

Dear Colleagues

Wessex LMCs News Update from the Team. . .

Wessex LMCs Intro. . .



*Dr Edd Rendell
Medical Director
Wessex Local Medical Committees Ltd*

We became aware last week of a consultation process for the [draft revision of Good Medical Practice guidance](#) that can form a basis for fitness to practice procedures. As an LMC we try to engage with national discussions like this on your behalf and you can read our response [here](#)

Our main concern is that the draft guidance from the GMC does not consider the systemic pressures and lack of resources that can be at the root cause of when things go wrong in the doctor-patient environment. It also is focused on protecting the one patient in front of the doctor over all the other patients the doctor has responsibility for, and the doctor's own health and wellbeing.

We discussed the feedback as a team and one of our GP members summed up the whole concept;

" I agree these are great ambitions surely we would all aspire to, but working in the NHS in 2022 makes it almost impossible to hand on heart say I could do all of this".

A core part of the role of Wessex LMCs is pastoral support. We can advise doctors going through a performance review process or how to access support more generally.

We have a confidential email address for these enquiries GPSD@wessexlmcs.org.uk or you can phone the office and ask for help. All our staff are used to dealing with highly confidential matters. Please take a look at our [Support for GPs document](#) and we have more information on our [website](#).



GPC England Meeting Update

GPC England met last week for the first time in the new session, and the meeting was opened by Dr Farah Jameel, GPC England Chair who welcomed the newly elected speaker, Dr Brian McGregor. Dr Jameel thanked Dr Zoe Greaves, the previous speaker, for her role as speaker over the past year, as well as the new members of GPC England. The Speaker congratulated Dr Samira Anan and Dr Bethan Roberts as the newly elected co-chairs of the Sessional GPs Committee, and Dr Euan Strachan-Orr as the outgoing Chair of the GP Trainees Committee.

Members passed the following resolution proposed by Dr Karthik Bhat and Dr Chandra Kanneganti:

“That this committee rejects the derisory and divisive pay award for 2022/23 announced by the Government, and gives the GPCE Executive team the mandate to immediately escalate discussions with BMA Council with a view to potential collective/industrial action on behalf of all GPs across England.”

Join the GPC England Officer Team

Following a recent decision at GPC England, the GPCE Executive Team (made up of a chair, a deputy and two executive team members) has become the GPC England Officer Team (made up of a chair and three deputies). This brings the leadership structure of GPC England further in line with what is standard practice at the BMA and ensures parity of esteem between the Officer Team. It will not impact the function of the Team. There is a vacant position on the GPC England Officer Team. Following a recent decision at GPC England, this position shall be elected to ensure democratic accountability.

GPs who are members of the BMA are eligible to stand. The electorate are the voting members of GPC England. Nominations are now open for this position and candidates should submit their nomination online via the BMA elections portal, accessible [here](#). To nominate themselves, candidates should submit a 500-word candidate statement. They should complete a conflict of interests form as part of their nomination. There will also be a virtual hustling on Tuesday 9 August which all candidates and the voting members of GPC England will be invited to attend. Candidates will be able to give a 5-minute speech during this hustling. Candidates may nominate themselves at elections.bma.org.uk. Nominations will remain open until **12pm Monday 8 August**.

Further information about the role, including a role profile, the required time commitment, and the TCS are available upon request by emailing info.gpc@bma.org.uk. If you have any questions about the election process, please email elections@bma.org.uk

DDRB Announcement – BMA Comment

The recommendation from the [Review Body on Doctors' and Dentists' Remuneration](#) (DDRB), and [subsequent decision from Government](#) published recently, was a 4.5% increase. This falls far below current levels of inflation, which are expected to reach 11% this year. In real terms, this amounts to the wages of overworked staff being cut by more than 6%.

Astonishingly, the increase excludes GP partners in England who are locked into a five-year contract deal agreed pre-pandemic in 2019. Consequently, there will be no funding increase to meet recommended pay awards for other staff. This decision occurred despite the DDRB clearly urging the Government to consider the impact of omitting those on multi-year deals from this year's announcement, and stressing the “harm that may be caused to recruitment, retention and motivation by not acting”.

At a meeting of the GPCE (GP committee England), members passed a resolution rejecting the pay award and committing BMA representatives to further discussions around next steps, including potential action short of industrial and industrial action itself.

For GPs who have spent the last two years pulling out all the stops to continue caring for their communities – often to the detriment of their own health and wellbeing – only to be left repeatedly unsupported and publicly admonished by Government and policymakers, this announcement only served to demoralise and devalue GPs ever further at a time when they are already feeling down and on the brink.

