

# LMC ViewPoint

*The newsletter of Leeds Local Medical Committee Limited*

*11th February 2022*

## **“From clapping to abusing”. Yorkshire Evening Post**

The [Yorkshire Evening Post](#) used its front page to highlight the abuse many practice staff are receiving on a daily basis from some patients. GPs and practice staff are calling on their patients to be kind and considerate when seeking help and advice from general practice teams, and not to take out their anger or frustration on those who are trying to help them.

The West Yorkshire Health & Care Partnership is developing a public campaign to both help try to highlight the impact of this and reduce these episodes that are having such an impact on healthcare workers.

## **NHS elective recovery plan**

We are all too aware that the rise in the problem of abuse and the effect it has on hardworking frontline healthcare staff is linked to the impact the pandemic has had on the NHS backlog, both in general practice and secondary care services. This week the government have stated that [waiting lists will not start falling for 2 years](#) and said that six million people are on a waiting list - one in nine of the population. It is though concerning that their £8bn plan does not include additional funding for general practice. At this critical time it's vital that the government not only focuses on the secondary care waiting list but also seeks to support general practice in dealing with the impact of rising consultation requests and patient need in the community.

The BMA have produced a brief summary of the [Delivery Plan](#) and this is attached.

## **Leeds LMC Wellbeing event**

Leeds LMC held a successful Wellbeing event at which we were very pleased to hear from Prof Dame Clare Gerada who talked about her work with the [Practitioner Health](#) service. She highlighted the rising numbers of doctors, senior nurses and practice managers who have contacted the service, and described how they have been able to help them. The service is free and offers confidential mental health and addiction support to healthcare workers.

We also received insightful presentations from Dr Sarah Coope, Senior Medical Educator at the Medical Protection Society who talked about [Beating Burnout](#) and from Dr John Bibby who highlighted the value of the GPMplus mentoring programme which can be access through Leeds LMC.

Recordings of the event will shortly be posted on the LMC website.

## **BMA calls on Government to begin negotiations for revised fit-for-purpose GP contract**

In a meeting this week at which GPC England discussed the 2022-23 proposals from NHS England for this year's GP contract changes, the committee called on the Government to commence negotiations for the next GP contract, and to provide support for practices in meeting the ongoing demands placed on them in the wake of the pandemic.

They have also called for immediate support for practices in managing the record backlog in the communities and laid out an intention to begin plans for a profession-wide consultation on the future of General Practice. Read the GPCE statement [here](#)

### **Vaccination as a condition of deployment**

Practices will be aware that on 31 January the government decided to reverse their plans for [vaccination as a condition of deployment](#). In this letter NHSE advises practices that this change in Government policy means that employers no longer need to serve notice of termination to employees affected by the VCOD regulations. NHSE have now also updated their guidance and produced further [FAQs](#) including detail on recruitment and recommendations for any formal processes which may have already commenced.

### **Covid-19 vaccination for vulnerable 5-11 year olds**

The Covid-19 vaccination programme has now been extended to include [vulnerable children](#). Details have been shared with vaccination sites and practices have been encouraged to identify eligible children and encourage them to be vaccinated.

### **Antiviral medicines and neutralising monoclonal antibodies (nMABs)**

West Yorkshire Health and Care Partnership issued further guidance on the use of antiviral medicines and neutralising monoclonal antibodies (nMABs) to clinically eligible, non-hospitalised patients with COVID-19 (see attached letter). The COVID Medicines Delivery Unit at Union House in Leeds continues to operate two clinics per week (Tuesday and Thursday) for eligible patients to receive IV nMABs. By 31 January they have given treatment to over 200 patients.

