



Bedfordshire & Hertfordshire LMC Ltd: Weekly Update for Practices, Monday 04th July 2022

In this edition:

1. Beds & Herts LMC GP Partnership Change Project
2. COVID enhanced service specification
3. Letter from GP for travel with medication
4. Fit Note Changes
5. Royal College's warning over GPs leaving NHS
6. Rebuild General Practice: support the campaign
7. Access to GP Services – House of Commons debate
8. ARM 2022
9. BMA's Fees calculator
10. BMA Employer Advisory Service
11. GP Pension update from the BMA Pension Committee
12. Lantum Digital Staff Platform - ***BLMK Colleagues***
13. Case studies: innovative delivery in General Practice
14. The Minor Surgery Update for GPs

1. Beds & Herts LMC GP Partnership Change Project - an opportunity to contribute to research

Bedfordshire & Hertfordshire LMC are undertaking research to understand what motivates GPs to become partners and what drives GPs to change their partnership commitments or leave a partnership. We aim to collect meaningful data and vital evidence to help identify what attracts and retains partners, as well as highlight factors that impact on partners and the sustainability of the partnership model.

We would like to hear from GPs who have joined a partnership, changed partnership commitments, or left a partnership in the last 3 years (approx.). Your contribution to this important research will help direct our focus and guide us in our ongoing commitment to support GPs and promote a fulfilling career in general practice. This is your opportunity to be heard and make a difference for others. You don't have to provide your name and not all questions are compulsory.

<<< If you are a GP who has joined a Partnership in the last 3 years >>>

Survey 1 link here: [Joined a Partnership](#)

OR

<<< If you are/were a GP Partner who has changed your partnership commitments in the last 3 years

>>>

(for example, a reduction in sessions, GP partner to a locum/salaried role, resignation, or retirement)

Survey 2 link here: [Changed or left a Partnership](#)

If you would like to contribute further and would be interested in a structured conversation with our research project team, please contact Helen Bean, Education & Workforce Manager, lmcadmin@bhlmc.co.uk.

2. COVID enhanced service specification

NHS England have now published an updated [enhanced service specification for the Covid 19 vaccination programme](#), alongside a [covering letter](#). Practices should note that the programme from September will pay a reduced Item of Service fee of **£10.06** per dose. As a result, we strongly recommend that practices review the impact that this funding reduction will have on their ability to undertake the enhanced service. Practices should also be aware that the deadline if they do decide to sign up for the service is **5pm on the 14th July**.

3. Letter from GP for travel with medication

It has been brought to the GPCs attention that some [airlines](#) are advising travellers bringing medication in their hand luggage, should bring a letter from their medical practitioner confirming the type of medication and what it is for.

They will raise this issue with the airline, but in the meantime, we would remind practices that patients can print off their medical record from the NHS app, or alternatively, practices are able to charge for travel-related requests for information.

4. Fit Note Changes

From the 1st July, new legislation comes into force which allows nurses, occupational therapists, pharmacists, and physiotherapists to legally certify fit notes, in addition to doctors. To support this, the government has published [guidance](#) to help individuals and employers identify the knowledge, skills and experience required to certify fit notes.

A new training package is also [available](#) and should be completed before taking up this task - this is freely accessible for all healthcare professionals. There is a rollout period from today where GP IT systems will be updated to reflect the change.

5. Royal College's warning over GPs leaving NHS

In response to the [Royal College of GP's report 'Fit for the Future'](#) and its warning that England could lose almost 19,000 GPs over the next five years, Dr Kieran Sharrock, GPC England deputy chair, said:

"This stark warning from the College is one that the Government can ill afford to ignore. The number of fully-qualified GPs is already plummeting, meaning each day more people are losing 'their family doctor', and such projections lay bare the potentially devastating impact for both the NHS and patients if politicians and policymakers fail to act.

The RCGP has laid out a number of areas that need urgent attention, many of which the BMA has raised continuously. Ministers must work with the profession and organisations such as the BMA and RCGP to come to workable solutions that protect general practice so that doctors and GP teams have the capacity to provide the standard of care that patients deserve." Read the [full statement](#) here.

6. Rebuild General Practice: support the campaign

The [Rebuild general practice campaign](#) continues to tackle the crisis facing general practice. The campaign has been building awareness of the key issues in the media, with the public and with politicians. Your support is needed to amplify the message and make the campaign a success.