Without greater understanding and urgent support from Government, significant numbers of practices will fold and many patients will have no access at all to the care that they need. With spiralling costs, record demand and GP and staff workforce shortages across the board, we know practices across the country are already struggling to provide safe care. In what is fast becoming a consistently callous way, the Government has ploughed on regardless, actively choosing a path that compromises patient safety ever further. Doctors across the profession, and colleagues across the NHS, find it unfathomable just how completely out of touch this cabinet is. Given the experiences of those fighting an uphill battle on the ground, the message is being heard loud and clear – enough is enough.

Read Dr Van Melleart's full statement [here](#)

Workforce

Health Foundation report on GP workforce projections

The [Health Foundation report on GP workforce projections](#) was published recently, which shows that there is a GP shortage of at least 4,200 short as things stand, and set to rise steeply over the next decade.

Pressures in general practice data analysis

Data was released last week to highlight the workforce and working patterns and appointment numbers to help build a picture of the level of strain GP practices in England are under. Read the analysis [here](#)
[Read the response from Dr Samira Anane, education, training and workforce policy lead](#)

GP Patient Survey

The GP Patient Survey (GPPS) report has now been published, which found that the proportion of patients having an overall 'good' experience of their GP practice has decreased by over 10 percentage points, dropping from 83% in 2021 to 72% in 2022. This further highlights the strain that general practice is under and the need for urgent action by the government to relieve the pressure on general practice.

Dr Farah Jameel, GP committee chair, said: "It's only right that patients expect and deserve high-quality, timely care whenever they interact with their GP practice, and we share their frustration when this doesn't happen. We too feel dissatisfied after years of under-investment, ever increasing workload, and a Government who has not been listening to us.

The fall in patient satisfaction with making an appointment is a stark reflection of the capacity shortfall that general practice is facing. General practice appointment bookings reached record highs over the winter of 2021, but we still lack enough doctors to safely meet demand. There has been a failure of successive Governments to recruit enough GPs, and crucially retain those we've already got, leading to those staff that remain being forced to plug the gaps in the service.

Read the full BMA statement in response [here](#)

Offering Patients Access to their Future Health Information

The automatic prospective access for Systm1 and EMIS is set for 1st November 2022.

[Read the letter](#) to general practice staff from Dr Ursula Montgomery, Interim Director of Primary Care and Dr Nikita Kanani MBE, Medical Director for Primary Care.

Wessex LMCs have developed clinical system guides for redacting a patient consultation. You can watch these here:



[An EMIS guide for redacting a consultation](#)

[A TPP guide for redacting a consultation](#)

(Please note that due to the configuration of your system you may not have all 3 TPP processes available to you)

Consider using a test patient in your clinical system and similarly a test patient in the [NHS App](#) to see how actions within your clinical system will look to the patient within the App. [NHS Digital](#) have full details of how to do this. The NHS App test patient can be set up on a [computer](#) or laptop, as well as a smartphone, android or tablet.

With our kind thanks to Dr Michelle Sharma from BSW who has produced [a crib sheet](#) for all healthcare professionals that shows how to "Redact from online view".

For safeguarding guidance around this please take a look at our [webpage](#)

Unagreed 2022/23 PCN DES requirements

At a recent GPC England (GPCE) and NHSE/I Operational Group meeting, NHSE/I representatives confirmed that where PCNs and ICSs (integrated care systems) cannot agree on safe enhanced access arrangements for [the new 2022/23 PCN DES requirements](#) due to insufficient resourcing, GPCE can escalate this to NHSE/I to resolve with local commissioners.

They confirmed that they are committed to working with local and regional commissioners to do everything possible to help find an alternative safe solution. Subcontracting was one of the potential options pinpointed, although GPCE representatives highlighted at the time that that isn't always a viable option for every locality/region. This was acknowledged as a problem for at least some areas. NHSE/I representatives also confirmed there is no intention to penalise any PCN, or its constituent practices, that has not been / is not able to agree a safe solution with the ICS.

Subsequently, GPCE is seeking intelligence and examples from LMCs where PCNs and ICSs have not been able to agree so that they can be compiled as a body of evidence emphasising that, as originally outlined by GPCE earlier this year, the imposed additional PCN DES requirements are unworkable. This will then be escalated nationally for appropriate resolution. Please send information to info.lmcqueries@bma.org.uk. BMA staff may need to revert back to the LMC to ensure we have all relevant information and permissions before sharing with the primary care contracting team at NHSE/I.

