

LMC ViewPoint

The newsletter of Leeds Local Medical Committee Limited

12th January 2024

GP incentive scheme payments survey

NHS England have launched a 12 week [consultation](#) on the future of GP incentive schemes such as QOF and the Investment and Impact Fund (IIF). Incentive schemes like QOF and the IIF have been important parts of the GP contract since 2004 but have become increasingly complex and bureaucratic in their operation. Since its inception, QOF has helped set and achieve treatment targets, improve the management of long-term conditions, and enhanced patient experience. IIF has more recently added more complexity with targets that have been difficult to achieve and have been repeatedly modified.

This public consultation is an invitation to all stakeholders - including healthcare professionals, patient groups and the wider public - to share their views and insights on the role of incentive schemes in general practice. Your input will be invaluable in helping us shape their future role within GP contracts.

The questions include:

- Do you agree or disagree that incentives like QOF and IIF should form part of the income for general practice?
- Do you agree or disagree that patient experience of access could be improved if included in an incentive scheme?
- Do you agree or disagree that patient choice could be improved if included in an incentive scheme?
- Would relative improvement targets be more effective than absolute targets at delivering improvements in care quality while also addressing health inequalities?
- To what degree, if any, do you think that ICBs should influence the nature of any incentive scheme?
- Do you agree or disagree that there is a role for incentive schemes to focus on helping to reduce pressures on other parts of the health system?

The [consultation](#) is open for 12 weeks and closes on 7 March 2024. Please take the time to complete it so that the views of GPs and their teams are clearly heard.

NHS Pension Update Event

Leeds LMC, with support of Wesleyan, are holding an evening meeting to provide an update on NHS Pension issues.

With many GPs receiving massive tax bills due to annual allowance issues, changes related to the McCloud judgement, and other pension related matters, the meeting will be an opportunity to hear a general update on the main NHS Pensions issues impacting GPs and to ask key questions.

The meeting will be held at the Village Hotel Leeds North, Headingley, Leeds LS16 on Tuesday 5th March 2024. Registration and hot buffet will be served from 6:30pm, and the event will run from 7-9pm.

Please register your place by email to mail@leedslmc.org by Monday 18th February 2024.

Medical examiners - independent review of all non-coronial deaths from April 2024

The Department of Health and Social Care has published [final draft regulations](#) for the statutory medical examiner system. From April 2024, all deaths will be independently reviewed by either a [medical examiner](#) or a coroner.

The changes include a new Medical Certificate of Cause of Death, and it will no longer be necessary for the attending doctor to have seen the deceased 28 days before death. Find more information by listening to podcasts from [the National Medical Examiner](#) and [medical examiners and GPs working together](#).

The Royal College of Pathologists will host an [information event on 17 January 2024](#).

There is a podcast on [how medical examiners can support GPs](#).

Read more [here](#)

GP pressures and workforce data

The BMA collate monthly [appointment](#) and [workforce data](#) onto their [website](#), which is a great resource for signposting to patients, PPGs, local press and MPs. November 2023's data shows that the NHS in England has 1,881 fewer fully qualified FTE GPs than we did in September 2015. The number of GP practices in England has also decreased by 112 over the past year – reflecting a continued trend of closures as well as mergers primarily due to a lack of workforce that coincides with a rise in patients.

Around 31.5 million appointments were booked in November 2023, with an average of 1.43 million appointments being delivered per working day, which is above the average of 1.39 million per day for the past year. In addition, as of November 2023, there was another record-high of 63.03 million patients registered in England, with an average of 9,977 patients registered per practice. A single full-time GP is now responsible for around 2,300 patients – an increase of 18% since September 2015, demonstrating the ever-mounting workload in general practice.

Click [here](#) for more infographics and data on showing the pressures in General Practice.

Direct access to diagnostic tests

NHSE has published '[Enhancing GP direct access to diagnostic tests for patients with suspected chronic obstructive pulmonary disease, asthma, or heart failure](#)'. This is non-clinical guidance for systems which will support local discussions about availability of Spirometry, FENO and NT-proBNP. In Leeds the LMC have repeatedly raised concerns about the lack of access to spirometry for diagnostic purposes.

It is clear that commissioners should continue with local services where they exist but that additional services should also be in place, which must be made available for GP referral via eRS. NHSE has been explicit that they are not the commissioner of these services and decisions on exactly what is commissioned rests with local ICBs. This guidance confirms that these services should be made available for all GPs to refer to, therefore clarifying that practices should not be expected to provide, unless appropriate funding is in place. The LMC will continue to raise this with WY ICB.

