



A monthly newsletter for North Yorkshire & Bradford & Airedale practices



YORLMC represents all GPs and their practices in:

- Bradford, Airedale, Wharfedale and Craven
- North Yorkshire and the City of York

Providing:

- ◆ Support & Advice
- ◆ Pastoral Care
- ◆ YORLMC Law
- ◆ HR & Employment
- ◆ Training
- ◆ Events
- ◆ YORLMC News
- ◆ YORLMC Buying Group
- ◆ *Regular updates*

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



HR and Employment Package

I am pleased to advise that YORLMC in conjunction with AXA Insurance is now launching an HR and Employment Indemnity Package which is available to practices and federations at very competitive rates and under a contract which can be renewed annually.

The package provides practices with:

- A dedicated employment & HR support helpline;
- Employment policies;
- Employment contracts;
- Negotiation of settlement agreements and the provision of the agreement itself;
- Employment indemnity insurance cover for employment tribunal claims of up to £250,000 per claim

For further information please see:

- Practices—[Appendix 1](#)
- Federations—[Appendix 2](#)
- Statement of Fact—[Appendix 3](#)
- LMC Law terms agreement—[Appendix 4](#)

Or via the YORLMC [website here](#)

YORLMC Law

This year YORLMC made available a range of legal services to Practices and Federations under the banner of **YORLMC LAW** – in conjunction with LMC Law Limited.

The services have been well utilised by GPs and their Practices and by Federations including: Disputes, merger and takeover advice, SLA reviews, private services, PMS contract reviews, review of contracts practices considering entering into, review of data sharing agreements, the NHS Standard Contract, advice and documentation required for setting up Federations, template contracts for services and advice regarding Board elections.

YORLMC will continue to support and funding the delivery of these services utilising LMC reserves, with a view to ensuring that practices and federations receive high quality expert advice from legal professionals with significant NHS experience.

More details about the **YORLMC LAW** service are available [here](#).

Firearms Update

Please see the below update from Mark Sanford-Wood, Chair, GPCE Firearms T&F Group:

The BMA position on the medical input to firearms licensing has been led for some years by the Professional Fees Committee (PFC). BMA policy was brought into sharp relief in 2016 following the introduction of new licensing guidelines which raised concerns among doctors regarding competence, resourcing and conscientious objection. Following the receipt of complex legal opinion in mid-November 2016 the BMA temporarily suspended its firearms guidance. This caused significant consternation, mainly among GPs and LMCs, and in recognition of this PFC agreed to relinquish its lead role to GPC on this issue. The matter was debated at a meeting of GPC England and a Task & Finish group was established to resolve the situation, notwithstanding the acknowledgement that firearms licensing is a 4-nation issue and not within the sole purview of GPC England.

Interim guidance was posted on the BMA website pending the urgent work of the Firearms T&F group which was convened electronically and has continually informed and engaged with the appropriate Celtic GPC members and PFC. The T&F group agreed an extensive set of further legal questions it felt required answering in order to construct safe advice at a significantly more detailed level. QC response to those questions was received in a lengthy opinion which has been digested by senior relevant members of BMA staff and by the T&F group.

It is recognised that GPs vary considerably in their attitude towards firearms licensing, ranging from those who are very happy to offer medical opinions of the safety of patients to carry arms, through those who do not feel appropriately qualified to offer such an opinion

to those who hold an objection on the grounds of conscience. BMA staff are in the process of constructing advice to add to our existing guidance and catering for a range of potential GP positions, each of which will advise on the safe discharge of clinical and ethical duties while empowering GPs to adopt a personally appropriate stance and to charge an appropriate fee should they wish.

Once this advice is finalised it will be shared widely with LMCs before being posted on the BMA website. A communications strategy will be executed to raise the awareness of the profession and in which we hope we will have the support of LMCs and other interested organisations. It is envisaged that this augmented and comprehensive advice will be ready for launch in early February.

These measures satisfy current UK LMC policy as expressed at last year's Conference of LMCs. In parallel to the work of the T&F group which has focused on providing safe and effective advice to members in relation to the current system, a delegation from GPC and PFC has also met at high level with the Home Office. This contact is aimed at improving the system for the benefit of clinicians and the public with safety and proper resourcing as our major objectives. Early indications are of civil servants and senior police officers receptive to suggestions for improvement. If we are successful in our aims in relation to the Home Office, then BMA firearms guidance will require further updates as the agreed framework evolves.