Flu Vaccines

The Department of Health has announced an [extension of the cohorts for the 2022/23 flu programme to include 50–64-year-olds](#). Unlike in previous years, there will not be a central supply to cater for these extra patients, and instead NHSE/I will be looking at 'local procurement' routes.

There will be a phased introduction for the additional cohort, with 50–64-year-olds being eligible from October, when there is anticipated to be greater availability of vaccines for this group. Due to manufacturing processes and commissioning arrangements, some vaccines may only be available in limited quantities. Therefore, NHS England has recommended that orders are placed with more than one manufacturer to ensure providers receive sufficient stock.

The BMA are continuing to discuss the practicalities of this with NHSE/I in order to minimise the disruption and additional workload that it may bring for practices

Read the NHSE/I [flu vaccine reimbursement letter](#)

NMC Temporary Register - Closing 30th September 2022

The NMC has confirmed that [the temporary register will close later this year](#). Staff currently on the temporary register will need to [join the permanent register](#) if they wish to continue to practice after 30 September 2022. For internationally recruited nurses and midwives, this will involve successfully completing the Observed Structured Clinical Examination (OSCE).

Staff who were previously on NMC's permanent register can reapply to the permanent register in line with NMC's return to practice (RtP) standards and readmission process. It is really important to ensure that any of your team who may have joined you on the Covid-19 temporary register applies to join the permanent register as soon as possible.

PCN Managers

Primary Care Network Managers are playing an ever-increasing role in General Practice - yet often do not get the chance to learn and share together. This day is fully funded via NHSE for all the PCN Managers covered by Wessex LMCs. Practice/Business Managers playing key roles in their PCNs are also welcome to attend.

We will have various speakers talking to us throughout the day on:

- Where are the PCNs in the new ICS structure

- Information Governance - what do PCNs need to be aware of
- Service Design & Transformation in Primary Care - where & how does the PCN fit in
- Workforce - building a strategy & looking after the people

In the afternoon Dr Will Howard (Wessex LMCs Medical Director and previous PCN CD) will lead an interactive session on

- 'if I was starting a PCN from scratch now, what would it look like?'

The afternoon's discussion will help us all focus on priorities for the next 6 months and identify what we need to get us there.

We do hope that many of our PCN Managers can join us – please click here to book: [Wessex LMCs: Event details: Primary Care Network Managers - meeting to learn and share](#). Practice/Business Managers playing key roles in their PCNs are also welcome. If CDs would also like a day similar to this where they can all get together to learn and share, do let me know (louise.greenwood@wessexlmcs.org.uk) and we can facilitate a similar day for you all.

DBS Applications

For any DBS applications that you may have created for your staff. If you leave your current organisation, please can you make sure the LMC are aware of this, so we are able to transfer any outstanding DBS applications to the new manager in place. The new manager will have no sight of these outstanding DBS applications until this has been actioned. To contact us regarding DBS applications please email dbs@wessexlmcs.org.uk

The Importance of Patient Safety Podcast

Wessex LMCs Director of LEaD, Louise Greenwood is joined by:

- Sarah Kay, GP Clinical Lead for Patient Safety at NHS Dorset
- Jaydee Swarbrick, Patient Safety Specialist at NHS Dorset

to discuss the importance of patient safety at this time of significant pressure across the NHS. Patient safety is about maximising the things that go right and minimising the things that go wrong. It is integral to the NHS' definition of quality in healthcare, alongside effectiveness and patient experience.



Listen to the podcast [here](#)

Useful Reading:

[NHS England » The NHS Patient Safety Strategy](#)

[Wessex LMCs: Significant Event Analysis \(SEA\) - Significant Events, Serious Incidents and GP Learning Events - What are the differences?](#)

[Wessex LMCs: Medical Examiner & Death Certificates - Audio & Video Podcasts and Recorded Webinars](#)

[Wessex LMCs: Support for the Practice Team](#)

Investigation of Deaths in the Community / Primary Care

Virtual Conference 28 September 2022

Healthcare Conference UK is holding a virtual conference on [Investigation of deaths in the community/Primary Care](#) providing practical guidance for investigating and learning from deaths in the community and primary care including learning from Covid-19, the extension of the Medical Examiner role to cover deaths occurring in the community, and the role of the GP in working with the Medical Examiner to learn from deaths and to identify constructive learning to improve care for patients. You will hear tips and advice for working with and involving families when a death occurs, implementing the new Patient Safety Incident Response Framework: learning from a primary care early adopter, and supporting staff following incidents that result in death. **Access**

the full programme, speaker line-up and book [here](#) (a 20% Discount* is available with code hcuk20bmagp)

Best Practice Show, 12-13 October 2022, NEC Birmingham

This year the BMA and GPC England will be at [Best Practice Show](#), UK's number one event for the primary care and general practice community, at the NEC Birmingham on 12-13 October 2022.

