

# LMC ViewPoint

*The newsletter of Leeds Local Medical Committee Limited*

*22<sup>nd</sup> July 2022*

## NHS pay recommendation 2022

Responding to the [recommendation from the Review Body on Doctors' and Dentists' Remuneration \(DDRB\)](#) and [subsequent decision from Government](#) to offer a 4.5% award to some doctors, but not GP partners in England, the BMA says this is a "brutal pay cut", which will come as a "bitter blow to doctors".

The Department of Health and Social Care have stated that there will be no additional funding provided to GP practices in England. Practices have already received an increase to global sum to cover a 2% pay uplift but this leaves practices having to consider whether and how they fund any additional pay rise for practice staff. This was recognised by the DDRB report but ignored by government:

"11.45 Therefore, we are not making a formal recommendation for the groups under Multi Year Deals this year. **However, we would strongly urge the governments to consider the unique economic and workforce context, the need to protect the relative pay position of staff on MYDs, and the issues of recruitment, retention and motivation outlined above, and work with the trade unions to take action to address these issues. We would also wish to stress the harm that may be caused to recruitment, retention and motivation by not acting.**"

BMA England GP committee chair Dr Farah Jameel said: This announcement is a kick in the teeth to both GP partners and salaried GPs in England, who have spent the last two years going above and beyond, against all odds to protect and care for their communities. For GP partners, locked in a five-year pay deal that was agreed pre-pandemic, and now with inflation sky-rocketing, to offer nothing in addition to recognise their intense efforts and transformation of services during Covid-19, nor to pay their staff the recommended uplift, or meet the increased costs of running practices, is a complete insult.

"GPs and their teams have been at the forefront of the fight against COVID-19 and in May alone delivered an estimated 28.3m patient appointments. To, therefore, fail to recognise these efforts with a fair and substantial pay uplift demonstrates just how little Ministers think of GPs.

"And as was made clear in the BMA's evidence to the DDRB, the current pay ranges for salaried GPs have ceased to meaningfully reflect reality. In the face of rampant inflation, the decision to only give them a 4.5% increase this year – another real-terms pay cut – the gap between what salaried GPs should be paid and what they are being paid will widen even further. The truth is that GP shortages are compromising patient safety, and this announcement of another real-terms pay cut for our members is likely to speed up, not slow down, the number of GPs leaving the profession when we need them the most.

At a meeting of GPC England yesterday (Thursday 21 July), members passed a resolution that rejected the pay award and committed representatives to further discussions around next steps, including potential industrial or collective action. A [BMA press statement](#) on this has been issued in which Dr Richard Van Mellaerts, BMA England GP committee deputy chair, said: "Doctors across the profession, and colleagues across the NHS, find it unfathomable just how completely out of touch this Government is with the experiences of those fighting an uphill battle on the ground, and the message is clear: enough is enough."

## Covid-19 and influenza vaccination

Final JCVI advice today confirms that the COVID-19 Autumn booster should be offered to the following groups:

- Residents in a care home for older adults and staff working in care homes for older adults

- Frontline health and social care workers
- All adults aged 50 years and over
- Persons aged 5 to 49 years in a clinical risk group, as set out in the Green Book
- Persons aged 5 to 49 years who are household contacts of people with immunosuppression
- Persons aged 16 to 49 years who are carers, as set out in the Green Book.

In addition, the government has also announced that, in addition to flu vaccine cohorts previously set out in the annual flu letter 2022/23, the cohorts will be expanded to include:

- Secondary school children in years 7, 8 and 9 who will be offered the vaccine in order of school year (starting with the youngest first). This group are likely to be offered vaccination later in the year once children age 2 and 3 and primary school age children have been vaccinated.
- 50 to 64 year olds that are not in a clinically at-risk group, who are likely to be offered vaccination later in the year once people that are more vulnerable to COVID-19 and flu, including those in clinically at-risk groups have been offered their vaccine.

More information can be found in this [NHSE letter](#). The [annual flu letter](#) has been amended as has the [seasonal flu vaccination reimbursement guidance](#).

### **Fall in patient satisfaction is a stark reflection of the workforce crisis in general practice**

Ipsos MORI have published the [GP patient survey](#) results for 2022. Satisfaction with primary care has fallen significantly. While the overall trend since the survey began 16 years ago has been for a gradual decline in satisfaction, the scale of the fall this year has been significant, with a sharp decline in results for questions about overall experience of the GP practice, making an appointment, NHS dental services and NHS services when the GP practice is closed.