GP Health Service

A world-first nationally funded service for GPs and GP trainees suffering mental ill-health and addiction is now available. [The NHS GP Health Service](#) provides free, confidential specialist mental health support for a range of conditions including:

- Common and more complex health conditions
- Mental health conditions relating to physical health
- Substance misuse including support for community detoxification
- Rehabilitation and support to return to work after a period of mental health

GPs and GP trainees can self-refer through a regional network of experienced clinicians and therapists across 13 areas in England. This service was a commitment from NHS England Chief Executive Simon Stevens and in the General Practice Forward View. More information including how to access the service is available at: <http://gphealth.nhs.uk/>

YORLMC pastoral support

YORLMC has a comprehensive pastoral care team with many years' experience of defence bodies and GMC procedures and is able to provide personal and confidential support for individual GPs in difficulty or experiencing major change. For example it can include helping an individual GP through difficulties linked to contractual, financial or performance concerns, including attendance at performance meetings and/or support getting appropriate medical care when required. Importantly this confidential support is also available for the wider practice team. YORLMC cannot stress enough how important it is for colleagues to contact YORLMC for help as early as possible when difficulties arise so that as much support as possible can be provided.

However, it is never too late to make contact. YORLCM can be contacted in the first instance through any member of the Corporate Affairs Team – contact details can be found [here](#).

GP Career Plus pilot areas published

NHS England has announced 11 areas across the country that will pilot a new scheme to keep hold of the vital skills and experience of GPs on the verge of leaving. The GP Career Plus scheme has been developed with the Royal College of General Practitioners, British Medical Association and Health Education England. The 12-month pilot will look to recruit around 80 GPs at risk of leaving the profession. The GPs will be recruited into a general practice pool in each area that works across that health system and could provide clinical cover for sickness and holidays, carry out home visits as well a range of other support. The pools are expected to go live this summer and if the model is proved to be successful, may be advocated for use by CCGs or providers to help support more GP retention.

More information on the GP Career Plus and pilot areas is available [here](#)

BMA letter to the Prime Minister - response on the current NHS crisis in England

Attached at [Appendix 5](#) is a letter from Dr Mark Porter, BMA Council Chair, to the Prime Minister dated 17 January 2017.

List Closures

The GPC has recently updated its guidance on [list management](#). The guidance provides information on both formal list closure and informal temporary suspension of patient registration. The GPC is aware that NHS England has also sent out guidance on the temporary suspension of patient registration to commissioners which, in part contradicts some of the information contained in the GPC's guidance. GPC is however confident that its guidance is within the regulations and GPC continues to discuss this matter with NHS England.

Payment secured for NHS SBS incident

GPC was informed of an issue in April 2016, which had been identified by NHS SBS (Shared Business Services), who previously provided primary care support to GPs in a number of areas across England. SBS had identified a warehouse of patient-related information that it should have transferred to practices for processing, but failed to do so. These items require returning to practices to review and assess for clinical harm. This error from SBS – a private company contracted by NHS England – has caused, and will continue to cause, extra workload for practices during the coming months, and is another example of the detrimental effects of outsourcing work.

GPC has worked with NHS England to secure appropriate payment for the extra work associated with the return and assessment of these items. Practices will receive payments related to the number of items received. NHS England has also agreed to support practices through this process with a dedicated phone line and email address. It will provide draft letters to patients, if required.

Performer's List - moving areas (England)

GPC have received increased calls about issues with status changes for the performers list. GPC are picking this up at their next meeting with Capita/NHS England. With regard to status changes, GPC advice that once you are on the list then you are on it and can practice. Provided the notification is given, there would not appear to be any prohibition to performing primary medical services while one waits for the list to be changed. As the GP is already

included in the list (albeit in an incorrect capacity) they are not caught by any of the prohibition in the Regulations. It may be that a particular contract of employment or a partnership agreement requires the GP to be on the performers list in the correct capacity prior to commencement but there could be individual negotiation with the employer or partnership if there is a delay in amending the list.