0-19 Public Health teams implementation of Every Sleep a Safe Sleep

The West Yorkshire Health and Care Partnership have developed an *Every Sleep a Safe Sleep* package of care. This is a multi-agency approach and Midwives and Children's centres are also going to be involved in delivering the same messages to parents.

Leeds will be following other regional areas in delivering safe sleeping messages and all 0-19 practitioners have completed this webinar. The webinar is about 55 minutes long and explores safe sleep terminology, delivering personalised messages and helping us ensure parents provide a safe sleep environment at all times. You can access the webinar at [Safer Sleep :: West Yorkshire Health & Care Partnership \(wypartnership.co.uk\)](#)

In addition, there are other resources to support practices:

- ['Every Sleep a Safe Sleep' - multiagency risk minimisation guidance](#)
- [Safer Sleep Protective Factors Tool for Parent/Carer](#)
- [Sudden Unexpected Death in Infancy \(SUDI\) Risk Minimisation Tool for Professionals](#)

0-19 Specialist Public Health Nurses (SPHNs) (HVs) will now be asking to see where the baby is going to sleep at all home contacts. They will also be reminding parents about providing safe sleeping spaces for babies in contact naps, away from home and in out of routine circumstances.

GP six-to-eight-week maternal postnatal consultation – what good looks like guidance

On 19.12.24 new guidance has been published, NHS England [GP six-to-eight-week maternal postnatal consultation – what good looks like guidance](#).

This new NHS guidance, written in collaboration with the RCGP, asks GPs to provide personalised postnatal care for the physical and mental health of new mothers, and to support them with family planning. This guidance provides clear national advice to address unwarranted variation for the delivery of safer, more equitable, more personalised care.

There are templates for the maternal check can be found within Systm1 and EMIS which incorporates what has been highlighted in the above guidance.

If you have any questions, please contact: england.maternitytransformation@nhs.net.

West Yorkshire GP Childhood Vaccination Survey

Following the recent publication of the [NHS Vaccination Strategy – 'Shaping the future delivery of NHS vaccination services'](#), the NHS England West Yorkshire Public Health Programmes Team and Integrated Care Board (ICB) would really value feedback from GP practices regarding the delivery of childhood vaccinations.

The questions have been formulated with the NHS Vaccination Strategy in mind and include the NICE guidance for vaccine uptake in the general population (NG218) - [Overview | Vaccine uptake in the general population | Guidance | NICE](#).

The survey will take approximately 5 minutes to complete. Please can you complete and submit your response by [Friday 26th January 2024](#).

The survey can be accessed via [West Yorkshire GP Childhood Vaccination Survey](#)

Influenza and antivirals

Influenza is now circulating in the community and primary care prescribing and dispensing of neuraminidase antivirals has been authorised by Chief Medical Officer and Chief Pharmaceutical Officer for England. UKHSA has recommended to DHSC that these findings support the use of antivirals (neuraminidase inhibitors) for appropriate patients presenting with influenza like-illness (ILI) in the community.

Discarded HBA1c samples update

Following concerns raised by the LMC and a number of practices in Leeds, please see the attached update from Leeds Pathology laboratory on HbA1c Discarded Samples from 1st December 2023 which explains what happened.

TB Awareness – BCG Referrals

Please refer a child requiring a BCG from a country with a high prevalence of TB $\geq 40/100,000$ or meets the criteria for BCG vaccination:

http://www.hpa.org.uk/web/HPAweb&HPAwebStandard/HPAweb_C/1195733758290

Prior to completing the referral, please ensure the child:

Does NOT have a previous scar indicating the vaccination has already been given.

Does NOT have documentation or record (including information on System1 or PPM) of previous vaccination.

The referral forms can be located on the 'Leeds Health Pathways'

1. Search – BCG referral pathway
 2. Select – Referral info and form
 3. Chose the appropriate form
- Children under the age of 12 months will need to be referred to the maternity LTHT baby BCG clinic (Form A)
 - Children aged 12 months and over will need to be referred to the Leeds BCG clinic. (Form B).

For any enquires please do not hesitate to contact the TB Service on 0113 8434344

February 2024 - Free Sensory Awareness Training for GP Practice Staff working with Deaf and/or Visually Impaired

BID Services support people with acquired or profound hearing or visual impairments in a range of ways. They are offering GP practice and PCN staff free, in-person sensory awareness training with a view to improving patient experience and access. The training will take place on Tuesday 6 February 2024, 13:00 – 16:00 The Vinery, 20 Vinery Terrace, Leeds, LS9 9LU.