- Satisfaction with access to primary care has seen the largest declines – for example, 52.7% found it easy to get through to someone on the phone at their GP practice (67.6% in 2021). This result is at its lowest for the ten-year period we can measure (80.8% in 2012). In addition, 26.5% said that they avoided making an appointment because it was too difficult, compared with 11.1% in 2021.
- However, most patients continue to be positive about their experience during their last appointment, for example, nine in ten patients reported feeling confidence and trust in their healthcare professional (93.1% in 2022, 95.6% in 2021)."
- Overall experience of GP practice shows a Good response of 72% - which is a significant fall since last year where it was 83%
- Over 80% respondents say the healthcare professional they saw listened to them, gave sufficient time, and treated them with care – but in each case this was a fall of around 5% points since last year
- The figures around making an appointment are especially poor, e.g. only 51% say someone at the time they wanted, down from 59% last year; and only 56% say they had a good experience of making an appointment, hugely down from 71% last year
- More positively, the figures for having confidence and trust in their healthcare professional (93%, down from 96%) and saying needs were met (91%, down from 94%) are very high and do not show the same kind of step-change down as the earlier bullets

Responding to the publication of the [GP patient survey](#) results, Dr Farah Jameel, BMA England GP committee chair, said: "It's only right that patients expect and deserve high-quality, timely care whenever they interact with their GP practice, and we share their frustration when this doesn't happen. We too feel dissatisfied after years of under-investment, ever increasing workload, and a Government who has not been listening to us. We've been saying for years that general practice needs investment, more GPs, and more support to see as many patients as possible in a way which meets their needs.

"The fall in patient satisfaction with making an appointment is a stark reflection of the capacity shortfall that general practice is facing. General practice appointment bookings reached record highs over the winter of 2021, but we still lack enough doctors to safely meet demand. There has

been a failure of successive Governments to recruit enough GPs, and crucially retain those we've already got, leading to those staff that remain being forced to plug the gaps in the service."

### **GMC National Training Survey 2022**

Responding to the findings of the [GMC National Training Survey 2022](#), in which two-thirds of trainee doctors said they 'always' or 'often' felt worn out at the end of a working day, Dr Sarah Hallett and Dr Mike Kemp, BMA junior doctors committee co-chairs, said:

"This survey shows what junior doctors on the frontline know only too well; the sheer exhaustion of tackling a record patient backlog with insufficient staff and resources to provide patients with the care they need and deserve. That nearly half of trainee doctors (44%) are regularly exhausted in the morning at the thought of another day of work shows that morale is at rock bottom, with no signs of improvement on the horizon.

Dr Kieran Sharrock, BMA England GP committee deputy chair, said: "The Government must be held accountable for the NHS workforce crisis which, as these findings show, has taken a severe toll on the wellbeing of both GP trainers and trainees. Nearly three quarters (73%) of GP trainers said that they always or often feel worn out at the end of the working day and over a sixth (16%) of GP trainees said they work beyond their rostered hours on a daily basis. This unequivocally shows that the emotional intensity of the job cannot be underestimated, as no doctor in general practice is immune to the immense pressure on the health service, which is already compromising patient safety.

"Since 2015, despite Government promises to increase the number of GPs, we have actually lost the equivalent of 1,737 fully qualified, full time GPs. With more than a sixth (16%) of doctors telling us they plan to leave the NHS altogether after the pandemic, this figure can only be expected to rise unabated, unless there is a plan in place to increase staffing and support their wellbeing.

"The Government must urgently set out long-term plans to increase staffing across the NHS, backed up by independent workforce assessments. If it doesn't urgently address the workforce crisis, doctors will be left with no choice but to take steps to protect their health and wellbeing, by reducing their hours or leaving medicine altogether, to the inevitable detriment of patient care."

### **Statutory medical examiner system**

NHS England has written to outline the time line and preparation for the full introduction of the [medical examiner system](#). The government announced their intention to work towards this commencing from April 2023, recognising the need for all relevant government departments to be ready and aligned to enable successful implementation. Medical examiners provide independent scrutiny of non-coronial deaths across all healthcare settings, and carry out a proportionate review of relevant medical records. All healthcare providers are expected to develop and implement arrangements to share the records of deceased patients with their local medical examiner office. We would expect the ICB to provide more information about this for practices in the coming months.

### **DVLA announces change in the law to enable more healthcare professionals to complete medical questionnaires**

From 20 July the law has changed to enable healthcare professionals other than doctors to complete DVLA medical questionnaires following notification of a medical condition that may affect an individual's driving, DVLA has announced. The change to the Road Traffic Act 1988 will now allow doctors to refer medical questionnaires to colleagues such as specialist nurses and opticians from other professional bodies. DVLA will continue to send questionnaires to GMC doctors and consultants, and it will then be up to individual GP practices and hospital teams as to which healthcare professional in practice is best placed to complete the questionnaire.