MCP contract—updated guidance

Updated BMA guidance on the MCP contract is available [here](#)

MDO indemnity cost hikes

The cost of medical indemnity for GPs has risen significantly in recent years. Rising indemnity costs risk making some work, especially unscheduled GP care, prohibitively expensive for GPs. The potential consequences of this could make the provision of unscheduled GP services unsustainable. At the YORLMC hosted GPC Roadshow on 31 January Dr Zoe Norris, Sessional GP Chair of the GPC, urged GPs to share examples of hikes in indemnity costs with their LMCs and the GPC. If you have an example of significantly increased indemnity costs please share it with the Corporate Affairs Team (contact details on [page 17](#)) who will pass the details onto Dr Norris' team.

NHS England announce opening of practice funding applications for next cohort of clinical pharmacists

GP practices can now apply through an online portal for funding to help recruit, train and develop more clinical pharmacists to meet its commitment of an additional 1,500 clinical pharmacists in general practice by 2020/21. This is a General Practice Forward View programme with a £112 million investment attached to it. Practices participating in the programme will receive funding for three years to recruit and establish clinical pharmacists in their surgeries. The first cohort of successful participating providers will be announced in March. Further information is and access to the online application portal is available [here](#). The BMA GPC press statement is [here](#).

Guidance for practices serving atypical populations

GPC has now published guidance for practices serving atypical populations (following NHS England's recent publication of guidance for commissioners to provide additional support for affected practices). As part of a review of the Carr-Hill funding formula, it was recognised that the formula may not be able to account for specific types of practices due to the nature of the population they serve. In late 2015, the GPC, LMCs, commissioners and NHS England embarked on a project looking at how workload and other pressures disproportionately affect practices serving atypical populations.

The group identified three such populations:

- unavoidably small and isolated populations.

- university populations.
- practices with a high number of patients who do not speak English.

Each of these types of practices have particular challenges due to the work related to their populations and the way in which the funding formula allocates funding to such practices. NHS England has developed [guidance](#) for commissioners to provide support for such practices, and GPC [guidance](#) provides corresponding advice to practices who have identified themselves as falling into one of the above categories, and who require support.

BMA warns against over reliance on new triage app for patients

Please see the below link to the BMA press release in response to the launch of a new triage app offering automated advice for patients:

<https://www.bma.org.uk/news/media-centre/press-releases/2017/january/bma-warns-against-over-reliance-on-new-triage-app-for-patients>

National Audit Office report recommendations - England

The BMA response to the NAO report on GP access is available [here](#). The press release robustly stating that funding in general practice has failed to meet patient demand, NHS England and commissioners need to fully consider the consequences of their plans to extend access.



The GPs' own charity

BMA House, Tavistock Square, London WC1H 9JP, Registered Charity No. 261993

BMA House, Tavistock Square, London WC1H 9JP, Registered Charity No. 261993 The Cameron Fund is the medical benevolent charity that provides support solely to GPs in the UK. It provides grants and loans to assist doctors and their families experiencing financial difficulties due to short or long-term illness, relationship breakdown or hardship following the actions of regulatory bodies or former partners. An increasing number of requests are being received for assistance from GPs during re-training. Interest-free loans may be available towards the expenses encountered during a return to professional work.

Anyone who knows of someone experiencing hardship is urged to draw attention to the Cameron Fund's existence.

You do not need to be a member of the [Cameron Fund](#) to benefit from this charity but please consider becoming a member – it is free to join and the membership form can be downloaded <http://www.cameronfund.org.uk/sites/default/files/MembershipApplicationForm.pdf>

and returned by email to info@cameronfund.org.uk

General contact details are:

Phone: 020 7388 0796

Email: enquiries@cameronfund.org.uk

Practice Vacancies

LOOKING FOR WORK AND VACANCIES?

Advertise in the YORLMC Ltd Newsletter

This Newsletter is circulated to all North Yorkshire & Bradford & Airedale Practices.

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](#)

Partnership opportunity at Ripon Spa Surgery

We are seeking a 6-8 session Partner at this well regarded friendly practice in the heart of Ripon.

