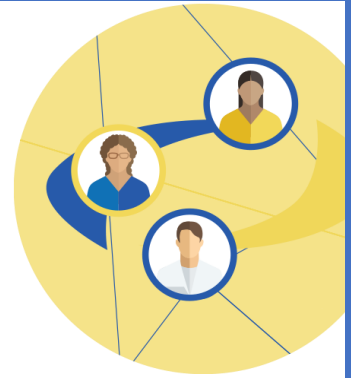


Beds & Herts LMC Ltd: Update for Practices, Monday 02nd October 2023



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1. Biobank UK Email Request

BMA/GPC note that at the end of last week, practices received a communication dated the 13th September requesting GPs provide Biobank UK with access to consented patient data, the BMA was listed as endorsing the programme. The chief executive of Biobank UK has written to BMA/GPC to apologise that this communication was issued in error. A redaction, correction and clarification have been requested.

BMA/GPC's position remains unchanged – they appreciate the pressure many practices are under and support them, as data controllers, to take the time they feel necessary to fully consider all requests to share patient data, taking into account the need to balance these with pressing clinical priorities. This is especially pertinent given the pressures of the accelerated vaccination schedule, and the impending accelerated access to records programme.

2. DDRB Pay Award

Within the last 30 minutes we have received the below guidance from GPC. In the next few days Beds & Herts LMC will review this information and send out a follow-up email to all practices, if necessary.

"We are writing to update all colleagues to share [the outcome of negotiations relating to this issue](#).

Colleagues will recall that for this year, 2023/24, the Doctors' and Dentists' Pay Review Body (DDRB) recommended a 6% award to Salaried GPs, and indeed other branch of practice doctors such as consultants and junior doctor colleagues. The latter groups have received this salary uplift, but in the context of continuing industrial action. This communication focuses on the outcome for general practice.

The general practice salaried GP uplift recommendation of 6% was higher than the 2.1% uplift already included in the contract funding for 2023/24; [the Government were also pressed to announce a more general uplift to the GP Contract to provide funding for all salaried general practice staff, not just salaried GPs](#).

Colleagues should note this is separate to the Agenda for Change (AfC) 5% uplift, which has already been agreed and has been incorporated into the average Additional Roles Reimbursement Scheme (ARRS) funding for those staff roles resourced under the ARRS Scheme in 2023/24.

The GP contract is notionally divided into three elements: GP contractor income, other staff expenses and other expenses. As part of the five year contract investment framework, the other staff expenses element was agreed to be 44% of Global Sum (GS), and NHS England have agreed to apply the 6% uplift to this part of GS, as this reflects the NHS income practices receive to cover these costs. NHS England has confirmed that this element of funding is calculated to contribute to both the costs of salary, and on-costs, such as Employers' National Insurance contributions, Employers' Superannuation payments – into their employees' pensions – and other staff benefits.

GP employers will continue to pay 14.38% of pensionable pay to the NHS Business Service Authority with the remaining 6.3% funded centrally.

Given that the other staff expenses element has already been uplifted by 2.1% [actually 2.064%], which provided an £80.21 million from April 2023, this element of the GS will now have a further additional 3.9% [actually 3.936%] uplift, representing £152.93 million. **This means the 2023/24 uplift will be a total of £233.14 million.**

The capitated GS for 2023/24, which was £102.28, therefore rises to £104.73. It will be backdated to April 2023, and a seven-month payment should be made in October 2023 (April – October inclusive).

GPC England (GPCE) also requested that the Trainers' Grant, which did not form part of the DDRB recommendations this year, was uplifted by 6% – this has been agreed. A further GPCE request to uplift the SFE payment levels for sickness and parental leave was not agreed.