Free for healthcare professionals, the conference programme will provide up to 12 hours of CPD certified training, expertly tailored to meet the training requirements of healthcare professionals, **with clinical content closely following the GP curriculum spearheaded by the Royal College of General Practitioners.**

The BMA and GPC England will have a dedicated theatre at the conference, with a programme focussed on the most pressing issues facing general practice, including the future of general practice, working within ICSs, workload management, workforce management (ARRS roles and multidisciplinary teams), primary care estates, and more.

The conference programme as a whole will address major policy topics impacting general practice, such as around access, health inequalities, digital innovation, and the GP contract. It was also cover range of clinical issues around areas such as cancer, dermatology, diabetes, gastroenterology, neurology, mental health, and cardiovascular disease. This year will have a renewed focus on women's health and pain management as well as more content on immunisations.

If you are interested in attending, you can register [here](#).

Wessex LEaD: Education & Events

Maternity Workshops Online – FULLY FUNDED for GPs in Wessex Practices

Introduction on Tuesday 13th September 2022 13:00 – 14:00, then Tuesday lunchtimes:

- Tuesday 20th September
- Tuesday 27th September
- Tuesday 4th October
- Tuesday 11th October

FULLY FUNDED for GPs in Wessex Practices

Book Online: <https://www.wessexlmcs.com/events/14007>



Want to feel confident about your return to work after maternity leave?

This four-week course (plus intro) takes you through everything you need to think about to plan a confident return to work: from how to manage your emotions, maintain your confidence, juggle work and family life, maintain your sense of self and create your return to work plan.

Previous delegate feedback:

"Really great course, nice to meet other mothers / mothers-to-be. Good to have modules spread out and have one hour each week, made it manageable and gave time to reflect. Great to have lifetime access to these resources. Thank you so much."

Please note this webinar is not being recorded

Level 3 Adult Safeguarding Autism / Learning Difficulties / Read to Shine

Tuesday 13th September 2022 11:30 – 13:00

Wessex LMC members £15pp

Book Online: <https://www.wessexlmcs.com/events/12864>

The Government has introduced a requirement for anyone registered with CQC to ensure their employees receive learning disability and autism training appropriate to their role. This has been done as part of the Health and Care Act 2022, therefore making it a statutory responsibility. CQC will be monitoring practices to make sure their staff will have done this training

This webinar lead by Wendy Thorogood and facilitated by Dr Laura Edwards, is designed give you an opportunity to top up your Level 3 Safeguarding hours whilst receiving training covering **Autism, Learning Difficulties, Read to Shine and grooming**

Please note this webinar is not being recorded

Recruitment Fundamentals for Practice Managers

Tuesday 6th September 13:00 – 16:00

Wessex LMC members £35pp

Book Online: <https://www.wessexlmcs.com/events/14026>

It is essential that, as someone involved in recruitment, you understand how to ensure the people you employ are suitable for the role they are appointed to and that your decisions follow a fair process, free from illegal discrimination.



This Recruitment Fundamentals course, aimed at people who are aspiring or new to management, takes you through the best practice principles of recruitment.

*If you wish to know more about **Safer Recruitment**, why not book onto our [1.5 hour course on 29th September](#) as well. Please note these webinars are not being recorded*

Maximise PCSE Drugs Income for Personally Administered Items

Tuesday 4th October 12:00 – 14:00

Wessex LMC members £115pp

Book Online: <https://www.wessexlmcs.com/events/14114>

This practical session is aimed at Practice Managers, Business Managers and Managing Partners, and will explain and demystify the claims process. Drugs Income is the money received for the Personally Administered Items purchased by the practice. It is claimed via the monthly FP34 claim and paid by PCSE. Most practices under-claim due to the inherent complexity of the process and Drug Payments.

During this 2 hour interactive session we will cover:

- What are 'Personally Administered Items'
- How to identify the PA Items the practice purchases
- An improved process for managing PAIs
- How to complete the PPA/FP34 claim
- Understanding PCSE Drugs Statements

Please note this webinar is not being recorded

Regards

The LMC Team

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