



## Update from the Consortium of Lancashire & Cumbria LMCs

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Tuesday 28<sup>th</sup> January

### General Practice Alert State (GPAS)

You can see the latest SitRep results below. Results can also be found [on our website](#).

The data we do not receive prevents us from providing a robust picture of system partners and hinders our efforts to push for more support on your behalf.

We really appreciate you taking the time to help us help you.

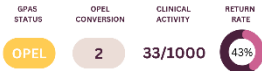
[Please let us know](#) if you are a Practice Manager and do not receive the GPAS input emails.

If someone at your practice needs to be added to the distribution list please email [enquiries@nwlmc.org](mailto:enquiries@nwlmc.org). Submission links are sent out every Tuesday and Wednesday.



## GENERAL PRACTICE ALERT STATE SITREP | 24.01.2025

### LANCASHIRE & CUMBRIA DATA

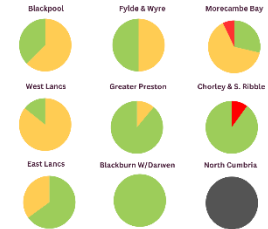


### IMPORTANT FIGURES



### LOCALITY DATA

LOCALITY	GPAS STATUS	OPEL STATUS	CLINICAL ACTIVITY	RETURN RATES
Blackpool	Amber	3	23/1000	50%
Fylde & Wyre	Amber	3	36/1000	56%
Mancunberby	Amber	3	25/1000	45%
West Lancs	Amber	3	36/1000	47%
Greater Preston	Green	2	36/1000	41%
Chorley & S. Ribble	Green	2	43/1000	42%
East Lancs	Green	2	26/1000	44%
Blackburn W/Darwen	Green	2	31/1000	43%
North Cumbria	Insufficient responses			



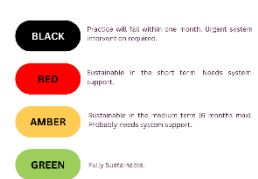
### A SELECTION OF THIS WEEK'S PRACTICE COMMENTS

(Primarily under contract but long term contracts and right saving)

### GPAS CHANGE SINCE LAST SITREP

LOCALITY	Last SITREP	This Week	Trend	Note
Blackpool	Amber	3	→	
Fylde & Wyre	Amber	3	→	
Mancunberby	Amber	3	→	
West Lancs	Amber	3	→	
Greater Preston	Amber	1	→	
Chorley & S. Ribble	Amber	1	→	
East Lancs	Amber	2	→	
Blackburn W/Darwen	Amber	1	→	
North Cumbria	Insufficient responses			

### A QUICK GUIDE TO THE GPAS STATES



### LMC NOTE:

Please continue to share your data with us so that we can ensure the system is aware of any capacity and demand concerns pertaining to General Practices.

1. This figure is based on the data of the data submitted to the Practice Management System. 2. This figure is based on the data of the data submitted to the Practice Management System.

Please let us know if you have any questions/ issues

## Quality Contract Peer-to-Peer LMC Learning Events FAQs

As we head towards the end of the financial year and final submissions for the Quality Contract, please be reminded of the advice, and sharing good practice garnered through the LMC Learning Events. You can view the FAQ document [here](#).

## LMC Contact Information - Practice Managers

Practice Managers have been provided with instructions via email on how to confirm their Practice's Partners, Salaried and Locum GP details in preparation for the upcoming elections. We are kindly asking for contact information to be completed as soon as possible in advance of election notices being sent out next week.

If you are a practice manager and have not received the survey details, please contact [Rebecca Noblett](#).

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## GPC's position on the Accelerated Access to prospective GP Records

Please find BMA letter [here](#).

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## GP Unemployment Crisis & ARRS Roles

NHSE has written to Primary Care Networks (PCNs) encouraging them to use their GP ARRS funding in 2024/25 to recruit recently qualified GPs. NHSE states they will be monitoring the data on the number of GPs recruited, and are doubling down on ICBs to work with those PCNs who have not yet taken advantage of the GP ARRS funding. The Secretary of State is no doubt frustrated that despite removing the barriers to enable GPs to be recruited, his announced target of 1000 new GPs is far from being realised, yet the numbers of unemployed GPs continue to make headlines. The reason is simple – the ARRS mechanism is not appropriate for GP roles, and the funding is woefully insufficient.

The failure for GPs to find work, often when newly-qualified, but increasingly more generally, is completely unacceptable. It is estimated that between [20-33% of GP Registrars are failing to secure substantive roles after qualifying](#). Training more GPs whilst depriving practices of the necessary funds to recruit those same GPs is a failure of NHSE. Worse still, even when joining the profession, 25% of these GPs appear to be leaving their roles.