Local Care Direct (LCD) continues to triage all patients identified on the national database. They are currently receiving around 75 referrals a day with a 25% conversion rate to possible treatment. Since the 10 January, 1,470 people have been assessed for treatment. This has resulted in 220 patients receiving treatment, 150 oral antiviral molnupirivir and 70 patients on IV infusion sotrovimab (accurate 28 January). If you identify any patients that you feel should be going through this pathway, who are clinically vulnerable and meet the eligibility criteria, please complete the referral template on S1 / EMIS or email their details securely (name, NHS number and contact number) to [cmdu@lcdwestyorks.nhs.uk](mailto:cmdu@lcdwestyorks.nhs.uk).

### **The covid-19 vaccination programme: trials, tribulations and successes**

The King's Fund have published a detailed and illuminating review describing how the covid vaccination programme was developed. [The covid-19 vaccination programme: trials, tribulations and successes](#) is well worth reading and outlines the history of the programme from the outset of the pandemic and is free to download.

### **Tackling the inverse care law in General Practice**

The Health Foundation have produced a report [Tackling the inverse care law. Analysis of policies to improve general practice in deprived areas since 1990](#). This outlines the various initiatives over the last 30 years to try to support practices address health inequalities and puts forward recommendations for future policy.

### **GP workforce data**

The latest [GP workforce figures \(from December 2021\)](#) have now been published. There have been several methodological changes this month so the data in this release and future releases is therefore not directly comparable to previous figures.

Data for December shows a decrease of the equivalent of 188 full time fully qualified GPs over the last year since December 2020. We now have the equivalent of 1,516 fewer fully qualified full time GPs than in 2015. On a headcount basis, over the last year from December 2020 to December 2021 we have lost 454 GP partners and gained 305 salaried GPs.

In addition despite reductions in the fully qualified GP workforce, the average number of patients each GP is responsible for has increased by around 300 – or 15% - since 2015.

Read more about NHS pressures on the BMA's [NHS under pressure hub](#), including GP workforce and pressures on their [GP analysis page](#)

### **2019/20 Pensions Annual Allowance Charge Compensation Policy**

The application window for 2019/20 Pensions Annual Allowance Charge Compensation Policy applications is coming to an end and any GP with an annual allowance charge for 2019/20 needs to submit their employer sign off to [PCSE](#) by 11 February 2022 (albeit late applications will be processed if you have not received your information to submit this, or if your information changes post McCloud).

The Scheme Pays application needs to be in with NHSBSA by 31 March 2022. As may be the case of many GPs, where you have still have not received your annual allowance information an application can be submitted with a nominal amount which can be amended at a later date.

Read more about the Pensions Annual Allowance Charge Compensation Policy on the [PCSE website](#). The BMA's advice on annual allowance is available [here](#). Read more about the McCloud judgement [here](#)

### **Pension tax seminars**

NHSE/I are hosting a number of pension seminars in February for GPs aged 50 and over to address pensions and pension tax. There are 25 places available at each seminar, and slots will be offered on a first come, first served basis – book [here](#)

### **New to Partnership Payment Scheme Evaluation**

NHSE/I are evaluating the structure and impact of the [New to Partnership Payment Scheme](#) to understand better how it is viewed by GPs, whether it has made a positive impact, either for you as new partners or in recruiting new partners to your practice. If you have received this grant payment and would be willing to share your experience and feedback, please get in touch by emailing [england.newtopartnershipenquiries@nhs.net](mailto:england.newtopartnershipenquiries@nhs.net)

### **West Yorkshire ICS monthly update**

The WY ICS monthly update is attached, and summarises some of the work being done by the emerging ICS. This includes as highlighted above plans for a primary care anti-abuse campaign: Be Kind. The hope is to launch a 'Be Kind' campaign in February.

### **BMA Council elections**

Nominations are open for election to the 2022-2026 session of the BMA's [UK Council](#). BMA council sets the strategic direction, enacts policy and forms policy throughout the year. You can [nominate yourself](#) until **4pm 14 February**, before voting opens on **16 March**. [Find out more about how to nominate yourself for election to UK Council and what's involved](#)

## **BMA Snapshot Summary: Delivery plan for tackling the Covid-19 backlog of elective care**

Please see the attached update for your information.

