have gained experience in General Practices in Hertfordshire.

Physician associate training is a 2 year postgraduate MSc level course. There is an entry requirement of a first degree in life sciences (such as human biology, biochemistry, medical science or allied health degree), with at least a 2:1 classification or an equivalent qualification. The course includes 1,600 hours of clinical placements in a variety of settings, including general practice, community medicine, mental health and emergency medicine.

PAs can fulfil an enabling role in general practice, taking on certain areas of workload, helping to free GPs and nurses to focus on the more complex patient cases. This enables GPs to continue to lead multi-disciplinary teams to adapt to the evolving healthcare needs of patients. PA's can assist to broaden the capacity of the GP role and skill mix within the practice team to deliver patient care.

Employment

Opportunities for employment in the NHS primary and acute healthcare service sector are increasing across the East of England. Graduate Physician Associates are frequently appointed to roles in general practice, cardiology, neurosurgery and other specialities.

Registration

In order to be registered on the FPA Managed Voluntary Register as a Physician Associate. Students need to pass the PA National Exam after graduating from the MSc Physician Associate course.

The University is planning an open day in May where GP practices and acute and community providers can meet with the graduating PA students to explore employment opportunities. More details of this event will be circulated to practices soon

Links

The Faculty of Physician Associates (FPA) at the Royal College of Physicians <https://www.rcplondon.ac.uk/news/faculty-physician-associates>
<https://www.fparcp.co.uk/employers/pas-in-general-practice>
<https://fparcp.co.uk/about-fpa>

Health Education England Information

<https://www.hee.nhs.uk/our-work/primary-care/physician-associates-primary-care>
<https://www.hee.nhs.uk/our-work/hee-star>

Article attributed to Dr Robin Christie

Portfolio of Approved Business Consultants

Declaration of Trust

Why do I need a Declaration of Trust?

Capsticks' Associate Puja Solanki specialises in GP partnership law. We asked her to address some of the most common questions we receive on this topic from GPs and Practice Managers.



Q: What is a Declaration of Trust?

Puja: Premises form one of the most valuable assets of any medical practice. If you have chosen to regulate your business with a partnership deed then it is good practice to regulate ownership of your property with a 'declaration of trust'. A declaration of trust is a document made between the co-owners of a property to record the owners' shares, rights and obligations of the property.

Q: But why does this need to be documented separately?

Puja: Although property provisions are typically incorporated in a partnership deed, if a new partner joins the partnership who is not bound into the deed (which happens frequently!), problems can arise. The arrival of a new partner means that the provisions of the existing partnership deed become invalid including those that relate to the property. The benefit to your partnership of having a separate declaration of trust in place is that the intentions of the partners relating to the property are still protected.

Q: Are there any other benefits?

Puja: Yes. An additional benefit of having a declaration of trust relates to practices where not all of the partners own the property. If the partners who own the property have a declaration of trust in place, there will be clarity around the distinction between the governance of the freehold ownership and the occupation of the property which will avoid any potential for disputes in the future.

Q: What should a Declaration of Trust include?

Puja: A well-drafted declaration of trust should not only include how the co-owners hold the property and in what shares but also should address the rights and obligations of the owners. This will include how income from the property and expenses of the property are shared, valuation provisions, procedures for purchasing a retired or deceased partner's share of the property, and how decisions are taken in respect of the property (to name a few!).

If you would like to discuss your current partnership or property arrangements with Puja then please do not hesitate to get in touch. [Click here to contact Puja.](#)

Change and Conflict Management in GP Surgeries

The Medical Partnerships Team at law firm, Clarkson Wright & Jakes have been acting for a substantial number of GP practices in the South East for the last eight years. Their specialist team give legal advice on issues surrounding partnership structures, partnership agreements, property, disputes, plus a range of employment issues affecting practices.



Read our latest article: [Change and Conflict Management.](#)

For more information on this topic or any other topics please contact, Judith Curran on Judith.curran@cwj.co.uk or call 01689 887887. www.cwj.co.uk.

LMC Roadshows

AGENDA

6.45 - 7.15pm Registration & finger buffet
 7.15 - 7.30pm LMC Welcome & Introduction
 7.30 - 8.30pm National & Contract Update
 8.30 - 9.00pm LMC Update
 9.00 - 9.15pm Q&A

*Tuesday 26th February, Putteridge Bury Conference Centre, Luton, LU2 8LE—
 FULL*

Or

Thursday 14th March, Beales Hotel, Hatfield, AL10 9NG
 Book your FREE place [here](#)

You can edit your booking at any time, amend names or cancel.
 Failure to attend without 2 weeks notice incurs a £50 charge.

