

## Beds & Herts LMC Ltd: Update for Practices, Monday 10<sup>th</sup> July 2023



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### 1. Practice Workload Reporting – Junior Doctors and Consultant Strikes

You will likely be aware that this week sees the start of the next Junior Doctors strike (Thursday 13<sup>th</sup> to Tuesday 18<sup>th</sup> July) followed by the Consultants strike (Thursday 20<sup>th</sup> to Friday 21<sup>st</sup> July). During this period ICBs will be holding regular situational awareness calls to monitor the pressure across the “system”. Over recent weeks we have heard from a number of people that during the previous periods of industrial action general practice has been viewed as unaffected by the strike action, and therefore possibly able to contribute more during these times. This view is purely based on the lack of practices reporting workload pressures to the ICB (via OPEL in Hertfordshire and direct reporting to the locality teams in Bedfordshire).

We know that in reality, during the previous Junior Doctors strikes, practices have been significantly impacted by the combination of additional work flowing from other providers and reduced medical staffing themselves in the case of training practices. We also know that in these situations’ practices tend to just get on and do the work, rather than taking time away from the front lines to notify the commissioner (partly due to the lack of tangible help the commissioner can offer). However, **we urge practices whose workload is impacted during the strikes to report this to the ICB so it can be included in the “system” picture.** This is the only way to disabuse the ICB and other providers of the false perception that general practice is not affected in the same way as everyone else and should be doing more to support other providers.

### 2. BHLMC Business Fundamentals New to Partnership Programme, Oct 23 – Feb 24

#### **\*Herts Only\***

The Beds & Herts LMC Business Fundamentals Programme is designed for new and aspiring partners who wish to develop their understanding of the business basics to develop their role within general practice at operational and strategic levels. This course is therefore for GPs and other clinicians who have recently joined as a partner or are seriously considering joining as a partner in the near future.

The programme has been kindly funded by the Herts & West Essex ICB Training Hub and consists of six full day workshops delivered at the Fielder Centre, Hatfield, AL10 9TP. The content is aligned to the Partner Competency Based Self-Assessment, newly designed by the LMC.

<b>Modules</b>		9.15am – 4.30pm
<b>1</b>	<b>Operations &amp; Governance</b>	Thursday 5 <sup>th</sup> October 2023
<b>2</b>	<b>Legal</b>	Thursday 2 <sup>nd</sup> November 2023
<b>3</b>	<b>Workforce</b>	Thursday 7 <sup>th</sup> December 2023
<b>4</b>	<b>Finance</b>	Thursday 11 <sup>th</sup> January 2024
<b>5</b>	<b>Leadership</b>	Wednesday 7 <sup>th</sup> February 2024
<b>6</b>	<b>Strategy</b>	Thursday 8 <sup>th</sup> February 2024

Please see the [attached flyer](#) for more information and how to apply.

Closing date for applications: **[Friday 28th July 2023, 12pm \(midday\)](#)**

### **3. BMA ARM (Annual Representative Meeting) update**

The BMA held its ARM in Liverpool last week, with meaningful discussion, debate and strong representation on behalf of the medical profession. GPC UK and its component committees, including GPC England (GPCE), shared its [report](#) with the ARM, outlining its work to support and lobby on behalf of GPs this year.

A motion was passed recognising the existing crisis in general practice, calling on the BMA to explore universal healthcare systems from other countries, with the aim of learning from them and potentially implementing augmented or alternative systems in the UK. Another motion which recognises the stress created by the current Government policy and [calls on the BMA to support members who refuse to declare their income](#) also passed comfortably.

[Read all the motions passed here.](#)

### **4. Call to action for General Practice**

The BMA/GPCE recently published their [Call to action \(CTA\) for general practice](#) – their strategy for what is needed to provide high-quality care for patients and explaining what they want to see in the next round of contract negotiations.