Clarification on these arrangements

GPCE and the Sessional GPs Committee have received a number of requests to clarify these arrangements:

Salaried GPs should have a contract of employment reflecting the [BMA Model Contract](#), which should be used by GMS and (since 2015) PMS (primary medical services) contract holders. The BMA Model Contract specifies an annual salary uplift linked to annual DDRB awards and a date at which the uplift should be applied. If no such date is stated in the Salaried GP employee's contract, both committees believe the default uplift date should be 1 April. If the BMA Model Contract has been amended by the practice and employee by mutual consent, for example, where different terms are stated, contractors should comply with the terms of the employment contract. If no uplifts are referenced within an employee's contract, then the employer has discretion, but we encourage practices to pass on the uplift they receive for the purpose it is intended.

Both committees agree that it is highly unlikely that any employee's contract will reference any date of central NHS payment to contractors. Indeed, until this year, the contract GS uplifts within the multi-year 2019-24 contract investment framework were not linked to DDRB award figures at all.

This supplementary uplift is being paid via the Global Sum and is not, therefore, tailored to the individual staff expenses of each practice. These will be dependent on their own staffing structures. There is no England-wide GP contractual option that allows an individualised practice uplift; however, increasing investment in GS is a key GPCE policy, which ensures this in-year uplift is recurrent and locked-in for future years.

GPCE have also accepted an uplift proposal to the dispensing fee scale. NHS England will apply an increase of 4.24% to the profit element of the fee scale. This funding is reflected in the October release.

GPCE believes the decision to further uplift this year's GMS GS, providing an additional contribution towards practice staff costs, is helpful: we know investment in staff is a key priority for GP Contractors. This is the last year of the agreed 2019-24 contract investment framework, and the first in which a supplementary uplift has been agreed in-year. It further increases GS by £2.45 per weighted patient (£104.73 compared to £102.28) and means that the payment per weighted patient (PPWP) has risen by 5% in 2023/24 compared to the previous year (**£104.73 compared to £99.70**). As a reminder, this

uplift is now embedded for future years.

It is also the first time in recent memory that a proposed staff pay uplift has been directly linked to Pay Body recommendations, which GPCE believe signals a recognition of both the cost pressures on practices, and also the key value of rewarding all members of the practice team for their hard work in maintaining high-quality patient care as patient demand and workload continue to rise.

Should you have any questions or queries about any of the above, please contact info.lmcqueries@bma.org.uk

Read a [summary of the changes](#).”

3. Accelerated Access to Records Programme Update

The 31st October 2023 is the date by which the newest GMS contract says that practices must have provided their patients with the facility to access their prospective GP record online. BMA/GPC remains concerned about the potential risks of providing the facility to all patients irrespective of patients’ preferences and remain in discussion with NHS England about how the programme can be rolled out safely. Comprehensive guidance for practices is expected shortly outlining the steps that practices can take to prepare before the 01st November. NHSE and the DHSC have assured BMA/GPC that commissioners will be expected to implement this programme in a supportive way.

The BMA is undertaking a Data Protection Impact Assessment (DPIA) relating to this programme and will be providing guidance for practices needing to undertake their own. A DPIA can be used by practices to assess the risks potentially posed by the new requirements, and support decisions they may wish to make about how to provide the facility in the safest possible way. There are a number of on-line resources already available, including the [RCGP toolkit](#).

4. Motion for Investigation into Management of Winter Covid/Flu Vaccination Programmes

Following last week’s GPC England (GPCE) meeting, an emergency motion calling for an investigation into the distressing mismanagement of this year’s winter Covid and Flu vaccination programmes was received and passed. The widespread confusion caused continues to seriously impact upon patient safety. In August, it was announced that the programmes, which usually commence in September, would be delayed until October. [BMA lobbying](#) prompted an eventual U-turn, but this came with a caveat to deliver the majority of Covid vaccines before the end of October, lest practices face a 25% reduction in resource. For practices, this may make continuing to offer the Covid vaccine through winter financially unviable without additional support. Read the BMA/GPC statement in response, [here](#).