Parliamentary event

On the 15th June, the GPC hosted a drop-in event attended by 21 MPs to raise awareness of the challenges facing general practice. This was a real opportunity to influence policymakers, and it was pleasing that so many MPs were able to join Drs Kieran Sharrock, Katie Bramall-Stainer, Rachel Ward, John Canning and Rob Barnett on the day. You can see coverage and photographs of the event on the [Rebuild General Practice Twitter feed](#).

7. Access to GP Services – House of Commons debate

Last Tuesday there was an opposition day debate in the House of Commons on access to GP Services and NHS Dentistry. During the debate a number of MPs, including Shadow Secretary of State, Wes Streeting, raised concerns about demand for GP services outstripping the number of GPs. The BMA and GPC concerns were raised a number of times by MPs during the debate particularly in relation to GP abuse being a driving factor for those leaving the profession or retiring early, and the need to address sponsorship issues to support international trainee GPs to stay in UK. The wider debate included a range of topics such as pensions, retention, mental health support, wider general practice staff, community pharmacy, workforce planning and funding. Read the debate transcript in full [here](#).

8. ARM 2022

The [BMA's Annual Representative Meeting \(ARM\)](#) was held this week. This brought meaningful discussion, debate and strong representation on behalf of the medical profession. A motion calling on GPC England and the BMA to organise the withdrawal of GP practices from the PCNs by 2023, was passed. It's clear from this result that there are ever-growing concerns about how well PCNs are actually working, and whether all practices can provide the safe, quality care they want to for their patients within the constraints of the current NHS-system as organised. GPC England will discuss how to enact this new policy at its next meeting in July.

In addition, other motions of relevance to general practice were debated on GP estates, [doctors' right to switch-off](#) to be able to recuperate, and greater awareness of the prevalence of abuse towards healthcare staff.

Read the reports from the GPCs across the UK, including GPC England, [here](#).

Read about the highlights and resolutions from the ARM [here](#).

Read the news stories from the ARM [here](#).

9. BMA's Fees calculator

A reminder about the BMA's [Fees calculator](#), which helps doctors decide how much to charge for their services based on their own circumstances. The Fees calculator uses your overheads to calculate a fee range for the time it takes to complete a piece of work. The calculations are specific to you, and you can see what rates you would need to charge to make sure your costs are covered. You can find out more about [how the tool can help you save money and save time](#).

10. BMA Employer Advisory Service

As a membership benefit, the BMA provides an [employer advice service](#) for GP partners and your practice managers. With no expensive contracts, you can get tailored advice from the BMA's specialist team of HR & employment advisers and regulatory knowledge, who can support you with HR & employment law case management, employment tribunal support, and much more. *The service is available to BMA members - [contact the BMA GP employer advisory service](#).*

11. GP Pension update from the BMA Pension Committee

Last week Dr Krishan Aggarwal, Chair of the BMA Pensions Committee, wrote to LMCs asking them to pass on the following message to GPs.

As you may be aware, there is a major cause for concern that impacts pensions this year as a result of rapidly rising inflation. This relates to a discrepancy in the way pensions are revalued/dynamised and a disconnect between different measures of inflation used in the calculations. This affects career averaged revalued earnings pensions schemes and therefore as GPs have effectively always been in such a scheme, it is a much bigger issue for GP pensions than it is for hospital doctors.

The particular issue is that the annual allowance is only supposed to be applied to pension growth that is **above** inflation. However, the Finance Act specifies that the opening value of your pension is increased by inflation using the value of CPI from September of the preceding year. So, for this year, the opening value of your pension will be increased by 3.1%. However, previously accrued pension will be revalued by CPI from September 2022 plus an additional 1.5%. Therefore, it is likely to be revalued by around 11.5%, well above the opening value uplift.

This has the effect of producing large growth that will result in significant annual allowance tax bills for those GPs with significant amounts of accrued 1995/2008 pension. For example, a GP with pensions savings close to the level of the LTA and current earnings of ~£115k (pensionable) may have an AA tax bill over £30k this year. Most of this tax is caused by “growth” that is simply due to inflation. What is worse is that next year, the opposite is likely to happen if inflation settles and there will be sub-inflationary growth. (i.e., the opening value will increase by 10% but the revaluation may only be ~5%). Although this results in pension ‘growth’ that is negative, this is rounded up to zero meaning that this negative growth cannot be used to offset positive pension growth either in year or allow this to be carried forward/back to previous years. The net effect of this is that GPs may incur large tax bills on entirely artificial “pseudo-growth” that has the knock on effect that they are taxed on pension benefits that are simply inflationary and growth that they may never receive.