Partnership

- Truly democratic and dynamic team
- Immediate full profit share
- Job shares welcomed
- Newly qualified GPs also considered
- Dispensing practice
- 6 weeks annual leave pro rata

The Surgery

- Semi-rural with adjacent community hospital
- 100% QOF achievement
- Excellent administrative and nursing support
- GMS with enhanced services
- Enthusiastic and harmonious team
- Educational and partnership meetings
- Special interests encouraged
- Good relationships with local GP practices
- Part of a well-managed CCG who are proactive and helpful

Location

- Beautiful welcoming cathedral city
- An ideal place to settle down
- Highly respected Grammar School ½ mile away

Contact: Miss Samantha Miles (Managing Partner) Ripon Spa Surgery, Park Street, Ripon, North Yorkshire, HG4 2BE

Telephone: 01765 692366

Email: samanthamiles.ella@nhs.net

Close date: 31st March 2017



Bevan Healthcare

Bevan House Primary Care Centre

14 Piccadilly

Bradford

BD1 3LS

Tel: 01274 322400

Fax: 01274 322401

Distinctive and award winning General Practice: an opportunity for a GP to join our team at Bevan Healthcare CIC

Bevan Healthcare CIC is a social enterprise committed to improving the health of the most vulnerable groups in Bradford.

We are now looking for a salaried GP to work 5 sessions per week across our outstanding CQC rated, innovative services for homeless patients, asylum seekers and vulnerable refugees.

The position is ideally suited to GPs looking for part-time work in a different setting, the post offers:

- delivery of primary care within a health and social care model
- fascinating work with a diverse patient group, with a list size of approximately 4000
- a supportive, experienced team, highly committed to inclusion healthcare
- additional “street medicine” option - the opportunity to provide healthcare to homeless and other vulnerable patients at outreach locations
- regular, paid education sessions focused on key, relevant topics, plus 1 week per annum study leave (pro-rata)
- 15 minute appointments
- competitive salary
- newly refurbished city centre premises

If you are interested please contact Andy Lephard (Medical Director) or Gemma Wilcock (PA) via email:

andrew.lephard@bradford.nhs.uk

gemma.wilcock@bradford.nhs.uk

The closing date for applications is Friday 3rd March 2017

Sherburn Group Practice

GP Partners

Dr A J Peel
Dr C H Osman
Dr J K Patel
Dr D Cottingham
Dr E E B White

The Medical Centre
Beech Grove
Sherburn-in-Elmet
North Yorkshire
LS25 6ED

GP Associates

Dr S Jones
Dr F Begg

tel: 01977 682208

Fax: 01977 681665

Practice Manager

Mrs T Shearston

www.sherburnsurgery.org.uk

We are a well-established, highly-regarded dispensing practice based in Sherburn-in-Elmet looking for a salaried GP, to work 4 sessions, and be an active member of the team.

We cover a list size of nine thousand patients with 5 Partners, 2 salaried doctors, 1 ANP, 3 Nurses and 2 HCAs.

Our recent increase in list size due to ongoing housing developments in our area has resulted in this exciting vacancy. We are a well-run, high achieving practice in a pleasant part of North Yorkshire between York and Leeds and are in the Vale of York CCG.

Salary

Dependant on experience

Next Step - If you would like to be considered for this post, please send us an email and attach your latest CV. Or, you can talk to us in confidence about this opportunity on 01904 724375.

Tansy Shearston
Practice Manager
Email – tshearston@nhs.net

PART-TIME SALARIED GP

REETH MEDICAL CENTRE, NR. RICHMOND

Do you enjoy...

- Being a true Generalist?
- Providing continuity of care?
- Working in a highly motivated, organised team?

Reach your potential at our CQC 'Outstanding' practice

For further details please email mariebrookes@nhs.net or apply on www.jobs.nhs.uk

Training at YORLMC

Dates have now been added to the [website](#) for training courses running next year through the LMC. We will be launching a new booking system very soon but in the meantime, if you are wanting to book onto any of the courses available please email Leanne Ashton our Education, Training and Development Officer at leanne.ashton@yorlmcld.co.uk or call 01423 879922.