The training will cover:

- Deaf/hearing impairment awareness
- Different kinds of deafness
- Barriers to accessing the world
- Communication tips for speaking to hearing impaired people
- Lipreading
- British Sign Language – what it is and what it isn't.

Visual impairment awareness

- What is partially sighted, blind, sight impaired and severely sight impaired
- How to communicate confidently and effectively
- Tackling non-verbal communication
- Basic guiding
- Accessible information

Places on this training will be allocated on a first come first served basis and will be limited to one place per practice. To book a place, please email kenyetta.cohen@nhs.net with your name and practice details.

Leeds GP Confederation rated 'Outstanding'.

Congratulations to Leeds GP Confederation who have been rated by CQC as 'Outstanding' after an inspection conducted in September 2023 concluding that they "proactively worked with other providers to provide effective care and treatment to the local population by supporting practices within the member primary care networks (PCNs) and the wider health economy."

Read the full piece on [Leeds GP Confederation's website](#), or see [CQC's website](#) for the full inspection report.

Introduction to General Practice – funded training programme

The Introduction to General Practice training course, delivered in collaboration with Leeds City College, has successfully been recommissioned for another cohort. This programme is designed to upskill the multi-disciplinary primary care team. If you would like to upskill any of your present staff members they can attend any of these FREE training sessions by completing the attached application form and returning it to info@practicumtraining.co.uk to secure their place (this will be

on a first come first served basis). Please ensure that the application form is signed by a Practice Manager or Line Manager who will be agreeing to the terms and conditions.

Please see eligibility criteria to attend this training programme:

1. Funding available for a minimum/maximum of 6 sessions within a cohort.
2. Attendance is only permitted for one cohort.
3. Each Practice will receive funding for no more than TWO members of staff.
4. Attendees must live and work in the West Yorkshire area.
5. Attendees cannot be on any alternative education programme ie an apprenticeship.
6. Attendees must be 19yrs of age or older to receive funding.
7. If you do not match the above criteria there is an option to self-fund at a cost of £145 per session.

Please note - the full programme will be available again around May 2024. If you do book any of the above available sessions, you would not be able to access any further training on future cohorts due to the nature of the funding criteria.

Cameron Fund

The Cameron Fund provides financial advice and loan or grant support to financially distressed GPs and/or dependants. The Fund's website is: <https://www.cameronfund.org.uk>

In the last 12 months, in response to an increase in hardship applications, the Fund's disbursements have doubled. In 2022 enquiries were up by 38% on the previous year, 71% more cases were considered by the Trustees, and 34% more monies in terms of loans and grants were distributed – a total of £406,000. In 2023 we saw a further 35% increase in enquiries, assisted 254 beneficiaries and their family members. During the year Trustees considered an average of 41 cases at each quarterly meeting.

Enquiries to the Fund demonstrate a wide range of hardships and misfortunes. All applicants submit detailed financial information and are in receipt of Money Advice (regarding debt rescheduling, eligibility for state benefits etc) before aid funds are released. We are currently drawing down on reserves to meet these needs.

Approximately half our income is from investment capital, and half from donations from LMCs and individuals, including delegates at the national Annual Conference of LMCs.

In the theme of 'prevention is better than cure' we have produced and circulated widely the following document, aimed at all GPs, but in particular GPRs and early career GPs. This is also available via 'More Information' on the website. <https://www.cameronfund.org.uk/media/41nrnf2l/10-top-tips-for-financial-wellbeing-apr21.pdf>

If you prefer a podcast (approx. 15min) please view this recording produced by the Wessex LMC: bit.ly/3XoUclj.

The Cameron Fund is keen to recruit new members so please consider joining and offering your support.

Membership benefits:

- Membership of the Cameron Fund is free without any obligation to donate, although contributions are extremely welcome
- You will play an important role in spreading the word about our work, so that GPs know we are here and ready to help them through their financial difficulties
- Membership is a way of actively demonstrating your support for colleagues facing hardship
- You will be helping to ensure that the Fund is robust and well governed.

They have two membership categories. The first is for Full Members who are either registered or formerly registered GPs. Full Members are entitled to stand for and vote in Council elections. Our

trustees are drawn from all over the UK to ensure adequate geographical representation and are elected locally.

The second category is Associate Membership. This is for people who are not GPs but work within General Practice, such as GP Trainees, Practice Managers and LMC Secretaries.

