

## REPORT: YORLMC survey for sessional GPs – May 2017

As a sessional GP, you have the opportunity to be represented through YORLMC Ltd to have your voice heard locally and nationally, and to have your views represented fairly and adequately when determining and negotiating policy.

Sessional GPs make up approximately 50% of the GP workforce in Bradford, Airedale, Wharfedale and Craven and North Yorkshire & the City of York and we hold email addresses for about 80% of that number. Because YORLMC is keen to learn from you we asked how you think we can improve upon our engagement with you.

10% of sessional GPs working in Bradford, Airedale, Wharfedale and Craven and North Yorkshire & the City of York for whom we hold email addresses completed our recent survey and we are grateful to those of you who did as it will help us to better understand your needs.

The key points that the survey highlighted are that:

- 67% of respondents are working to a salaried contract
- 29% of respondents are working as locums
- 4% of respondents work a combination of the above or are retired and work only for their former practice

Respondents rated YORLMC 6 out of 10 for the effectiveness of its communication with salaried and locum Drs

When asked how confident you are in your understanding of the role of YORLMC, respondents gave a score of 5 out of 10

The same score was given when asked to describe how relevant you felt YORLMC is to your career as a GP

60% of respondents are interested to learn more about the work of YORLMC

<u>When asked what role you saw YORLMC playing in your career over the next 5 years:</u>		<u>When asked how did you consider How YORLMC could improve its engagement with salaried and locum GPs:</u>	
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## When asked what role you saw YORLMC playing in your career

### **A number of you said you weren't really sure and would be interested in finding out**

As the professional voice for all NHS GPs and practice teams across North Yorkshire, the City of York, Bradford, Airedale, Wharfedale & Craven districts, YORLMC represents the professional interests of:

- GP Principals and their practice teams
- Sessional GPs (salaried and locums)
- GP Trainees

to ensure the local profession in its entirety is heard

YORLMC also delivers a range of services to all GPs regardless of contractual status as well as the wider practice team to facilitate access to:

- a range of appropriate legal services for GPs, Practices and Federations
- a range of appropriate education and training for all GPs and Practice staff
- Leadership training for LMC Members, federation leads and aspiring leaders to enable them to be better placed to deliver high quality care and improved outcomes for patients in the future

A full description of YORLMC's core role and key responsibilities are described on our website [here](#)

You can also get involved in the work of YORLMC by putting yourself forward for election when the opportunity next arises to ensure the continuation of effective representation. If you would like to discuss the role with existing representatives their contact details can be found [here](#). You can also see more information about the roles and responsibilities of members [here](#). The next elections for part of the Committee will take place January – March 2018 and those elected will take office from 1 April 2018 for a period of up to 4 years.

YORLMC recognises the diversity of contracts held by GPs and is aware of the importance of ensuring that a wide cross-section of GPs are represented, including seats dedicated to GPs who have received a CCT1 or CEGPR2 within the previous 5 years and GP Registrars. YORLMC's committee structure is such that in the case of:

- Bradford & Airedale - salaried and locum GPs can stand alongside partners for Locality, Districtwide and Early Years seats
- North Yorkshire - salaried and locums can stand alongside partners for Locality and Early Years and there is also a dedicated Locum seat

There is an increasing number of female YORLMC representatives on each Committee, including 2 who hold Officer posts and the average age of YORLMC representatives has also reduced in recent years. Details of the salaried and locum GPs who have been elected as your LMC representatives can be found [here](#)

The following advantages of being elected to the YORLMC have been highlighted by current Members:

- greater understanding of the political arena in which NHS general practice is placed
- assists development at all stages of a career in general practice
- enhances existing clinical and practice management skills and helps to develop communication and negotiation skills, diplomacy and accountability
- provides opportunities to work with other agencies at local and national level and to develop relationships with key individuals within those organisations
- the ability to influence initiatives affecting the livelihood of practices and the working lives of colleagues
- Members' own practices benefit from the knowledge membership brings which aids business planning
- provides the opportunity to meet with GP colleagues working across the wider Yorkshire and Humber region