Changes within practice teams

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



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on twitter

[@InfoYorlmc](#)



Personal Independence Payment (PIP) claims

YORLMC has been made aware that some patients are being encouraged to ask their GPs for supporting information in relation to their PIP claims. Whilst GPs do have a statutory obligation to provide statements of incapacity and certain information to healthcare professionals working for Atos Healthcare, on behalf of DWP (please see BMA guidance [here](#)), GPs are not obliged to provide patients with supporting information.

The DWP's '[The benefits system; a short guide for GPs](#)' makes it clear that patients should complete PIP claim forms using information that they have to hand, and should not ask their GP for information to help them do this. In addition, the DWP's '[Personal Independence Payment Handbook](#)' confirms that claimants don't need to ask for documents which might slow down the claim or for which they might be charged a fee – for example, from a GP.

Unfortunately, both the Atos Healthcare website and the Citizens Advice Bureau website do appear to encourage patients to contact their healthcare professionals for supporting information in relations to their claim. YORLMC has flagged this with the GPC as this is clearly contradictory to the DWP's guidance.

Requests to prescribe antivirals for the prophylaxis of influenza in care homes

We have received reports that Public Health England is asking practices to prescribe Tamiflu in care homes where there has been a reported outbreak of influenza. YORLMC's advice is that this work is not covered by a contractual agreement, unless it is agreed under a PMS contract, therefore GPs are at liberty to decline such requests. Also attached at [Appendix 6](#) is a letter from Dr Richard Vautrey to Professor Paul Cosford, Medical Director of Public Health regarding the matter.

GP payment end to end user working group

NHS Digital has established a working group to review current GP payment systems and to consider improvements for future systems. Following NHS Digital's invitation to practice staff and CCG staff to become involved in the working group, Dr David Hartley (YORLMC, York and Selby Division member and York GP Partner) joined the group as a YORLMC representative. Notes from the January meeting can be found at [Appendix 7](#). Dr Hartley is happy to answer any questions about the group; please direct any questions to the Corporate Affairs Team in the first instance.

The primary care foundation's bureaucracy survey for practice managers

A year ago, the PCF (Primary Care Foundation's) *Making Time in General Practice* survey sought to tackle the increasing workload in general practice.

NHS England has now commissioned the PCF to look again at the bureaucratic burden on practices with a survey of practice managers, which can be accessed [here](#). This seeks feedback about how practices are paid, contact with hospitals, as well as the full range of tasks that take time and divert energy away from patient care. The last survey led to immediate changes and this time there is an opportunity for you to meet up with national leaders.

eMBED Health Consortium—Information Governance—GP Communication

The latest Communication regarding IG is attached at [Appendix 8](#)

Topics covered in the communication are:

- **Caldicott Guardian Manual**
- **The little book of cyber scams**
- **IG Toolkit**
- **IG Portal**
- **Data Protection Principle 7**

The link in the little book of cyber scams may not work on some IT systems - please also find Attached at [Appendix 9](#) a PDF version of the contents.

Growing older in the UK — UK

In September 2016 the BMA published a series of briefing papers on [Growing older in the UK](#), which explore a range of topics relevant to supporting and improving people's health and wellbeing as they grow older in the UK. The briefings reflect on the substantial pressures facing underfunded health services across the UK, which are in part due to the complexity of supporting the health of a population that contains a greater proportion of older people, more likely to suffer from multiple long-term conditions. This was followed up with a stakeholder roundtable event in parliament, a report of which is [available online](#).

Government consultation on work, health and disability Green Paper - UK

The Government is consulting on plans to change the welfare system to support disabled people and people with long term health conditions to take up work. At the heart of the consultation is an aspiration to tackle the employment gap amongst disabled people and the stigma and discrimination that disabled people face in employment. As part of this review the Government is looking at how people are supported to take up work following long term illness/disability, including the role of GPs and fit notes. The consultation is particularly focussing on people with mental health and musculoskeletal conditions who are par-

ticularly disadvantaged in accessing work. More information on the [Green Paper](#) is available online (the section on healthcare support is in Chapter 5).

The BMA is responding to this consultation and would like to hear GPs' views about how the health and welfare system needs to change to better equip disabled people who want to work with the necessary support and skills. Please send any comments/ responses to: Clare Woodford, Senior policy advisor (Equality, inclusion and culture):

cwoodford@bma.org.uk by 8 February 2017).