ARRS GPs are not the answer to 'bringing back the family doctor'. Rather than 1000 new GPs, comparing [December 2024](#) with June 2024's data there was a gain of a mere 111(FTE) salaried GPs, and 8 (FTE) locums. There are currently estimated to be around 3500 under-employed or unemployed (FTE) GPs out there. There is an opportunity to change this for 2025/26, if NHSE take it.

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## ICB Virtual Ward Contact poster

Please find poster [here](#).

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## LMC HR Handbook UPDATE

We have made some updates to the template Handbook to reflect the legislation changes that have happened. There will be more updates when Labour's reforms take effect! We will keep in touch about the timetable for those as and when more is known.

Also available is a sexual harassment template risk assessment to help you discharge their obligation to take reasonable steps to prevent sexual harassment. This guidance from ACAS is also quite helpful on the points for employers to consider when completing an assessment: [Preventing sexual harassment - Sexual harassment - Acas](#)

If you need any HR advice please don't hesitate to contact the LMC HR Service Lead [stevie.simpkin@nwlmc.org](mailto:stevie.simpkin@nwlmc.org)

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## Employee awarded £49,147 by Employment Tribunal: Sickness Absence – Employer Responsibilities

A recent employment tribunal involving Morecambe Bay NHS Trust highlights the importance of employers and managers implementing robust sickness absence management procedures. The employee, in this specific case, had been suffering sickness absences due to an underlying long term health condition (mental health in this case) that had not adequately managed, resulting in a successful claim against the employer and awarded of £49,147 in damages by the tribunal, to the employee.

The employment tribunal was particularly critical of the employer's failure to recognise a protected characteristic and offer appropriate levels of support despite the absences totally 400 days over a four-year period.

If you need help and support in managing employee sickness absence, and/ or other HR related queries, please contact the LMC HR team – [stevie.simpkin@nwlmcs.org](mailto:stevie.simpkin@nwlmcs.org)

Further details of the case referred to above can be found via the following Daily Mail link - <https://www.dailymail.co.uk/news/article-14304587/nhs-cleaner-sacked-sick-wins-unfair-dismissal-payout.html>

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## **Safe working Guidance - 'Core' General Practice**

As part of the safe working guidance for GP practices in England, the BMA have developed a section focusing on ['core' general practice](#) to help you identify which services are included within 'core GMS'.

It's essential that GPs and practices focus on delivering services that are properly commissioned and resourced. It is not always clear which services are included within 'core GMS', leading to some practices potentially offering unfunded services. To help clarify, the BMA have compiled a list of locally commissioned services that should be commissioned separately. If your practice is asked to provide un-commissioned services, the BMA recommend declining and working with your local ICS (integrated care system) to ensure proper commissioning.

[Explore the list of services and learn more](#)

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## **BMA Virtual Rally on Sessional GP Unemployment**

Join the BMA as they unite to tackle the pressing issue of sessional GP unemployment on **Wednesday 12 February, 7.30-9pm**. This is your chance to be part of the conversation, share your voice, and mobilise for change. During the rally, you'll learn about the latest insights on the issues, what the BMA has been doing, updates on GP collective action in England, ways to get involved with your LMC to drive change, and more. Speakers include BMA Chair of the Sessional GPs committee, Chair of GPC England, Co-chairs of the GP registrars committee, and a RCGP representative.

Let's raise our collective voice and demand progress. Together, the BMA will ensure the challenges faced by sessional GPs remain a priority. Gain valuable insights, actionable steps, and learn how the BMA is standing with you. Register [here](#).

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### **Compassionate Leadership Coaching Programme - Lancashire and South Cumbria ICB only**

The LMC has again commissioned Amanda Super Consulting Ltd to deliver a Compassionate Leadership Coaching Programme to a small group of employees in a Senior Management role within Lancashire and South Cumbria ICB. The programme is aimed at those who are GPs or Practice Managers.

Please email [Rebecca.Noblett@nwlmcs.org](mailto:Rebecca.Noblett@nwlmcs.org) for further information.

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### **LMC Training Events 2025**

Please see a list of upcoming training events being hosted by the LMC:

- [Complaints Training](#)
- [Conflict Management](#)
- [CQC Update](#)

To book your place or find out more information, please contact [Rebecca.Noblett@nwlmc.org](mailto:Rebecca.Noblett@nwlmc.org) or view [here](#).

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### **LMC Vacancies**

2 out of our 5 Committees have seats available for GP representation:

- North Cumbria - 2 seats available
- Central Lancashire - 3 seats available

We are keen to hear from GPs, including GP Registrars/ Trainees, who may wish to get involved to represent your constituents. [Please let us know](#) if you are interested in being a LMC member or would like to find out more.

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### **Help Us Grow Our Audience**

We understand that you are busy and are likely to receive many emails on a daily basis. However it is important for you to receive communications from us because **we can help and support you.**

We know there are many colleagues who do not receive our brieflet, so please help us by sharing this with your team and letting us know to add them to our distribution lists.

Contact Us