### **Wanted – a GP to work one session a week for the GP Confed on mental health (LMWS).**

The Confed is looking for a GP to work with us for one session a week on shaping and developing the Leeds Mental Wellbeing Service (LMWS). This initially will be for a 1 year period starting in September 2022. The role will work alongside another GP plus two managers to represent the

Confed within the LMWS partnership. The role will focus on further shaping the primary care mental health model aligned to PCNs with a view to developing the model in line with the transformation of community mental health services. The role is paid at £90 p/h.

For enquiries and to express an interest; please contact [amelia.letima@nhs.net](mailto:amelia.letima@nhs.net) in the first instance (by the 12<sup>th</sup> August).

### **Primary and Community Care Programme Bulletin - July 2022**

Please see the attached bulletin update.

### **Comings & Goings**

- Dr Georgiana Jong joining Thornton Medical Centre in August as a salaried GP
- Dr Philip Dyer has retired from Craven Road Medical Practice and will be missed by all the staff and patients. Good luck in your retirement.
- Allerton Medical Centre is delighted to welcome Dr Katie Davies who joins the practice as a salaried GP from 25 July 2022.

### **Vacancies**

#### **Practice Nurse (0.5-1.0 FTE negotiable, hours / days negotiable) Moorfield House Surgery / Garforth & Rothwell Leeds LS25/26**

We are a very friendly, vibrant and ambitious GP practice with lovely, helpful and kind patients based in Garforth and Rothwell, Leeds.

We have a list of ~10,300 over 2 sites. There are currently 8 GPs plus an ANP/ Matron, 2 PNs and 3 HCAs. All our clinicians spend time at both sites weekly. We also support patients in 3 care homes (~100 beds). Our clinical system is S1.

We are seeking a practice nurse to join our team. You will need to be an appropriately qualified nurse, ideally with 2+ years of GP practice experience but we also welcome applications from newly qualified practice nurses with a passion to develop their career.

As a practice we are committed to CPD and will be excited by applicants who can evidence a history of learning and personal development through their career. If you have additional primary care oriented qualifications relating to LTCs, especially diabetes and asthma they would be a significant advantage. The cherry on the cake would be a passion for mentoring, developing and teaching colleagues and students.

We highly value compassionate, family centred patient care and deliver it through strong teamwork across the whole organisation. You will be clinically supported by a very approachable, experienced and enthusiastic team of PNs, HCAs, GPs, ANP,PAs, Paramedics, FCPs and Midwives. We also have a friendly and helpful administrative and management team who will welcome you to the practice.

Our sites have free parking, are within 5 mins drive of the M1 and are easily accessible by public transport.

Applications by CV and covering letter. For an informal discussion or to arrange a visit please contact Ade Brownlow our Practice Business Manager: [Adrian.brownlow@nhs.net](mailto:Adrian.brownlow@nhs.net) .

### **Salaried GP Vacancy / Permanent position /Sessions per week: 4-5 sessions per week**

We are looking for a highly motivated doctor to join our medical practice. Our 'small friendly team' is situated in purpose build premises in the pleasant residential area of Drighlington in Leeds.

We are a practice who participate in a range of projects and enhanced services. We train Pharmacists/Advanced Nurse Practitioners/Physician Associates.

Drighlington Medical Centre have a dedicated small team which consists of approximately 2 GPs, an Advanced Nurse Practitioner, and a Physician Associate. We also have a small nursing team.

- List size of approximately 3000
- 2 Partners- Dr Shabina Khan and Dr Farida Gupta
- Systemone (Full Training will be provided)
- There is no requirement for any extended Hours work
- This includes a fair share of letters, path links and prescriptions

Salaried rates and job plan will be primarily based around recommended BMA, and may be negotiable subject to experience and flexibility.

### **Salaried GP - South Queen Street Medical Centre**

#### Job summary

South Queen Street Medical Centre an exciting opportunity for a GP to join our friendly and supportive practice team, working 4-6 sessions per week.

We are a practice based in Morley with excellent transport links into Leeds and further afield via the nearby M62. We are a PMS practice of 5000 patients.

We are looking for a confident and independent GP who is committed, enthusiastic and passionate about making a difference in primary care.

#### Main duties of the job

The post-holder will provide personal 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.

#### About us

We have a varied and passionate clinical team consisting of ,2 salaried GP's , 1 senior Partner , 1 ANP , 1 Practice Pharmacist , 2 Practice nurses and 2 HCA's ( with 1 newly qualified ) who work alongside our excellent administration team.

We are part of the Morley & District Primary Care Network and are also a training practice for Foundation Doctors.

Please contact Melanie Aveyard maveyard@nhs.net or Dr David Kaushal david.kaushal@nhs.net for further information.

