

# YORLMC News



## New to Partnership payment scheme

The [New to Partnership Payment Scheme](#) was launched on 1 July and will apply to all new clinical partners from 1 April 2020.

The partnership model, which gives GPs based in communities the autonomy to lead and advocate for their patients, is the foundation of general practice, and vital for its survival and sustainability. However, in recent years the number of partners in England has been steadily falling and it was clear to the GPC that action needed to be taken to attract and equip GPs to take on partnership.

This scheme, secured through the recent contract negotiations, follows the Partnership Review and shows faith in GPs and the partnership model – backed with additional investment – so that new partners can have the confidence in taking on this important role. There are still wider issues facing partners – and those considering becoming partners - that need urgent attention, which includes cutting back on bureaucracy and regulation, and empowering GPs as leaders enabled to shape sustainable services with the necessary resources in their area. Recent months have shown practices overhauling systems to ensure patients receive high quality care during the pandemic, and GPs must be trusted to continue this leadership and deliver the best for their patients and communities for the long term.



**For practices in  
North Yorkshire & York and  
Bradford & Airedale  
July 2020**

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## Message from Dr Dougy Moederle-Lumb Chief Executive YORLMC Ltd



### Dear Colleagues

Recent events in America have shocked the world. It has also provided us with an opportunity to reflect on equality and diversity in our workplaces and we must all pause and reflect on cultures and behaviours in our professional lives.

[NHS data](#) shows that 20% of the workforce is from non-white backgrounds and with the terrible toll COVID-19 has had on frontline BAME staff, this group of people need the support of their LMCs more than ever.

YORLMC actively encourages GPs from diverse backgrounds to get involved with the LMC and we welcome GPs from all backgrounds. We are particularly keen to hear from underrepresented groups.

YORLMC is committed to providing an environment free from harassment, bullying and discrimination and strives to ensure that it treats everyone with dignity and respect.

Regrettably, YORLMC has recently discovered instances of bullying and harassment and has brought this to the attention of the Commissioners in the localities where these concerns have been raised. This is not to say that such occurrences are limited to particular localities and YORLMC recommends that all practices review their bullying and harassment policies. YORLMC will not tolerate such behaviour and has developed its own anti-harassment policy which is available to view [here](#). The policy's accompanying code of conduct provides guidance on expected behaviour and sets out the standards of conduct that support our values in the work that YORLMC carries out.

If you are affected by any of these issues or have any concerns please get in touch with us at [info@yorlmcltd.co.uk](mailto:info@yorlmcltd.co.uk). We would also like to hear any thoughts or ideas you might have on how we can work on tackling discrimination in whatever form it takes.

With best wishes  
Dougy

## Updates from LMC Law

There are two new documents available from LMC Law which you may find useful.

The first at [Appendix 1](#) is a guide to mergers and takeovers detailing the process from the initial idea to the conclusion of the merger/takeover. The second at [Appendix 2](#) is an updated version of the PCN Schedules.

### Sustainable and environmentally friendly general practice report

GPC England has published a [report](#), developed with support from [Greener Practice](#) and Sheffield GPs Dr Aarti Bansal & Dr Mike Tomson, looking at how GP practices can develop, and can be helped to develop, environmentally responsible practices.

One consequence of the COVID-19 pandemic has been the dramatic reduction in carbon emissions and this demonstrates what can be achieved with specific actions.

The NHS, including general practice, has a significant opportunity to make a difference for the long-term and this report highlights the current carbon footprint of general practice and includes a 10 point plan calling on Government and NHS policy makers to help ensure that the impact of health services on climate change is reversed. The GPC encourages all practices to use this to review what actions they could do, working with others in their area.

### Understanding trauma and its impact post-COVID 19, practical knowledge and skills for Primary Care

The above free webinar, originally broadcast on 25 June, is available to view [here](#).



# Supporting GP trainees

## GP Recruitment

As part of the '[Choose GP' campaign](#), on the GP National Recruitment office website and on [Facebook](#), Health Education England receives a lot of enquiries from doctors who are keen to be put in touch with a GP or trainee either in the area they live or with similar interests. The chance to have direct peer to peer conversations is invaluable to them. The service has been running for the last 4 years and has been proven to make all the difference between someone applying or not.

HEE keeps a list of volunteers who are happy to be contacted occasionally and willing to share experience and expertise – always with prior permission. If you are willing and able to do this contact [gprecruitment@hee.nhs.uk](mailto:gprecruitment@hee.nhs.uk) with details including your name and contact details, practice name and which part of the country, how long you've been a GP or trainee, any special interests/expertise or opportunities you're pursuing or would like to as a GP (clinical and non-clinical) and the different settings you work in as well as practice and indicate whether you joined GP training from foundation year (or equivalent), trained and worked in another area first or switched to GP training from another specialty training programme.

## Annual GP recruitment drive

Applications for GP specialty training open on the 28 July–13 August 2020. Please 'like' and follow the #Choose GP [Facebook page](#) to keep up to date, and forward this information to anyone who may be thinking about career options. Visit the [GP National Recruitment Office](#) for more information. Health Education England has a number of GP and trainee volunteers who can help with local or general enquiries. Email [gprecruitment@hee.nhs.uk](mailto:gprecruitment@hee.nhs.uk) to be put in touch with them.

## Performers List processes associated with GP Registrars and professional standards

Please find attached at [Appendix 3](#) PLAN 07 that provides formal notification from NHSE/I confirming the joint agreement with Health Education England that GPRs due to start training in August 2020 are exempt from the requirement to be included in the England Medical Performers List.