5. CNSGP indemnity guidance for general practice

In response to queries regarding the scope of CNSGP cover, please use the following link [CNSGP Indemnity Scheme for General Practice](#) to the scope overview document. Colleagues will need additional cover from their medical defence organisations for performance issues (such as those relating to NHS England and the GMC) together with support with coroners’ queries, and matters referred to the Ombudsman.

Colleagues should also confirm that their medical defence organisation also covers them for non-NHS services delivered individually, or by their practice. Non-NHS clinical services (e.g. DVLA, local authority safeguarding etc) are not covered by CNSGP.

6. Bedfordshire Coroner's Office

After a recent meeting with the Bedfordshire Coroner, we have been asked to bring to the attention of practices that it is possible to contact the Coroner's Office by telephone on 0300 300 83833 and that there is also an emergency out of hours contact on 07388 372280. These are general numbers which are available to the public; they are not specific numbers for general practices.

7. Locum Pension Processes webinar

On Tuesday 03rd October, 18:00-19:00, PCSE is hosting a webinar with support from NHS Pensions and the BMA to explain locum pension processes in detail including how to manage forms online.

To find out more and to register for the event please visit the [Eventbrite page](#).

8. Undergraduate GP Placement Survey

Medical Schools are currently struggling to identify adequate placement providers in general practice. University of Liverpool is running a [survey](#) which aims to identify the factors which affect a practice's decision to host undergraduate medical students. The data will be used by medical schools to identify drivers and barriers to medical student placements in general practice, to allow tailoring placement requirements appropriately and identify strategies to help practices overcome potential barriers.

If you are interested in participating, please read the [Participant Information](#) sheet and complete the online survey [here](#) (it is fully anonymous and should take no longer than 5 minutes to complete).

Please contact Dr Kathryn J Harrison (docthark@liverpool.ac.uk) with any queries.

9. GP Pensions Update Webinar

GP Pensions Update Webinar hosted by Beds & Herts LMC Ltd, presented by Paul Gordon from Atomos. **The session is aimed at GPs** and is an update, not an introductory session on pensions.

Date: Tuesday 17th October 2023

Time: 7.00 - 8.15pm (registration from 6.45pm)

Format: Webinar via MS Teams

Agenda:

- 1995/2008/2015 Sections of the Scheme and their peripheral benefits
- McCloud Judgement, the implications, and timeframes applicable
- Annual Allowance, recent changes, the Tapered Allowance and issues caused, options available and the latest information as a result of the Age Discrimination Case
- Lifetime Allowance, the Budget 2023 will see the allowance abolished although there are still implications around the maximum lump sum
- 24-Hour Retirement / Partial Retirement – how, when and why including the updates for those with membership in the 1995 Section

Please register your FREE place [here](#).

10. Level 3 Children and Adult Safeguarding Webinars in Herts & West Essex

Beds & Herts LMC and Herts & West Essex ICB invite primary care colleagues in Hertfordshire and West Essex to the following FREE Safeguarding webinars, contributing to Level 3 training requirements. There are two sessions (A & B) and two opportunities to attend each event.

Session A:

Agenda:

- Sudden Unexpected Deaths in Children, SUDC UK
- Signs of Elder Abuse, Age UK Herts

Dates & times:

- Wednesday 15th November 2023, 1.30 – 4.00pm
- Tuesday 23rd January 2024, 1.30 – 4.00pm

[Register your free place here](#)

Session B:

Agenda:

- Hertfordshire IDVA (Independent Domestic Violence Advocacy) Service
- Court Appearances, presented by Dr Olive Hayes, Consultant Community Paediatrician East and North Hertfordshire NHS Trust & Designated Doctor for Safeguarding Children, Hertfordshire and West Essex ICB.

Dates & times:

- Tuesday 05th December 2023, 1.30 - 4.00pm
- Wednesday 28th February 2024, 1.30 - 4.00pm

[Register your free place here](#)

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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