

**Update for sessional GPs (salaried and locum) working in North Yorkshire & York
October/November 2016**

Message from Dougy Moederle-Lumb, Chief Executive, YORLMC Ltd



Our records show that you are a sessional GP (this term applies equally to salaried or locum GPs) working in the North Yorkshire and York areas - please will you let us know by emailing info@yormcltd.co.uk if this is incorrect.

YORLMC is funded through a practice based levy which covers all GPs and as a sessional GP you have the opportunity to be represented through YORLMC Ltd at no cost to you personally.

If there is information or there are features you would like to see covered in future editions please let YORLMC's Corporate Affairs Team know by emailing your suggestions to info@yormcltd.co.uk

I would also like to take this opportunity to highlight that YORLMC continues to be the professional voice for all NHS GPs regardless of contractual status as well as their wider practice teams in North Yorkshire & York. It is the only statutory organisation which democratically represents the professional interests of all GPs in the area and its role is not just about GMS/PMS services but about everything that GPs and practices do in their normal working day.

YORLMC has a wealth of experience and is a source of support and information for you. This update aims to provide you with an overview of the services that are available.

Accompanying this update is a [report](#) from [Zoe Norris](#), Sessional GP representative for Yorkshire & Chair of Sessional Subcommittee GPC UK. Zoe's update includes important information for sessional GPs including details of a steering group set up by the BMA that seeks to improve representation of sessional GPs by the BMA. It also provides additional information which is included in the **GPC's Sessional Sub Committee's** latest **newsletter** which can be viewed [here](#) and which, among other things, focuses on the Uber judgement, the relationship between sessional GPs and LMCs and gaps in GP training.

The previous edition of the GPC's Sessional Sub Committee newsletter is also available [here](#)

I strongly encourage you to take a few minutes to open this link (as well as the one above) as it includes a number of timely updates and commentary including:

- Tax relief for locum doctors
- Indicative locum rate – otherwise referred to as the 'locum cap'
- New measures including financial incentives and practical support that are being introduced to help GPs return to practice
- Pension FAQs covering common questions asked by locum GPs

There is also a section on **indemnity**. At the end of July NHS England announced a new GP indemnity support scheme to provide a payment to practices to offset average indemnity inflation. Details of the scheme, which will initially run for two years before being reviewed, are available [here](#). Zoe has also written a [blog](#) explaining the challenge that exists in ensuring this funding benefits locum and salaried GPs.

**ALSO INCLUDED WITHIN THIS UPDATE ARE FURTHER UPDATES FOR YOUR INFORMATION
YORLMC'S WEBSITE ALSO INCLUDES A FREQUENT QUERIES SECTION**

GP locum indemnity – requirements for locums and practices

[Good medical practice – paragraph 63](#) already requires doctors to have insurance or indemnity in place where necessary. Parliament passed new healthcare legislation in 2013, which meant the GMC had to change its regulations. The [new regulations](#), which came into effect on 1 August 2015, gave the GMC powers to check whether doctors have appropriate insurance or indemnity in place. Information regarding this was included in the [June 2016 edition of YORLMC News](#). All GPs must ensure that they are appropriately covered.

Increasingly more GP locums are setting themselves up as a company and enjoying the tax benefits and limited liability that brings. However both GP locums and the practices that work with them should be aware that locums and the practice may be at risk if locums haven't got the correct clinical malpractice and other assurances in place.

Locums working as a company

As a Director in their own company, a GP locum is an employee (and their spouse may also be) and therefore they need cover for employers liability. As they could also have claims against their company that are not clinical or employee related they also need public liability cover. GP locums working as a company should contact their defence company to check they have the correct cover in place.

Practices

When locums work with practices as individual self-employed doctors, locums carry full liability for their actions and their normal clinical malpractice indemnity covers them. When they move into a company, including a Limited Liability Partnership (LLP), they limit their risk and therefore leave the practice exposed. Practices therefore need to check that locums have company malpractice cover where needed. Also, as practices contract with the company and not the individual, practices may want to seek clarity as to who are directors in the company.

Practices may wish to seek assurances from any GPs with whom they contract via a limited company that their company has the following in place:

- Corporate clinical malpractice cover
- Public Liability insurance
- Employers Liability insurance
- Company registration number with Companies House (where applicable)
- Names and Job Title of all Directors
- Notification should any of the above change whilst continuing to work with the practice

Top tips for working in OOHs

Out of hours work can be a rewarding part of a portfolio career. There are, however, a number of pitfalls you need to look out for if you're considering this line of work. The BMA has developed some top tips on how to avoid them and some key questions to ask and these can be found [here](#)

Contact details for locum payments and pensions

PSCE recently provided the following update which will be of interest to GP locums

“The majority of GP locums nationally should now be sending any post for PCSE, including claim forms, receipts or cheques to our Customer Support Centre. Address: Primary Care Support England, PO Box 350, Darlington, DL1 9QN. The only exception to this is for Locums who have historically used our Preston and Clacton offices. Locums who previously sent post for PCSE to these offices should

continue to do so. Contact details can be found [here](#). If individuals are currently experiencing delays in cheques being cashed, please contact the Customer Support Centre at: pcse.enquiries@nhs.net and put 'Locum cheque query' in the email subject line.

Royal Medical Benevolent Fund - The Vital Signs in Primary Care

Attached at [Appendix 1](#) is "The Vital Signs in Primary Care: A guide for GPs seeking help and advice" written for the RMBF by Dr Richard Stevens. The guide sets out the key stress and pressure points for all GPs, seeks to provide practical advice and signposts to support and resources for those experiencing stress and difficulty.

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Follow us [@InfoYorlmc](#) – there is also a link at the top right hand corner of our web site <http://www.yorlmcld.co.uk/>

Pastoral Support

YORLMC's Chief Executive and Officers provide personal and confidential support for individual GPs in difficulty or experiencing major change – issues may relate to health, conduct or performance.

Between us we have many years of experience of defence bodies and GMC procedures. For example in the past GPs have contacted us about issues including dependency on alcohol and drugs, stress and anxiety, conflict with colleagues and staff, colleagues struggling to cope with maintaining a high level of performance, conduct issues – both personal and professional worries.

We urge colleagues to [contact us](#) for help as early as possible when difficulties arise, to enable YORLMC to provide as much support as possible. However it is never too late to make contact.

If you would like to advertise your availability for employment then please email info@yorlmcld.co.uk for further information and advertising rates
YORLMC's advertising policy is available [here](#)

This Newsletter is based on the best available information.
We will endeavour to ensure you are kept informed of any changes.

To help YORLMC's Corporate Affairs Team keep track of changes within practice teams will Practice Managers please advise info@yorlmcld.co.uk when GPs join or leave the practice and when there is to be a change of Practice Manager

Individual CCGs also welcome sessional doctors informing them of their NHS email address (or private address where an NHS.net address is not held). This will enable them to send communications directly to you that they send to all other doctors working in that CCG locality.

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