



Tuesday 15th November 2022

Notes from Your LMC Chief Executive

Primary & Integrated Neighbourhood Care Transformation Programme Group (PINC)

As I write to you, I am sitting in a meeting of the Primary & Integrated Neighbourhood Care Transformation Programme Group (PINC) doing a “Deep Dive” into the state of General Practice. This is an ICB wide group. We don’t need to do much of a dive to see that general practice is on its knees. The way our ICB works is through lots of slide shows and requests for more information. I am not holding my breath, but at least there is starting to be some recognition that we are in a critical state. I have just made myself unpopular by challenging the process they are adopting today.

If anything comes of this, I will let you all know.

ICB Management Structure

As you may know, the ICB has developed a management structure to deliver its agenda. I was surprised at the size of this structure and the number of Directors, Associate Directors, Deputy Directors etc. At the same time there is absolutely no clarity on what will be delegated to the local level (the new “Places”) and who will be available to support general practice.

We were promised that as CCGs were wound up, the primary care teams that supported general practice would be retained. These staff are still waiting to hear about their future and are getting increasingly demoralised.

At the same time our clinical leads that have led thinking and influence on Cancer, Mental Health, Children & Young People, and contributed to planning on Urgent Care, Planned Care, Safeguarding, Integration etc. have all been placed on temporary contracts that expire on 31st December. They are likely to be replaced by multidisciplinary teams in each “Place.” Maybe they are cheaper, but they do not have the breadth of clinical knowledge and expertise that GPs have in their pivotal role within the health care system.

Back to the management structure, it now appears that the ICB can no longer finance its planned structure. It is amazing that the “running and programme costs” of the ICB are now £62.7m. As I understand it none of this is on direct patient care but on management costs. A letter has now gone out to all ICB staff stating that there will now be a 20% reduction in these running costs to £47m. This still sounds a ridiculous sum of money, but I worry that the top level of new Directors and top management will be preserved, and it will be the Clinical Leaders and GP support staff that will be sacrificed.

GP Clinical Leadership

Allied and following on from the subject above, I have a meeting this afternoon with ICB Directors to discuss what will happen to the GP Leaders once the interim arrangements expire on 31st December. Some of our Clinical Leaders are on employment contracts so have some legal protections, but too many are on “Contracts for Service” and have no protection at all. This is far from fair as in reality there is no difference between employed and service contract people which seems to reflect different practices between CCGs. Certainly, looking forward we will not be advising any future GP Clinical Leads to sign such contracts for service.





Update from the Consortium of Lancashire & Cumbria LMCs

LMC Roadshows - Survival of General Practice

The LMC has arranged 5 face to face roadshows taking place across Lancs and Cumbria. The events will take place from 18.30 – 21.00 with food available from 18.30 at the following locations:

- Cumbria – North Lakes Hotel – 6th December
- Coastal – Ribby Hall – 7th December
- Central Lancs – Marriott Hotel – 8th December
- Morecambe Bay – Crooklands Hotel – 12 December
- Pennine – Dunkenhalgh Hotel -15th December

The theme of the roadshows is the Survival of General Practice where there will be a discussion on the two documents:

- The Health & Social Care Select Committee Report on the Future of General Practice
- BMA Safe Working in General Practice.

And what can we do locally to use these documents to aid practice survival.

You can see the [flyers for the roadshows here](#). Please let [Rebecca](#) know if you would like to attend.

Nurse Strike Ballot

Royal College of Nursing members who were eligible to vote in the ballot found out last week that there was a vote in favour of taking industrial action against NHS employers across the UK.

But what does this mean for GP Practices?

- Appendix 1 of the: [NHS Terms and Conditions of Service Handbook | NHS Employers](#) does not appear to list GP Practices as recognised NHS Employers, despite the fact they are considered as part of the wider NHS family.
- Only nurses employed by NHS Employers are entitled to take official industrial action.
- Some nurses working in General Practice may wish to take unofficial industrial action to demonstrate support for their NHS colleagues.

In the above scenarios, it is likely that striking nurses will be prima facie in breach of their employment contracts and, in these circumstances, the first obvious step would be to consider them AWOL and to withhold pay.

As a first step prior to any industrial action Practices may want to explore with staff to establish any plans to take unofficial industrial action and to engage in consultation about provision of adequate cover to ensure safe levels of services are maintained.

For further information please contact [Stevie Simpkin](#), LMC HR Service Lead.

Employment Law Update Webinar

We have arranged an [Employment Law Update webinar](#) taking place on Wednesday 23rd November 2022 2pm – 4:30pm via Microsoft Teams.

If you would like to attend, please let [Rebecca](#) know.





Update from the Consortium of Lancashire & Cumbria LMCs

Accelerating citizen access to GP Data – updated RCGP online services toolkit

To help GP practices prepare to provide online services, the RCGP has updated its [GP online services toolkit](#) as part of preparations for launching prospective record access as outlined in the [general practice readiness checklist](#).

Self-Care Week 2022

It's Self-Care Week, an annual national awareness week that focuses on embedding support for self-care across communities, families, and generations. The theme for this year is Exercise Self Care for Life. For more information, please see the [Self Care Forum](#).

Please remember there is [support available for you and your teams](#) covering confidential coaching, and the [LMC Support and Development Service](#), our confidential, and independent peer/ pastoral support service that we provide for all GPs and Practice Staff. There is also the [Every Mind Matters platform](#), alongside how to seek [urgent NHS mental health support](#).

Guidance for coding unpaid carers using SNOMED CT including a new code

NHSE recently published [guidance and an accompanying letter to support the consistent use of SNOMED CT codes](#) for recording unpaid carer status in primary care records. Unpaid carers make a huge difference to the lives of patients and frequently step in to reduce the burden on health and care services. NHS Digital will be collecting baseline information on the number of unpaid carers through a new indicator in the Core GP Contract GPES extract. The codes can be used in line with CQC guidance and good holistic practice, and to demonstrate delivery of the [NHS Long Term Plan objectives](#).

Great Ormond Street Hospital (GOSH) to send clinical correspondence electronically to General Practices in England using EMIS

From 14 November, GOSH is expanding digital correspondence to Practices using EMIS that allow correspondence to be filed directly into their electronic patient record systems. Practices using EMIS who [receive electronic correspondence in error or have problems viewing it, should notify GOSH](#) using your practice nhs.net email.

NHS OpenAthens – unlocking knowledge and evidence

[NHS OpenAthens](#) provides free and secure access to a range of digital resources. It provides access to a range of quality, trusted, evidence-based information for health and care staff throughout their career, at work, in practice, on call, while studying and at home. [Sign up or renew your NHS OpenAthens account](#) online or watch the [‘how to register’ video](#).