For more information contact
 01438 880010
events@bhlmc.co.uk

GP Recruit

£250 for a period of three months

£200 for a period of one month

Contact Michelle Storey on michellestorey@bhlmc.co.uk or 01438 880010



LOOKING FOR A LOCUM

If you are looking for that all important Locum contact Michelle Storey on michellestorey@bhlmc.co.uk or 01438 880010 who will register your practice to see all locum availability.



Nurse Bank—Free to Practices paying all their levies

Nurses available in all areas

Contact Michelle Storey on michellestorey@bhlmc.co.uk or 01438 880010



Training, Education and Events

Please see attached the LMC training programme January to June 2019.

To discuss your practice training requirements, please contact Helen Bean, Support Services Manager on 01438 880010 helenbean@bhlmc.co.uk



For details of all our events and to register for courses online, please visit www.bedshertslmcs.org.uk/events/list or scan the QR code:

If you would prefer to receive this newsletter by post please email
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Beds & Herts LMC Training and Events March - June 2019

07/03/2019 10.00 - 12.30	Ear Irrigation Update	Nurses, HCAs	View Info
07/03/2019 1.30 - 4.00	Effective Chaperoning	All practice staff	View Info
12/03/2019 AM or PM	Peer to Peer Appraisals *NEW*	Practice Managers	View Info
20/03/2019 9.30 - 4.30	Pill Check & Contraceptive Advice	Nurses	View Info
27/03/2019 9.30 - 4.00	Supervisory Skills	Managers, Team Leaders, Supervisors	View Info
28/03/2019 09.30 - 4.00	Understanding Medical Terminology	All practice staff	View Info
28/03/2019 2.00 - 5.00	Mental Health Module 2 (Herts): Perinatal Mental Health Update	GPs & Nurse leads with an interest in MH	View Info
02/04/2019 9.30 - 4.00	Effective Appraisals	Managers, Team Leaders, Supervisors	View Info
16/04/2019 2.00 - 5.00	Mental Health Module 3 (Herts): Adolescent Mental Health Self Harm/ Eating Disorders	GPs & Nurse leads with an interest in MH	View Info
25/04/2019 9.30 - 4.00	Introduction to Ear Irrigation	Nurses, HCAs	View Info
02/05/2019 03/05/2019	HCA new Immunisers Foundation Training (must attend both days 9-5)	HCAs	View Info
09/05/2019 9.00 - 1.00	Summarising Medical Notes	Admin, Summarisers	View Info
23/05/2019 2.00 - 5.00	Mental Health Module 4 (Herts): Suicide Risk Assessment	GPs & Nurse leads with an interest in MH	View Info
23/05/2019 9.30 - 12.30	Ear Irrigation Update	Nurses, HCAs	View Info
23/05/2019 1.30 - 4.00	Effective Chaperoning	All Practice Staff	View Info

Training delivered at the LMC offices, Astonbury Farm, Aston, Stevenage, Herts, SG2 7EG unless stated on booking form. Please go to 'view Info' for more information and how to book. Please ensure you have read the terms and conditions before booking. These courses incur a charge. Payment secures your place. Suggestions for more training welcome.

Beds & Herts LMC Training and Events

04/06/2019 1.00 - 5.00	Travel Health Update	Nurses	View Info
11/06/2019 10.00 - 12.30	Phlebotomy Update	Nurses, HCAs	View Info
11/06/2019 2.00 - 5.00	Basic Life Support, Anaphylaxis & Defib	All practice staff	View Info
12/06/2019 9.30 - 4.30	Pill Check & Contraceptive Advice	Nurses	View Info
18/06/2019 9.00 - 1.00	Immunisation Update	Nurses	View Info
18/06/2019 2.00 - 5.00	Flu Update	HCAs	View Info
20/06/2019 9.30 - 4.00	Understanding Medical Terminology	All practice staff	View Info
26/06/2019 9.30 - 4.00	Advanced Medical Terminology	All practice staff	View Info
27/06/2019 2.00 - 5.00	Mental Health Module 5 (Herts): Emotionally Unstable Personality Disorder	GPs & Nurse leads with an interest in MH	View Info

Modular Mental Health Programme

For Herts GPs

2.00p.m. – 5.00 p.m. 1.30p.m. (registration and lunch)

HPFT, The Colonnades, Beaconsfield Road, Hatfield, AL10 8YE

Tuesday 26th Feb	Module 1: Escalating Concerns and Risk (Safeguarding)	View Info You can attend as many modules as you like
Thursday 28 th March	Module 2: Perinatal Mental Health Update	
Tuesday 16 th April	Module 3: Adolescent Mental Health Self Harm/Eating Disorders	Book 3, by end of the year and pay for 2! £30 per module
Thursday 23rd May	Module 4: Suicide Risk Assessment	
Thursday 27 th June	Module 5: Emotionally Unstable Personality Disorders	

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