



Update from the Consortium of Lancashire & Cumbria LMCs

Tuesday 19th March

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!](#)

General Practice Alert State (GPAS)

We had a disappointing response rate last week. Please continue to share your data with us so that we can ensure the system is aware of any capacity and demand concerns pertaining to General Practice.

You can find past GPAS SitRep results [on our website](#).

[Please let us know](#) if you are a Practice Manager and do not receive the GPAS input emails.

2024-25 GP Contract Referendum – England

The BMA GPC England has rejected the 2024/25 GP contract changes. Find out more about the current contract changes [here](#).

This is your last chance to attend a BMA GPC webinar. Practice Managers are welcome to attend. What to expect:

- A presentation from GPC England Officers outlining the context of the 2024/25 contract and what it means both for your practice, and you as a GP. A summary of next steps and the choice BMA GP members will need to make in the referendum
- A roadmap of what the months ahead may look like
- The opportunity to have your questions answered – please send your questions in advance to gpreferendum@bma.org.uk

National Catch-Up: Thursday 21st March

- 12.30–2pm [Click here to join the meeting](#)
- 7.30–9pm [Click here to join the meeting](#)

The referendum opened Thursday 7th March and closes midday Wednesday 27th March. How you vote will determine the next steps as a profession.

To take part in the referendum you must be a BMA member. You should have received an email with a unique voting link. New members must join by 21st March to vote and have your say on this contract imposition in England. If you're a BMA member who's still not got a voting link in your junk/inbox please email gpreferendum@bma.org.uk.

The fight to save general practice in England starts here, because if not now, when? Join the BMA today to have your say – [join](#).





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ICB GP Quality Contract - Setting the record straight (L&SC)

Message from your LMC CEO, Dr Adam Janjua

There has been a lot of discussion and debate around the ICB GP Quality Contract (GPQC) in the past couple of weeks. There has also been some critical comments made about myself and to a lesser extent the LMC Consortium team. This is why I am writing to you to set the record straight as there seems to be some confusion about our involvement in the process of agreeing the GPQC.

[See the full message here.](#)

We are aware that despite Eclipse having been utilised in some areas of L&SC for some time, some colleagues in areas where this is due to be introduced have raised IG concerns awaiting ICB assurances.

10th Anniversary of the LMC HR Service

[The LMC HR Service](#) has just celebrated completing 10 successful years since inception. During that time the service has dealt with over 23,000 queries for advice and support from Practices. Whilst many have been routine queries, a significant number have involved highly complex and difficult cases, a substantial number of which have been resolved with satisfactory outcomes for Practices, with specialist support, where needed, from experienced and specialist employment lawyers provided free of charge.

All core services are provided free of charge, funded via the GP levy which enables access to experienced HR practitioners, able to provide bespoke and flexible advice on a case-by-case basis.

In addition, the service provides legally tested template policies, contracts, and other HR related policy documents.

In view of the success achieved in delivering our core services, the HR team are now exploring service expansion into non-core areas including organisational development, team building, work force/succession planning, to name a few.

If you would like to explore more around the scale and scope of our services, please contact Stevie Simpkin, HR Service Lead – stevie.simpkin@nwlmc.org

LMC Vacancies

2 out of our 5 Committees have seats available for GP representation:

- Lancashire Coastal - 4 seats available
- North Cumbria - 2 seats available

We are keen to hear from GPs, including GP Registrars/ Trainees, who may wish to get involved to represent your constituents. Please let us know if you are interested in being a LMC member or would like to find out more.





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National Minimum and Living Wage April 2024

With effect from 1st April 2024, National Minimum and Living wage rates:

- For those aged 16/17, and apprentice rates - £6.40 per hour (21.2% increase)
- For those aged 18-20 - £8.60 per hour (14.8% increase)
- For those aged 21+ - £11.44 per hour (9.8% increase)

All the pay uplifts listed above are statutory and employers are legally bound to apply these as a minimum rate of pay where appropriate. However, the percentage increases quoted, are significantly above the cost-of-living formula. used by Government generally to fund other annual cost of living increases.

In practical terms, this significant differential is likely to lead to the following consequences:

- Erosion of existing pay differentials at the lower end of pay structures.
- A gradual increase in numbers of staff subject to annual living wage enhancements in the future.
- Some increase in pressures on pay budgets.
- Tensions and dissatisfaction among different staff groups, particularly those at the lower end of the pay structure.

In this context, it may be appropriate for Practices to review and reconsider existing recruitment strategies, and to reflect on how they might deal with in-house tensions between living wage / non-living wage staff groups.

The [LMC HR service](#) are available and happy to support Practices in terms of managing these challenges.

LMC Job Vacancy - Meeting Administrator

The LMC have a new job opportunity for a part time temporary Meeting Administrator to cover for maternity leave.

Please pass this onto anyone you think may be interested. You can see the [job description and person specification here](#).

To apply for the job and/ or to find out more please email your CV to enquiries@nwlmc.org.

Do you need to see your GP - Video

The LMC has created [this video](#) which aims to answer common questions and provide top tips for patients when accessing their GP Practice.

Please use the video to share with your patients via social media and/ or in your Practice waiting rooms.

If there are other videos you would like us to create [please let us know](#). You can find other videos and [patient communications on our website](#).





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LMC Celebratory Ball

The LMC are looking at hosting a celebratory ball to commemorate General Practice across Lancashire and Cumbria. We will be looking to host the ball in October at the Winter Gardens in Blackpool.

We want this to be a celebratory night of fun for anyone working in general practice. This will be a ticketed event - no core LMC funds will be used to subsidise this.

In order for us to start making arrangements, we are looking to gather expressions of interest from anyone who may want to help on the planning committee. Please let us know if you would be interested in being on the [planning committee here](#).

Please let us know if this is an event you would like to attend (subject to date and time being agreed) by completing the following anonymous [yes/ no survey](#). This will help us gauge the feasibility of hosting such an event. Thank you.

Destination Net Zero - L&SC only

GP practices have the opportunity to join the 'Destination Net Zero' Programme to ensure CQC compliance re environmental sustainability, save money and support staff and patient wellbeing. Lancashire and South Cumbria ICB have teamed up with the Chamber Low Carbon programme funded via the UK Shared Prosperity Fund provided by HM Government as part of the Levelling Up agenda and administered by the Lancashire local authorities.

Practices signing up to the programme will have an advisor assigned to them, a review of your practice and the calculation of your carbon footprint will be conducted. This will enable the production of a Green Plan and a Carbon Reduction Plan in line with the Cabinet Office's template under Procurement Policy Note 6/21 –Taking account of Carbon reduction Plans in the Procurement of Major Government Contracts which as of April 2024 will apply to all NHS contracts for your practice.

If interested, please email allison.sathiyathan@nhs.net, ICB Net Zero Project Manager, with a contact number (ideally a direct line to whoever will be driving this in your practice) and copy in Stephen Sykes, Director of Sustainability, East Lancs Chamber of Commerce: s.sykes@chamberelancs.co.uk

Stephen or one of his team will be in touch to arrange a time that is convenient to visit your practice which will take approximately 2h. This support does not cost the practice anything and is fully funded. The Chamber Low Carbon team have been providing these services to businesses across Lancashire since 2018 and are global award winners winning the 12th World Chamber Congress Best Climate Action Project in 2021.