Expert witness conference - UK

The expert witness conference will take place on Friday 10 March at BMA House. This one-day conference, for all levels of experience, will cover the essentials of working competently as an expert witness. Mr Alex Leslie, RadcliffesLeBrasseur partner, will discuss the topic of when expert witnesses get it wrong. Mr Lynden Alexander, Professional Solutions, will provide tips on communication skills for experts. Mr Giles Eyre, 9 Gough Square barrister, will share good practice in medico-legal report writing. Mr Ron Miller, consultant urological surgeon will present on medical manslaughter.

[For further information and to register please visit the BMA website.](#)

Private practice conference - UK

The private practice conference will take place on 5 April 2017 at BMA House. This event will look at the 'ins and outs' of private practice from the logistics of setting up a private practice for the first time, to making sure established practitioners are reaching their maximum potential. For new entrants to the private sector, the conference will offer a chance to network with colleagues who have already established and run successful practices. If you are interested in attending the event, [please register online at the BMA website](#)

Patients presenting with possible dental problems

GPC has developed [guidance](#) to inform GPs of their obligations to patients either requesting emergency dental treatment or asking for an NHS prescription for drugs recommended by private or NHS dentists. It is aimed at all GP's including out of hours practitioners.

The number of patients seeking dental advice from GPs is increasing. A recent study in Wales found a typical general practice can expect to see between 30-48 patients with dental problems a year. The BDA estimates that this costs the NHS £26 million per year. A potential driver that may be pushing patients from dental services to GPs may be the NHS dental charge.

GPs and practice teams should make themselves aware of in hours and out-of-hours dental services available locally to manage urgent and emergency dental conditions. This may include NHS Choices, NHS 111, local dental access centres and local NHS dentists. This information should be available from local commissioning and planning bodies. Local arrangements for advice and treatment of urgent and emergency dental conditions vary between areas and different service providers may be responsible for the provision of in-hours and out-of-hours urgent/emergency dental care.

Accessible Information Standard – post implementation review – have your say

The review of the Standard by NHSE is now underway and is intended to assess the impact and to ensure that it is 'fit for purpose'.

The review is looking at:

- how organisations have implemented the Standard
 - the impact of the Standard, including organisations' and service users' experiences
- any aspects of the Standard which need updating or clarifying

There are three surveys aimed at different groups:

- Survey for health and care professionals and organisations
- Survey for patients, service users, carers and parents
- Survey for support, supplier and representative organisations

These can be accessed [here](#)

Please take the time to have your say before the deadline of 10th March 2017

Sessional GPs e-newsletter - UK

The latest edition of the sessional GPs e-Newsletter is available [here](#) which focuses on Capita and the NHS Pension, Indemnity arrangements for sessional GPs, and death in service benefits for sessionals.

YORLMC Buying Group & 'Buying Group Plus' for Federations and Provider Companies

YORLMC Ltd is part of a national buying group federation which aims to provide discounted services to practices. If you have not yet signed up to join the buying group and wish to do so please contact info@yorlmc Ltd.co.uk to request a registration form. Details of services and discounts available through the Buying Group are now available on your Members page – go to: [LMC Buying Groups](#) to find out more. We know a lot of practices are already using Buying Group suppliers but are you aware of the other deals on offer? And for those practices who have never used the Buying Group, you could be missing out on saving thousands of pounds a year by not switching suppliers. The Buying Group website www.lmcbuyinggroups.co.uk is the only place to view the prices and discounts in detail. If you've forgotten your log-in details then email the Buying Group at: info@lmcbuyinggroups.co.uk.

Don't forget that practices can obtain a bespoke price comparison analysis to demonstrate the value of savings the Buying Group can offer compared with existing suppliers – please contact gary@burns17.fsnet.co.uk.

'Buying Group Plus' for Federations and Provider Companies

Members can take advantage of any of the discounts as an individual practice and save thousands of pounds a year but GP federations and provider companies could also benefit from further savings. The buying group also offers a bespoke service to Federations by working with them to help save their practice members time and money on the procurement of products and services they regularly buy. For practices and federations that are already members it is important that practices notify the buying group (by emailing info@lmcbuyinggroups.co.uk) of any changes to their contact details. It may also be helpful to include information relating to the buying group in practice induction processes.

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