### **GPC UK regional elections**

GPC UK elections are now open for a new representative for the Calderdale, Kirklees, Leeds, and Wakefield constituency. After 21 years representing GPs in West Yorkshire, Dr Richard Vautrey, Leeds LMC assistant secretary, has decided to step down so that others can have the opportunity to take on this important role.

To stand or vote in a constituency, you must be a BMA member and a GP doctor practising in this area. Self-nominations can be made until 12pm on Monday 7 March 2022. The ballot will be from Thursday 10 March 2022 to Thursday 7 April 2022. Please see the attached flyer for more information.

### **January 2022 – Stakeholder Update, Covid19 Resumption of dental services**

Please see the attached update for your information.

### **Big changes? Under pressure? Or simply in need of a new challenge? GP Mentorship Plus Programme – sign up for free today!**

All of us will have had one or more informal supportive relationships at some time in our professional lives. However, once we become GPs, Nurses, Practice managers, we often spend all our energy supporting others. This can mean that in times of challenge or transition we can be reluctant or too pressured to seek support or refreshing input.

For all of us there are times when a confidential chat with an empathetic colleague with no vested interest can make a huge positive difference and keep us in control and enthusiastic, whether we need support or a challenge to develop ourselves further.

The [GPMPPlus](#) service provides the opportunity for you to receive mentoring by trained colleagues.

#### What is mentoring?

There has been considerable debate in literature comparing and contrasting mentoring and coaching. What is described in one organisation as mentoring may be known in another as coaching. Whilst there are differences in the nature of the relationship (mentors often have experience of the type of situations the mentee brings, a coach not necessarily so) there are many similarities in the skills, tools and approaches a mentor or coach uses.

Both activities are essentially a conversation where learning takes place through asking the right questions rather than simply providing the answers.

However, in the context of the GPMPPlus service there is an important added benefit to the service being mentoring rather than simply coaching. All of our mentors, in addition to having been trained as coaches, have wide experience of working in General Practice and so, where appropriate, they are able to offer advice based on experience as well as using their coaching skills.

However, your mentor is experienced enough to be flexible to your needs and only uses these models as a framework and guide.

## **Free SuppoRTT course for those returning to or just returned to work and those considering leaving**

Do you know someone returning to work? Or someone contemplating leaving?

The HEE SuppoRTT team have commissioned a **new, free** course designed to improve self-awareness, exploring conditioning, life experiences, aspects of the psyche and how these impact on our responses in all situations.

Delegates will master the core skills to observe their current behaviour which is essential to responding in a conscious way and teach practical tools and techniques to weave into their day

The course is perfect for those currently out of post to prepare for returning to work, and those who have just returned eg after maternity leave or a period of illness. It is also an excellent course for those feeling burnt out.

Below is a summary of the course and the booking links.

Join the 'Resilient Practice' team for 3 interactive workshops designed to equip you with all the tools you need to return to work with confidence, enhanced skills, and a resilient mindset.

We will show you how to:

- Measure your current resilience
- Take a deep dive into the psychology that supports improved mental wellbeing
- Master the core skills required for resilience
- Develop a bespoke toolkit to foster wellbeing and resilience for the rest of your career.

Day 1:

Delegates will gain a deep understanding of the key aspects of psychology that build resilience and learn how to apply them in clinical practice.

They will also have the opportunity to reflect on and evaluate the effects of putting this into practice using the Resilient Practice workbook

Day 2:

Delegates will master the core skills of self-observation, communication, breathing, visualisation, meditation, and mindfulness.

They will also have the opportunity to reflect and evaluate the effect practising these new skills as part of their wellbeing routine.

Day 3:

Delegates will experience a wide range of practical accessible resilience tools and techniques.

They will have the opportunity to measure their individual resilience needs using the 'Resilient Practice Gap Analysis Tool' to which the tools are clearly mapped.

Delegates will then create their own Resilience Toolkit.

