



Update from the Consortium of Lancashire & Cumbria LMCs

Tuesday 3rd October

DDRB general practice salaried staff pay award - note from your LMC CEO

In July there was an announcement that the Department of Health and Social care would cover the pay review body recommendation of a 6 percent pay uplift for all salaried practice staff. Great news!

Then it became clear that the mechanism of funding such an open promise would be difficult because DHSC don't actually know how many staff each practice has under employment, or indeed how much each practice spends on staff wages annually. This is what makes headlines about practice income so nonsensical and arbitrary. Fast forward to yesterday when it was announced that this promise had indeed been fulfilled and the global sum had been increased from £102.28 to £104.73 per weighted patient. Everyone could now get their 6 percent pay increase, backdated from April 2023!

Lots of practices have been getting in touch about the 6 percent pay award for practice staff. As some of you may already know, I'm a GP partner as well as being the LMC CEO. Having done the maths it's very clear that the amount coming in does not cover all practice staff getting a complete 6% pay rise (including on costs) when compared to the pre- April 1st 2023 wages. The 2.1% (or 2.3% depending on who you speak with) contract increment from 22/23 barely covered the rise in staff costs when the national minimum wage was increased. These are financially precarious times for practices, and I'd urge caution in how you manage your finances over the next 24 months, as I see this as a make-or-break period for general practice in England.

To help with some clarity of action: The 6% should be passed on to the salaried GPs that are employed by your practice (and should ideally be on a BMA standard contract). Any other staff member increases are at the discretion of the practice management. But we'd strongly encourage practice to pass on the full amount of incoming money and try and get staff as close to the suggested percentage of increase as possible. This will involve some difficult conversations with staff, but practice viability is paramount.

At a time when partners are having to cut their earnings to levels (in some practices) that are dangerously close to a salaried GPs earning - I can't in good conscience recommend that they give all staff 6 per cent if it eats up partner income once they have used up the full incoming amount.

I hope this gives you some much needed clarity on how to decide what's best for your practices. As always, your LMC exec team are here to help and support you with any issues you may have. Thanks for reading.

Dr Adam Janjua - LMC CEO

[Please see here for official BMA GPC update](#)

Help us grow our audience - LMC Distribution list

We would like to grow our LMC audience. If you know any GPs or PMs in your practice that don't receive this Brieflet and/or is not on our distribution list, please ask them to [get in touch with us!](#)





Update from the Consortium of Lancashire & Cumbria LMCs

LMC Practice Manager Meetings

The LMC are organising Practice Managers meetings across all five areas. This is an opportunity for you to meet with both your new Chief Executive, Adam Janjua and Chief Operating Officer, Faye Tomlinson. We are keen to meet with you to discuss issues relating to General Practice pressures and to talk to you about some new initiatives that we would like your help with including:

- General Practice Alert System (GPAS)
- Cost Improvement Plans
- Practice financial viability indicator

It would also be a good opportunity for you to raise any queries or questions with us that you may have.

The Practice Managers meeting for your area are as follows:

- Central Lancashire - 5th October - 3pm – 4pm
- Lancashire Coastal – 10th October 11am – 12pm
- Morecambe Bay – 10th October 12pm – 1pm
- Cumbria – 12th October 2pm – 3pm
- Lancashire Pennine – 17th October 3pm – 4pm

A Microsoft Teams invite will be sent in due course.

LMC Soapbox's

The LMC hosts monthly 1 hour drop-in sessions via Microsoft Teams for all Practice Managers and GPs across Lancashire & Cumbria.

The LMC soapbox is an opportunity for you to raise anything with your LMC, meet your representatives, hear about the services we can provide but most importantly, we would like to hear from you and how we can support you! You are welcome to dip in and out - There is no requirement to stay the full hour.

You will receive posters via email with details of how to join the Soapbox for your area. Upcoming Soapbox's:

- Morecambe Bay: 5th October
- Fylde Coast: 6th October
- North Cumbria: 17th October
- Central Lancashire: TBC
- Pennine: TBC

Please [let us know](#) if you have any questions!





Update from the Consortium of Lancashire & Cumbria LMCs

Message from your BMA GPC Chair, Dr Katie Bramall-Stainer, regarding COVID & Flu vaccines

The BMA GPC received and passed an emergency motion calling for an investigation into the distressing mismanagement of this year's winter Covid and Flu vaccination programmes. The widespread confusion caused continues to seriously impact upon patient safety. In August, it was announced that the programmes, which usually commence in September and aim to vaccinate as many vulnerable patients as possible ahead of winter, would be delayed until October. With practices having already planned and booked vaccine clinics many months in advance, this threatened to cause mass disruption necessitating many hundreds of thousands of appointments to be rearranged to accommodate the Government's new timetable. [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 – despite the emergence of a new Covid variant. For practices, this may make continuing to offer the Covid vaccine through winter financially unviable without additional support. Read her statement in response, [here](#).

Biobank

In a communication to practices dated 13 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 the BMA GPC to apologise that this communication was issued in error. The BMA GPC have asked him to kindly issue a redaction, correction, and clarification accordingly.

The BMA GPC position remains unchanged – practices, as data controllers, should take the time you 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.

Accelerated Access to Records Programme update

The 31 October 2023 is the date by which practices must have provided their patients with the facility to access their prospective GP record online. The BMA GPC remains concerned about the potential risks of providing the facility to all patients irrespective of patients' preferences. The BMA GPC remain in discussion with NHS England about how the programme can be rolled out safely.

They plan to issue comprehensive guidance for practices this week outlining the steps that practices can take to prepare before 1 November. NHSE and the DHSC have assured 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](#).





Update from the Consortium of Lancashire & Cumbria LMCs

GP pressures – workforce data

The latest [GP workforce data](#) has been published showing that the number of fully qualified GPs continue to decline and in August 2023, the NHS in England had the equivalent of 27,246 fully qualified full-time GPs, 2,118 fewer than in September 2015.

The longer-term trend is that the NHS continues to lose GPs at an alarming rate: over the past year we have lost the equivalent of 269 fully qualified full-time GPs. The number of practices in England has also decreased by 110 over the past year – and as of August 2023, there was another record-high of almost 63 million patients registered in England, with another record-high average of 9,872 patients registered per practice. This is an increase of 363 patients per GP, or almost 20% since 2015, demonstrating the ever-mounting workload in general practice. Read more about GP pressures [here](#).

Inform your PPG, and engage your local media by using the BMA press release [here](#).

We urge practices to continue to use our [managing extreme workload guidance](#) to limit contacts to 25 per day in order to prioritise safe patient care, within the present bounds of the GMS contract.

CNSGP indemnity guidance for general practice

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

[General Practice Indemnity scheme scope \(resolution.nhs.uk\)](#)

Sessional GPs Conference

Congratulation to Dr Mark Steggles and the Sessional GPs Committee on their sold-out Sessional GPs conference held recently at BMA House, where the focus was on respect, reward, retain. Attendees were given a whole host of tools and advice including how to set boundaries, considering the importance of the gender pay gap and understanding pensions as a sessional GP. There were also breakout sessions, which looked at knowing your contract, negotiation skills, working as a portfolio doctor and navigating professional regulations and complaints. The Sessional GPs Committee outlined the development of a workload toolkit that would soon be launched, together with the developments of the 'Dr Diary' app. Which will be shared with Sessional members imminently.

Locum Pension Processes webinar

On Tuesday 3 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 see Eventbrite page here.](#)