### **Specialty Doctor in Paediatric Palliative Medicine**

|                           |   |
|---------------------------|---|
| <b>Salary</b>             | NHS Specialty Doctor Scale (MC75 (01-18) dependent on experience)   |
| <b>Hours of work</b>      | 4 PAs, 9am-5pm, 2 days per week (preferably Monday and Tuesday) plus on call cover of 1 in 6 rota – which would include weekday nights on call and 1 in 6 weekends (total 6 PAs to allow for CPD) |
| <b>Place of work/Base</b> | Martin House and in the Community.  |
| <b>Type of contract</b>   | Permanent   |

## About Martin House

Martin House has been caring for babies, children and young people with life-limiting conditions from West, North and East Yorkshire for more than 30 years. Every year we care for more than 420 families at our hospice in Boston Spa, in hospitals and in their own homes. We also support more than 150 bereaved families each year.

## The role

We are seeking a Specialty Doctor in Paediatric Palliative Medicine. The successful candidate will be part of a medical team providing 24/7 medical cover at the hospice, comprising of two part-time Consultants in Paediatric Palliative Medicine, three parttime specialty doctors and a full time specialist doctor who provides autonomous clinical care for patients. In addition, the team support paediatricians in training.

## Our ideal candidate will

- Be on the GMC register with a licence to practise.
- Have a significant level of paediatric or palliative care experience
- Have leadership experience
- Understand and implement audit and quality improvement activity.
- Be dedicated, compassionate, work in collaboration, be open, honest, flexible, caring and deliver high standards in everything you do.
- Want to work in a well-established, award winning hospice, working as part of the multidisciplinary team to support the children, young people and their families from the time of their referral through to end of life care.

## Our Benefits include

- 32 days annual leave plus statutory holidays,
- Recognition of NHS pension scheme for candidates who are currently in the scheme and up to 10% contributory AVIVA scheme
- Sick pay — six months full pay and six months half pay from day one of service
- Enhanced parental leave — maternity matched to the NHS.
- Life insurance — two times annual salary.
- Employee Assistance Programme
- Free parking at Martin House Children's Hospice, Grove Road, Boston Spa.

If you want to be part of an exciting new journey within the Charity and are seeking a new challenge, we would love to hear from you...

For further details please see the Recruitment Pack and to apply please complete an application form, through our website, [martinhouse.org.uk/vacancies](https://martinhouse.org.uk/vacancies) referring to the Job Description and Person Specification. For further information, an informal discussion, or if you require any reasonable adjustments at any stage of the application process, please contact: Michelle Hills - [mhills@martinhouse.org.uk](mailto:mhills@martinhouse.org.uk)

The closing date for applications is midday on Wednesday 27<sup>th</sup> July 2022 and applications should be emailed to [hr@martinhouse.org.uk](mailto:hr@martinhouse.org.uk). Interviews will take place on Thursday 18<sup>th</sup> August.

If you have not heard from us by Friday 5<sup>th</sup> August, please assume your application has been unsuccessful on this occasion.

Please note all applicants must already hold the legal right to work in the UK to fulfil this role.

**Manston Surgery -Crossgates, Leeds LS15 8BZ & Scholes branch surgery LS15 4DR  
SALARIED GP's REQUIRED – WITH A VIEW TO PARTNERSHIP FOR THE RIGHT  
CANDIDATE : 4-8 SESSIONS NEGOTIABLE**

Manston Surgery is a two-site practice with surgeries in Crossgates and Scholes (LS15) supporting 8200 patients.

We are looking for GP's to join our friendly and welcoming team as a GP Partner or as a salaried GP for up to 8 sessions per week. Your role will be working alongside 3 existing partners, 2 salaried GP's and a GP retainer all being supported by our excellent management, nursing, administration and care navigation teams.

Our clinics are based on a mix of telephone and face to face appointments with patient choice being our main focus. They are triaged by our competent care navigation team and supported by a clinical 'duty doctor'.

We are looking for skilled GP's with the motivation skills and ambition to be actively involved in our practice to cover up to 8 sessions per week. The post-holder will be expected to undertake all the normal duties and responsibilities associated with a GP working within primary care.

You will be working across 2 locations one of which is a dispensing site.

Manston Surgery are a forward thinking and high achieving practice located in East Leeds and within easy access of the A1/M1/M62 motorway links. The Practice is well established and respected locally. We pride ourselves on providing high quality care and innovation in development of local services through our Primary Care Network (PCN).

Our practice uses SystmOne & AccuRx.

For further details or to arrange a visit, please contact the Practice Manager  
Julie.martin35@nhs.net or call 0113 2645455