## Pensions guidance and update

The BMA has updated its guidance for [GPs about the annual allowance](#), following extensive lobbying, resulting in two important changes that affect the 19/20 and subsequent tax years.

As an emergency measure for 19/20, NHS England made a commitment to pay the annual allowance tax charges in full for eligible clinicians in the England NHS pension schemes. Doctors who were subject to an annual allowance tax charge should use the option of the 'scheme pays' regulations to pay the tax due for 2019/20.

From 2020/21 onwards the reduced Tapered Annual Allowance will only affect those with adjusted income of £240,000 and over. Read the full guidance [here](#).

The BMA has also won a court appeal against the Government's controversial changes to pensions rules introduced in April 2019, granting the Secretary of State for Health and Social Care the power to suspend pension payments to a doctors or NHS professionals charged with certain criminal offences, but not yet convicted. Read the BMA statement [here](#)

## Appraisal update

The [GMC has moved forward revalidation dates](#) for those due to revalidate between 1 October 2020 and 16 March 2021, for one year. NHSE/I have also confirmed that whilst appraisals remain on hold, the future of appraisals is still being discussed whilst they await the national decision confirming the date for commencement of appraisals. The GPC continues to engage with the Responsible Officer network to agree a revised format for appraisal that the GPC hopes will be regarded as more formative and supportive.

# The Cameron Fund

## The GPs' own charity

The Cameron Fund is the only medical charity which solely supports NHS General Practitioners. This includes GP Trainees, working GPs, retired GPs, as well as dependants of GPs.



**Cameron Fund**  
*The GPs' own charity*

The Fund helps GPs and their families who are suffering financial hardship, whether through physical or mental ill-health, disability, bereavement or loss of employment.

Financial help is tailored to best support an individual's return to work. As well as grants and loans, the Fund can help with money advice assessments and career coaching for those who may no longer be able to continue to work as a GP.

[info@cameronfund.org.uk](mailto:info@cameronfund.org.uk)

020 7388 0796

[www.cameronfund.org.uk](http://www.cameronfund.org.uk)

The Cameron Fund has created a poster, available at [Appendix 4](#), which explains the five medical charities which can help doctors which you may wish to print out and display on your staff noticeboard to raise awareness.

## CQC inspections

GPC and BMA council member, Clare Gerada, has written to the CQC urging them not to resume inspections of practices as planned this autumn, but to defer for at least another 12 months. She urged the CQC to allow GPs healing time following the pandemic, including time to mourn lost colleagues and relatives, and warned that the alternative could lead to widespread burnout and early retirement among GPs.

In response to this GPC Chair Dr Richard Vautrey said that the reduction in bureaucracy since the start of lockdown had given practices the space to innovate and dedicate more time to patients.

The GPC has also raised concerns about the planned resumption of CQC inspections directly with CQC as well as with government ministers and NHSE/I and will continue to lobby for changes to the current regulatory arrangements.

## Regulation of physicians associates

The GMC has published an update about the regulation of physician associates (PA) and anaesthesia associates (AAs), as new legislation is expected to be introduced in the second half of 2021.

Over the next year the GMC will be designing the processes and policies needed to regulate PAs and AAs. Read the full statement on the [GMC website](#)

## Locum GPs

Practices who are short of staff are reminded that locums are available for work. Locums who are looking for work in the YORLMC area can advertise free of the charge on the [YORLMC website](#).

## PCN DES

[NHS England](#) has announced that 98 per cent of practices have chosen to participate in the Primary Care Networks (PCN) for 2020/21. With 1,250 PCNs across England this is the same number as last year.

The focus for PCNs and practices remain in dealing with COVID-19, but will also now be in expanding the workforce to relieve the workforce pressures for GPs, as the latest [workforce data](#) clearly showed.

The DES remains modified including the investment and impact fund (IIF) having been replaced by the PCN support fund until at least October, with funding protected. It is for the PCN to decide how this funding is used.

Read more about the PCN DES in the BMA's [GP practice toolkit](#).

## GP appointment data

NHS Digital has published the [appointment data in England for May 2020](#), which show that there has been a significant reduction in appointments to non-COVID period in April and May. However GPs know that the reality on the ground is quite different with many seeing an initial drop in appointments at the start of the pandemic, but now experiencing a significant increase back to historic levels or in some cases over pre-COVID levels as practices manage delayed presentations.

# YORLMC Buying Group & Member rates

Members of the LMC Buying Group can access discounts with any of the suppliers on the attached list at [Appendix 5](#).

To access these discounts, you can either login to the Buying Group website and request a quote or if you contact the supplier directly, you need to make sure you mention your practice is a member of the LMC Buying Group or state the discount code from the suppliers page of the Buying Group website.

If you were using an approved supplier before you became a Buying Group member or have been using a supplier for a long time and aren't sure whether you are receiving the correct rates, you can email the Buying Group to check: [info@lmcbuyinggroups.co.uk](mailto:info@lmcbuyinggroups.co.uk). For further information on LMC Buying Group member benefits or to speak to a member of the team, you can live chat via their website: <https://www.lmcbuyinggroups.co.uk/> or give them a call on: 0115 979 6910.

## YORLMC jobs page

YORLMC has a job page on our website at <https://www.yorlmcld.co.uk/jobs>. Please visit this page to view current vacancies and details of GPs seeking work.

NHS Practices in the YORLMC area seeking to fill GP and staff vacancies and GPs seeking work in the YORLMC area can place adverts on the job page free of charge. To place an advert please contact the Corporate Affairs Team via [info@yorlmcld.co.uk](mailto:info@yorlmcld.co.uk)

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