Salaried GP representatives have commented specifically that involvement with the Committee allows them to raise awareness of issues affecting sessional GPs, provides up to the minute information about key issues in the area, particularly relating to the Acute Trusts, CCGs, NHS England and the Local Authorities, and the opportunity to meet with GP Principals in the area. They have also noted that membership has highlighted that the Committee is not just a talking shop

**Some of you felt the LMC is not relevant to you because you are planning to retire in the near future**

One feature of the GP Forward View are the various initiatives to seek to address workforce challenges. Of particular interest and relevance to General Practice is the [Retained Dr scheme](#). This is a package of support which includes financial incentives and development support to help GPs who might otherwise leave the profession to remain in clinical general practice. Information of this type can be found in YORLMC's regular newsletters.

**Some of you would like to see the LMC publish locum rates and rates of pay for OOH work that apply to different areas**

Because of competition law this is something that LMCs are not allowed to do. YORLMC does however provide a service enabling sessional Drs to advertise their availability for employment. Adverts feature in our monthly Newsletters which are on our website and are circulated to all GPs and Practice Managers in Bradford, Airedale, Wharfedale & Craven and North Yorkshire & York. We will shortly be developing a dedicated area on our website where details of vacancies will be posted along with details of GPs seeking work. If you would like to advertise your availability for employment then please email [info@yorlmcld.co.uk](mailto:info@yorlmcld.co.uk) for further information and our very competitive advertising rates.

**Some of you wanted to know how YORLMC would represent your needs at a local basis against a background of changes taking place nationally**

YORLMC undertakes a significant amount of work on behalf of the colleagues and practices they represent. Much of this work takes place behind the scenes and involves liaison with CCGs, the Acute Trusts, Local Authorities, NHS England and the other local representative committees, namely the Local Dental, Ophthalmic and Pharmacy Committees.

YORLMC's role is not just about GMS/PMS services but about the majority of things that all GPs and practices do in their normal working day. It takes a pro-active approach and is continually horizon scanning to ensure its Committees are informed, up to date and able to prepare practices for future changes:

YORLMC is the link between local GPs and their national negotiating body, the General Practitioners Committee (GPC); the GPC is an established and permanent committee of the British Medical Association (BMA) and is recognised as the sole negotiating body for all NHS GPs. YORLMC's Chief Executive, Dougy Moederle-Lumb is a practising GP and has been elected to the GPC, so ensuring that the voice of general practice in Bradford, Airedale, Wharfedale and Craven and North Yorkshire & York is heard and respected at a national level.

It is important to recognise that CCGs are commissioning membership organisations (comprising GPs and practice teams) and whilst CCGs have a role in commissioning patient care, they provide no representative function for General Practice.

### **There is uncertainty as to how YORLMC can represent individuals and employers at the same time**

Although YORLMC will recommend that practices offer terms that are at least equal to those set out in the BMA model contracts it is unable to provide employment advice to individual sessional Drs as this falls within the remit of the BMA's [employment advice service](#).

The BMA provides a different function to YORLMC in that the BMA is a trade union whereas YORLMC is a trade association.

### **The view was expressed that YORLMC should stop accepting the GPFV and oppose STPs**

YORLMC is taking the lead in securing the future of General Practice across Bradford, Airedale, Wharfedale & Craven and North Yorkshire & York and is the link between local GPs and their national negotiating body, the General Practitioners Committee (GPC). In addition, and in terms of commissioning it is YORLMC's responsibility to ensure all practices and their teams are treated equitably as providers of GP services.

It has become increasingly clear that General Practice locally and nationally will need to evolve as a result of a range of factors that include changing demographics, financial constraints and the political will that seeks to move care out of traditional hospital settings into the community supported by primary care, including General Practice. Because the GP landscape has changed and will continue to change, YORLMC supported the development of Federations as a way of bringing practices together to discuss new ways of working. It is also important to remember that YORLMC's role isn't just about GMS/PMS services but about the wider aspects of services provided by GPs whilst in contrast the role of a practice federation is to develop business for (practice) GP colleagues.