Follow the links below to book your **FREE** place

We look forward to working with you

**February 2<sup>nd</sup>, 9<sup>th</sup> & 16<sup>th</sup> -**

<https://www.maxcourse.co.uk/HEEYHME/userCourseMatchListCourseDetails.asp?cKey=19131>

**March 4<sup>th</sup>, 11<sup>th</sup> & 18<sup>th</sup> -**

<https://www.maxcourse.co.uk/HEEYHME/userCourseMatchListCourseDetails.asp?cKey=19132>

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### ***COMINGS AND GOINGS***

#### **Leeds City Medical Practice**

Welcome two new doctors joining our partnership from 1<sup>st</sup> March 22 and would like to welcome Dr Jane Armstrong and Dr Elisabeth Guerry.

#### **The Practice Harehills Surgery**

Fond farewell to Dr Godfrey Vera, Salaried GP is leaving on the 17<sup>th</sup> March 22.

#### **Alwoodley Medical Centre**

Fond farewell to Dr Angela Rickards who retired from the partnership on 2nd Feb 22.

### ***PRACTICE VACCANCIES***

#### **Come and join us at Central North Primary Care Network: be the first PCN salaried GP and develop a role in education**

We are looking for an engaging PCN GP to work across the whole Primary Care Network based in North Leeds. We need someone with an interest in clinical and educational supervision to help support and train our growing multidisciplinary team of paramedics, OTs, care coordinators, social prescribers and health and wellbeing coaches. This role will involve education and support for all members of the team along with undergraduate/postgraduate trainees as required.

You will spend up to 25% of your week supporting colleagues, improving pathways and contributing to service design. The remainder will be working clinically within the 7 PCN member practices as the need arises.

This is a great opportunity to develop a new role within a primary care setting in one of the best PCNs in the city.

**Reporting to:** Clinical Director

**Hours of work:** 6-9 Sessions

**Contract type:** Full time/part time/job share salaried GP position

**Role summary:** The post-holder will provide general medical services managing a caseload and deal with a wide range of health needs in a primary care setting, ensuring the highest standards of care for all registered and temporary patients. The successful candidate will be expected to participate in and contribute to all aspects of primary care within the

PCN. There will be additional responsibility for supporting additional PCN team members, providing educational support and supervision.

**Salary:** Very competitive depending on qualifications and experience

Applications with CV or If you are interested to know more please contact :

[lynnedoyle@nhs.net](mailto:lynnedoyle@nhs.net)

Business Manager

Central North Leeds PCN

**Thornton Medical Centre, Leeds LS12 1JE**

**Salaried GP (number of sessions negotiable)** to commence Spring onwards 2022

- GMS practice with a list size of around 10,000
- Modern and fully equipped health centre using Systm One
- Clinical staff includes 4 GP Partners, 3 Salaried GPs, 3 Practice Nurses, 1 HCA and 1 Phlebotomist who are well supported by a friendly and experienced administrative team.
- Part of a well run PCN including Pharmacists, Social Prescribers and Frailty Team
- Training practice
- Core hours 8am – 6pm, no weekend working
- Daily mid-morning rest break with other GPs, social and supportive practice
- Minimal paperwork
- Opportunities for career development/portfolio role
- Competitive salary, BMA standard contract, MDU paid

Informal enquiries and visits are very welcome.

Apply with a CV and covering letter to our Practice Manager [escott@nhs.net](mailto:escott@nhs.net)

We have a vacancy on NHS jobs for an ANP to work between both sites Church Street Surgery in Hunslet and Conway Medical Centre in Harehills.

If anybody would like further information to contact the Practice Manager

[martinadalton@nhs.net](mailto:martinadalton@nhs.net).

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LMC ViewPoint is published by Leeds Local Medical Committee Limited

Registered Office: 2 Farrar Lane, Leeds, West Yorkshire. LS16 7AA

Tel: 0113 295 1460 fax: 0113 295 1461 email: [mail@leedslmc.org](mailto:mail@leedslmc.org) website: [www.leedslmc.org](http://www.leedslmc.org) Twitter: @Leedslmc