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# Derby & Derbyshire LMC Newsletter





## DDL MC Working for You

### Annual LMC Conference Summary

Click [here](#) to read the key messages and priorities for Derbyshire.

### Compensation call as cyber-attack leaves practices facing weeks of backlog.

Read GP online latest [article](#)

### Practices which lease its premises from a third party – update

It has come to our attention that a practice which leases its premises from a third party has not been receiving the full amount of their rent reimbursement due to them. In this particular case, as the practice is the sole occupant of the premises, they have responsibility for the repair and maintenance of the entire building including externally. This is known as a Full Repairing Lease and NHSE should provide a reimbursement (typically 5% of the rent) to cover this repair and maintenance in accordance with Schedule 2, Part 2 of the NHS Premises Cost Direction 2013:

#### **“FACTORS WHICH ONLY APPLY IN RELATION TO LEASEHOLD PREMISES”**

4. The District Valuer must first have regard to the actual terms of the lease. In the case of payment provisions the amounts payable must be adjusted to take account of appropriate expenditure in respect of the following:

- (i) The value of any responsibility of the tenant in respect of external repairs and maintenance, or for the insurance of the building.

In practical terms this means that the practice should have been paid an additional sum to cover these expenses; our advice would be that practices build up a contingency fund for any future repairs and maintenance using these funds. In this case we are working with the practice to ensure they are reimbursed the full amount owed to them and would advise any practice that occupy Leasehold Premises with a Full Repairing Lease to check their payment to ensure they are in receipt of this money for external repairs.

### NHSPS premises - update

Important notice for practices in **NHSPS premises** [here](#)

### Hospital contract changes and template letter

Letter to LMCs re hospital contract changes 2017-19 and template letters [here](#)

### Taxi licences

Information update on Derby City Council Taxi Licences [here](#)

### QOF Figures 2016/17 [here](#)

### NHS Pension Scheme

As you may be aware the Employers contribution for the NHS Pension scheme has increased from 14.3% to 14.38% as of 1 April 2017. The NHS Pension Agency originally had problems uploading the new forms onto its website but this has now been resolved and this is the [link to the new locum A and B forms](#) that you should now be using.

### Cremation Forms – clarification

There may be an assumption that it is the doctor completing form 4 (previously Part 1) who is required to arrange a second doctor to complete form 5 (previously Part 2). Under the cremation regulations there is no responsibility for the doctor completing form 4 to locate one to complete form 5. The [government guidance](#) on this actually suggests that good practice is for the funeral director to assist in order to ensure that the individual signing form 5 is fully separate from whomever signed form 4:

*“Although not explicitly provided for in the Regulations, it has become good practice for funeral directors to assist in the location of a medical practitioner to sign form Cremation 5. Medical practitioners who sign form Cremation 5 must be truly independent from those signing form Cremation 4, and cannot be a colleague, relative or a member of the same team.”*

### Friends and Family Test

A reminder to practices that it is a contractual obligation to fill in a monthly return, even if that return is zero.

### Whistleblowing in Practice

DDL MC has accumulated some experience in dealing with GPs who whistleblow in general practice from recent events within our constituency. It has become increasingly clear that although clinicians may have an intuitive feeling that they are possibly protected by law if they whistleblow, the reality is much more complex. Link to full article [here](#)

## DDLMC Workforce Update

### Sam Yates

After working for DDLMC for over 2 years Sam has left us to complete her undergraduate degree. Sam has been a great asset. Her energy and passion to get the job done helped us develop an even better service to GP practices. We wish Sam all the best with her future educational achievements.

### Anita Farkas

Anita will be starting with us from 15 May 2017. Anita comes from a diverse background in customer services, administration and PA. Anita also has an undergraduate degree in photography from Liverpool John Moore University.

### Laura Grainger

Laura has been recently promoted to Personal Assistant. She will be working very closely with the Executive and Senior Management Team. We feel Laura will excel in her new position and help us develop our services and support DDLMC. Laura also has an undergraduate degree in International Business Management from Sheffield Hallam University.

### Carmen Mey

We are pleased to say Carmen has completed her apprenticeship with us and has secured a place at Derby University studying towards QTS. We are so proud of Carmen and the path she has taken. Sadly, Carmen will be leaving us at the end of May. We wish Carmen all the best in her future teaching career.

### Zainab Sharif

Our new apprentice Zainab has settled in well and is already a great member of our team.