The GPC is working closely with NHS England at a national level to represent the profession and the urgency of the need to support and invest in General Practice. Locally YORLMC continues to map the funding pledged in the GPFV and through its liaison structure is discussing with the CCGs and NHSE the most appropriate ways for practices to access the complex funding support streams that now exist. Where CCGs are not making the investment into General Practice set out in the GPFV, YORLMC is holding them to account. YORLMC has provided the GPC with evidence of where investment in General Practice is not being made locally. This has resulted in NHS E agreeing to make changes to the financial rules for CCGs with a view to these changes alleviating some of the financial pressures in CCGs. In turn, this will enable CCGs to make the much needed investment into the practices you work in.

For the same reasons as outlined above, LMCs need to engage with STPs, particularly as the system transformation needed to move care out of traditional hospital settings into the community will impact on the model of General Practice we have been used to as well as its future contractual and premises options. For this reason, YORLMC has worked hard to ensure local STPs understand the need to engage with General Practice, particularly around their Primary Care and Community Care workstreams as these have the most potential to impact on the day to day working practices of all GPs, regardless of contractual status.

## **When asked how did you consider How YORLMC could improve its engagement with salaried and locum GPs:**

### **You said you would like more activities involving sessional GPs**

YORLMC co-ordinates the work of the Y&H LMC Alliance and under this umbrella is supporting the development of an Y&H LMC sessional representative group that will be dedicated to supporting sessional colleagues through their LMC structures.

YORLMC has previously held events that have been specifically designed for sessional GPs delivered in partnership with LMC Law who addressed issues relating to employment contracts/rights and NHSE who provided updates with regard to appraisal and revalidation.

YORLMC intends to put on further events of interest to sessional GPs and has invited requests for topics of interest - please share these with the Corporate Affairs Team – contact details for your locality contacts can be found at the end of this update.

In addition, during the spring of 2017 YORLMC hosted a series of free evening events within its individual localities which counted towards CPD. Events were open to all GPs regardless of contractual status and materials promoting the events specifically encouraged sessional GPs and GPRs to attend.

### **You said it was not always easy to get to meetings**

We offer meetings at a range of times – daytime & evening as we appreciate the challenges of the working day.

### **You provided feedback on the format of newsletters and bulletins**

In response to feedback received during 2016 we relaunched the format of our monthly newsletter and locality specific bulletins. This is an ongoing process that seeks to make information shared in this format more reader friendly. Your ongoing feedback is welcomed and we will continue to review the format to make them more reader friendly.

Importantly the locality specific bulletins include updates on YORLMC's negotiations with CCGs and NHSE as well as details of other activities carried out by your YORLMC representatives.

All newsletters and bulletins are circulated by email and can also be accessed at YORLMC's website here <https://www.yorlmc.co.uk/news>

We are also using making use of media, for example Twitter to distribute information

### **Some of you felt the LMC's focus is to represent the interests of partners because they fund the levy**

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.

Sessional GPs are an important and significant part of the workforce and YORLMC is in no doubt that it needs to make itself more visible to you. The Corporate Affairs Team is working hard to improve its engagement with you and our aim through the Y&H LMC Alliance is to provide the most proactive focus for sessional GPs across our geography which will hopefully be a beacon to LMCs across the land.

### **Some of you felt it is not always easy to access information that is relevant to your day to day working lives**

We circulate the majority of information to all GPs for whom we have email addresses. We also share information with Practice Managers and ask that they share the information with all GPs in their practice.

YORLMC has lobbied NHS England to provide locum GPs with access to NHS e-mail. Recent discussions have involved NHS Digital and it was hoped that YORLMC could act as a pilot site as the organisation that would sponsor locum GPs, enabling them access to NHSE mail. Whilst YORLMC was very keen to be involved in progressing the ability for locums to have NHS mail addresses, it is unable to be further involved as YORLMC does not satisfy NHS Digital's criteria to be a commissioned provider to provide publicly funded health, public health or adult social care and does not have a contract with a commissioning organisation. The GPC's sessional GP sub-committee is continuing discussions with NHSE.