BMA pensions have developed [a tool](#) that you can use to model the impact of this “CPI disconnect” for your own personal circumstances. This outlines the issue in more detail and discusses the solutions that we are calling for. AISMA have also [written](#) separately and independently to Treasury and have made largely the same points.

We have been speaking to MPs, Treasury and NHSEI about this issue and are starting to make some progress. We have met with Dr Dan Poulter MP and he has agreed to hold an MP briefing event next week. We would be extremely grateful if you could tweet your MP and encourage colleagues to do the same in advance so that we can get as much traction as possible on this before Wednesday. We have developed a tool for you to tweet your MP [here](#).

BMA Pensions Committee will continue to do everything we can to address this and the wider pensions issues and will keep you updated.

12. Lantum Digital Staff Platform

BLMK colleagues

BLMK ICS and Lantum have partnered to create a system-wide digital staff bank to make it easier, quicker and cheaper for practices and GPs to connect and arrange sessions. The Staff Bank is a shared resource that helps create a resilient pool of staff across the region.

Benefits for GPs:

- Easy to find sessions based on your preferences with the website or app
- Simple to book sessions and manage your diary
- Invoicing and payments made simple via Lantum
- Get notified about latest sessions available in the bank

It's easy to sign up and get approved to work in the bank by going to:

<https://info.lantum.com/blmk-staff-signup>

Download the Lantum clinician app on the [App Store](#) or [Google Play](#).

Practices and practice managers benefit from:

- Access to a wider pool of locums to fill sessions
- Clinical governance checks run on all GPs by Lantum
- Consolidated billing for sessions making it easier to pay staff
- Save money via the staff bank (1% fees instead of 10% for marketplace GPs or expensive agencies)
- Access to Lantum's marketplace of GPs
- Easily manage your sessions and message staff through Lantum

Register your practice today via <https://www.lantum.com/register/practice> and sign up for [training sessions with the Lantum team via this link](#).

13. Case studies: innovative delivery in General Practice

The Healthcare Delivery team at the BMA is doing some work on UK models of delivery in general practice, and they are collecting case studies of GPs who are delivering and providing care within the system in new, different or innovative ways. They are interested in practices which could be, for example, trialling new ways of working and sharing workload, or utilising multidisciplinary teams in an unusual way, but they're also interested in hearing from any GP who is innovating in delivery of healthcare, outside of these examples. If you or a GP you know is delivering care successfully in a new way, they'd like to hear from you.

To give you an example of the sorts of delivery models they're looking at, one of the practices they intend to look at initially is Dr Luke Sayers' Whitley Bay Health Centre in North Tyneside, which is the only practice in the North East of England which has a personal list, which [evidence suggests has greatly increased patient satisfaction](#), among other important factors.

They will be planning site visits to some of these practices, so if you would like them to come visit your practice or would like to suggest, nominate, or put them in touch with a GP who is doing good work in this area, please email Mercedes Broadbent at mbroadbent@bma.org.uk and let them know.

14. The Minor Surgery Update for GPs

Date: Thursday 14th July 2022

Time: 9:30am – 12:30pm **OR** 1:30pm – 4:30pm

Venue: Hilton Garden Inn Luton North, Butterfield, Hitchin Road, Stopsley, Luton, LU2 8DL

How to book: Course fee is £250. Please email Dr Soon Lim to book a place – s.lim@nhs.net

Dr Soon Lim will be providing a course on minor surgery. Please see the [attached flyer](#) for further information about the course and Dr Lim's various positions.

News - For the latest news, information and weekly updates for practices, please visit the [Hot Topics](#) section of our website.

BHLMC Job Board - Advertise your practice vacancies or search for jobs on our [Job Board](#). If you are interested in posting an advert please contact lmcadmin@bhlmc.co.uk for more information.

Locums - If you are a Locum and would like to receive LMC updates, please register via the [online form](#) to be added to our database and mailing list.

Workforce Wellbeing & Support - [Visit our webpage](#).

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