Attached is a copy of the membership form, which can also be downloaded from: www.cameronfund.org.uk/media/tmpowgai/membership-app-form-2020-digital.pdf, Completed forms can be returned to the office via email at info@cameronfund.org.uk.

GPMplus Mentoring Month - find out more

Since GPMplus was launched in 2021, more than 400 GPs, Practice Managers and other primary care clinicians and staff have accessed our mentoring services across Humber & North Yorkshire and West Yorkshire.

The service offers up to 8 hours of mentoring with a trained mentor who has experience of working in front-line primary care. There is no charge to access mentoring, as the service is fully funded by NHSE, and feedback received from people who have accessed GPMplus mentoring has been really positive:

- **100%** felt mentoring had a positive impact on their professional life.
- **94%** felt mentoring had a positive impact on their personal life.
- **94%** would recommend GPMplus mentoring to a colleague.
- **93%** would access GPMplus mentoring again in the future.

Throughout January, we will be sharing more details about GPMplus mentoring, to coincide with National Mentoring Month. Look out for more information including what you can expect from the service, who can benefit from accessing mentoring and what mentoring can do for you at each stage of your career.

To find out more, or to access mentoring, please visit the [GPMplus website](#).

GPMplus Education Courses – late Jan/ early Feb 2024

Now that everyone is back into the swing of things, I just wanted to make you aware of five excellent courses GPMplus are running in January and early February – including two brand new ones!

[NEW](#) - Practical Employment Law - 25th January 12.00pm-1.30pm – via Zoom. A seminar by LMC Law covering topics such as the management of staff issues, the importance of paperwork for recruitment and selection and equality and diversity. A must for GP partners, PMs and HR managers. Limited places available. ([BOOK NOW](#))

Team Values and Culture - 30th January 9.30am-11.00am – via Zoom. We look at the research behind developing team culture, the importance of ensuring psychological safety, **why establishing the values of an organisation underpins everything else** and the ‘sweet spot’ when passion, values and signature strengths all intersect, and teams move to high performance mode. Suitable for GPs, PMs, managers and team leaders. ([BOOK NOW](#)).

Personal Resilience – 1st February 9.30am-1.30pm – via Zoom. This in-depth course is available to all members of the practice team and focuses on providing practical tools and techniques to build personal resilience. ([BOOK NOW](#))

Tiny Habits for Wellbeing – 7th February 12.30pm-2.00pm – via Zoom. This lunchtime session, led by Dr Katherine Hickman, leads on from the Personal Resilience course and explains the theory behind the Tiny Habits method. It explores the Tiny Habits recipe and practises how to use

it to improve resilience. You leave having developed your own Tiny Habits action plan. ([BOOK NOW](#))

[NEW](#) – Neurodiversity: Inclusivity in the Workplace – 8th February 9.30am – 11.00am – via Zoom. A unique insight into how gaining a real understanding of neurodiversity can benefit the whole workforce. Led by Dr Lucy Clement who has confirmed diagnoses of ADHD, autism and dyslexia. Suitable for all members of the practice team. ([BOOK NOW](#))

Our full course timetable for January, February and March is now available – please visit our website ([HERE](#)). Courses can be accessed free of charge, thanks to funding from NHSE (there is an optional charitable donation of £10). They are delivered via Zoom, by experienced GPs and practice managers and they give you the tools, methods and ideas to help build the individual, the team and the practice.

If you need further information, have any questions or require assistance with your booking, please contact Tim Bennett at tim.bennett@yorlmcld.co.uk or call 01423 879922

Buying Group Recruitment Support

The LMC Buying Group understand that recruitment is often an expensive and time-consuming business, so they created an eye-catching, easy to use recruitment page where any registered member can post their clinical and non-clinical vacancies at no cost. They also offer practices the opportunity to feature their vacancies with a featured package which comes at a small fee.

What they offer

As well as posting the job on their website, they also highlight any new job posting at least once across their social media platforms. This is a free service to any member practice interested in expanding their vacancy reach beyond their region.

They have also introduced a 'Featured Job' option for those members that want to draw more attention to their advert. The featured role will appear at the top of the Jobs page in a bright colour and be highlighted on their social media channels each week for a month. This service only costs £50+VAT.

To place an advert, visit the [Jobs page](#) and upload your vacancy using the application form template [here](#). If you choose the Featured Advert option, they will send you an invoice once the advert has been posted online.

PLEASE VISIT OUR LMC WEBSITE FOR PRACTICE VACANCIES VIA THE LINK

[Leeds LMC: Jobs](#)