### **Some of you felt that meetings were needed to inform you of the work of YORLMC**

During the spring of 2017 YORLMC hosted a series of free evening events within its individual localities which counted towards CPD. Events were open to all GPs regardless of contractual status and materials promoting the events specifically encouraged sessional GPs and GPRs to attend.

In addition to providing information and updates on aspects of the [negotiated contract changes for 2017/18](#) and the programmes and funding pledged in the [GPFV](#) the events provided the opportunity to learn more about the work of YORLMC and its growing suite of services which now include:

- an Education, Training and Development arm – courses are constantly being added so be sure to keep visiting the [website](#) for the latest details

Being aware that training for locum GPs is often difficult to access if there is no alignment with a specific practice, YORLMC has approached E-learning For Health who allow free access to their e-learning packages if an NHS email address is used. They have agreed to register locum GPs who are YORLMC constituents as we are able to vouch for them, regardless of whether an NHS email address is used or not. This means that basic training modules such as Health & Safety, Fire Safety etc can be accessed and completed online. Contact details for how to access this training can be found at the end of this bulletin.



- [support and information for individual GPs](#) covering complaints, discipline and performance concerns, any disputes which may occur between a GP and their CCG/NHS England
- [pastoral support](#) – this is a significant area of work undertaken by YORLMC and Dr Dougy Moederle-Lumb and his YORLMC clinical colleagues are able to provide personal and confidential support for individual GPs in difficulty or experiencing major change. This includes attendance at performance meetings plus support getting appropriate medical care when required. It is very important that individuals do not delay in contacting YORLMC if they are experiencing difficulty. Dougy Moederle-Lumb can be contacted in the first instance through any member of the Corporate Affairs Team – contact details can be found at the end of this bulletin.

YORLMC's website also has a [section](#) for salaried and locum GPs

### **You would like to know more about how YORLMC works**

Please remember that YORLMC 'Division' meetings take place regularly within individual localities. These meetings are open to any GP regardless of contractual status and all GPs are invited to contribute to agendas and take an active role in discussions.

Meeting dates for Bradford, Airedale Wharfedale and Craven Divisions can be found [here](#) and North Yorkshire & York Divisions [here](#)

As with any meeting venue, capacity is limited so please let the Corporate Affairs Team know of you plan to attend on a particular date.

In addition, all constituent GPs are welcome to observe at meetings of the individual Branches of YORLMC by prior arrangement. This is an excellent way to learn about how the LMC works and if you would like to attend a future meeting please contact the Corporate Affairs Team.

### **Not all sessional GPs are on the LMC's mailing list**

Unfortunately, all LMCs continue to face challenges accurately identifying GPs in their locality who are on the Performers List because of the ongoing failings of PSCE/Capita to provide LMCs with timely and accurate performers list information. It is particularly difficult for LMCs to know where sessional Drs are working and the GPC has been raising this nationally as an ongoing issue with Capita. If this area of difficulty can be resolved it will help LMCs communicate with all GPs. In the meantime, please let the Corporate Affairs Team know if your contact details change and also talk to your sessional colleagues to make sure they have shared their contact details with their local LMC.

### **You would like to know who your representatives are on the LMC**

Details of the GPs who have been elected as your LMC representatives can be found [here](#)

As already mentioned earlier in this bulletin, YORLMC recognises the diversity of contracts held by GPs and is aware of the importance of ensuring that a wide cross-section of GPs are represented. By way of reminder:

- Bradford & Airedale - salaried and locum GPs can stand alongside partners for Locality, Districtwide and Early Years seats
- North Yorkshire - salaried and locums can stand alongside partners for Locality and Early Years and there is also a dedicated Locum seat

Each Committee therefore has dedicated seats for sessional GPs, GPs who have received a CCT1 or CEGPR2 within the previous 5 and GP Registrars. There is an increasing number of female LMC representatives, including 2 who hold Officer posts and the average age of the Committees has also reduced in recent years.

**You would like a dedicated point of contact in the Corporate Affairs Team**

An overview of the roles of individual members of YORLMC's Corporate Affairs Team and their contact details can be found [here](#)

Please remember that although individual members of the team have their own areas of responsibility any member of the team will be pleased to assist you.