### **5. NHS Workforce long-term plan**

NHSE has published the [NHS Workforce long-term plan](#), which models workforce demand and supply over a 15-year period and the resulting shortfall, showing that without immediate action the NHS will face a workforce gap of more than 260,000–360,000 staff by 2036/37. It sets out three priority areas: train, retain, and reform – aiming to grow the workforce whilst increasing retention of existing staff, and make changes to medical education and training that aim to diversify routes into the NHS.

Some of the key ambitions include doubling the number of medical school training places to 15,000 by 2031/32, increasing the number of GP training places by 50% to 6,000 by 2031/32, and increasing training and supervision capacity in primary care so GPs in training can spend the full three years of their training in primary care settings. The government will invest more than £2.4 billion to fund the 27% expansion in training places by 2028/29.

The BMA is compiling a briefing for members which we will share as soon as we have had sight of this.

## 6. Re-ballot for junior doctor strike action and important information re eligibility to vote

The [re-ballot for junior doctors \(including GP trainees\)](#) is open. It is important to note that if you will no longer be a junior doctor / GP trainee on the 31<sup>st</sup> August, you will need to contact the BMA by calling 0300 123 1233 or emailing [doctorspay@bma.org.uk](mailto:doctorspay@bma.org.uk) and opt-out from receiving a ballot. This includes *if you are due to obtain your CCT (certificate of completion of training)* or you are on maternity leave for the whole mandate period from the 31<sup>st</sup> August to 29<sup>th</sup> February 2024. However, if you are a junior doctor for one day of the mandate period, you are eligible to vote.

## 7. Wellbeing Resources

As we continue to face overwhelming pressures in general practice, the BMA encourages practices to continue to focus on their own team's wellbeing and take time to meet to reflect on their wellbeing and what they can do to protect it. This will meet the requirements of the QOF targets in the GP contract to do your [quality improvement project on staff wellbeing](#). The BMA have produced a [document](#) which includes some tangible recommendations and tools for improving workload and safe working.

A range of wellbeing and support services are available to doctors, from 24/7 [counselling and peer support services](#), [NHS practitioner health service](#) and [Samaritans](#). The organisation [Doctors in Distress](#) also provides mental health support for health workers in the UK, providing confidential peer support group sessions. See the BMA's [poster with 10 tips to help maintain and support wellbeing](#) or visit the BMA's [wellbeing support services page](#) for more information and resources.

Please also remember that our pastoral support team is only a phone call away to provide confidential support for both personal and professional difficulties. To access the team please ring **01438 880010** and if you believe a colleague may be suffering, please remind them of the service too (click [here](#) for more information on the service).

## 8. Gill Hiscox celebrates 50 years in the NHS



Gill Hiscox, Practice Manager at Dr A Sulakshana and Partners, Bedfordshire, celebrates 50 years of working within the NHS this month. She began work with the Luton and Hitchin Group Hospital Management Committee after leaving school aged 16, progressing through various personnel roles within Bedfordshire NHS and working for all the predecessors of the now BLMK ICB for 28 years, before joining General Practice with Dr Taylor and Partners in 1999.

Amongst many other achievements, she was instrumental in the practice becoming a training practice. On becoming an Associate Trainer, she enjoyed teaching registrars about the management side of General Practice and was always keen to teach and train staff. Seeing people flourish and grow was always a pleasure. During the COVID pandemic she had a constant hand on the tiller in the Practice and despite being vulnerable herself, she wanted to work in the Surgery to support everyone there. As always, she showed complete dedication to her staff and the patients.

She was a runner up in the National Manager of the Year Awards 2004 and was the RCGP Beds and Herts faculty PM of the year a few years later.

She also involved herself in various voluntary capacities in the community. Even after 50 years, hers continues to be a life dedicated to others – family, community and the NHS in the Practice.

**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 [lmadmin@bhlmc.co.uk](mailto:lmadmin@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](#).

**Contact Us:**

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