## DDLMC Levy Increase

### Notification of the LMC levy increase with effect of 1 August 2017.

All GP practices should have received an email and letter from the LMC office about the increase in the LMC levy. If you haven't received this email please contact [Office@DerbyshireLMC.nhs.uk](mailto:Office@DerbyshireLMC.nhs.uk) to let us know.

Please view the below documents to see how DDLMC supports general practice.

- Infographic [here](#)
- Working together is progress, working together is success [document](#)

Since launching our new website in January over 50% of our levy paying practices visit the site on a daily basis, if there is something you want to see more of let us [know](#)

## DDLMC Needs YOU!

Your DDLMC reps have meeting set up with providers, CCGs and our local hospitals throughout 2017. We want to reflect your views and iron out any problems you are having. Please contact the [office](#) to discuss any problems, and one of our operational team will get back to you.

We are also looking at updating our resource section, but we need you to tell us which resources would help make the day job easier?

Please email your suggestions and feedback to:  
Head of Communications [susiebayley@gmail.com](mailto:susiebayley@gmail.com)

## Around the World in General Practice



DDRB has released its 45<sup>th</sup> report [here](#)

PRRSU: Unit Costs of Health and Social Care [here](#)

Cameron Fund spring newsletter [here](#) and LMC Conference Dinner Chairman's speech [here](#)

CQC monthly update [here](#)

## GPC Sessional GP Newsletter

The NHS Pension Agency is currently updating its website and has stated that they are unable to upload the new Locum A and B forms which will reflect this change. We have uploaded the NHS Pension Locum A and B Forms [here](#) for your use. Sessional/Salaried share of indemnity uplift pieces [here](#)

## GPFV funding

Practices should remind themselves of all the initiatives and funding streams available in the GPFV, as detailed in the [Focus on funding document](#)

# General Practice Task Force Update



## East Midlands Leadership Academy (EMLA)

### SPONSORED MEMBERSHIP APPLICATIONS

2017-18

**NOW OPEN**

EMLA has been working hard to develop its offer to members for 2017-18.

Led by DDLMC the General Practice Task Force has funded two programmes for colleagues working in general practice:

#### **EMLA Leadership**

Open to all colleagues working in general practice

**50 sponsored places available**

For more information about the training and development offers visit [EMLA website](#)

#### **Skills Development Network**

Open to any colleague dealing with finance in general practice

**10 sponsored places available**

For more information about the training and development offers visit [SDN programme directory](#)

If you are interested in receiving sponsorship for 2017-18 to attend any of the programme offers please email [Zainab.Sharif@DerbyshireLMC.nhs.uk](mailto:Zainab.Sharif@DerbyshireLMC.nhs.uk) including your job role and practice/organisation name.

By return of email we will confirm if you have been successful in securing sponsored membership. You are then able to request a place with EMLA on any FREE programme offer.

**Please only apply if you want to participate in a programme offer.**

**Due to budget constraints sponsorship is allocated on a first come first served basis.**

**Claire Leggett  
General Practice Task Force, Manager**

## GP Retention Scheme

[GP Retention Scheme](#) has now been launched, which GPC has helped negotiate on your behalf through the [2017/18 GMS contract negotiations](#), as well as it being a commitment in the [GP Forward View](#)

You can read [the step-by-step guide to accessing the scheme](#), including who is eligible, funding available, support provided to practices employing a retained doctor, and a set of [FAQs](#)

## NHS Digital figures show decrease in full-time GPs

The launch of the updated retention scheme comes in light of the release of the [latest figures from NHS Digital that show a decrease in the number of full-time GPs](#) in general practice, and no increase in overall GP numbers in England.

These figures underline, despite constant promises from ministers that the GP workforce would be increased by 5,000, just how far we are from meeting the Government's own target. While there have been encouraging increases in other healthcare professionals in general practice, what we really need are GPs who can deliver more appointments and other frontline services to meet rising patient demand.

## DDRB pay announcement

The DDRB (the Doctors' and Dentists' Review Body) has released its [45th report](#) with recommendations for the pay and conditions for doctors in England, Wales and Northern Ireland. While the 2017/18 GP GMS contract negotiations finalised in February set the pay rise for GP contractors, the DDRB pay award will apply to salaried GPs working in the NHS. Responding to the DDRB's recommendations, BMA council chair Mark Porter said: 'Yet again the annual pay review is nothing other than a cover for driving down real pay in the health service.'

The DDRB is recommending just a 1% pay uplift for doctors, well below the current cost of living rise of 2.3%. In real terms, doctors' pay has sharply declined in the past five years, with junior doctors seeing their income drop by 17% at a time when their morale has been badly hit by the Government's mishandling of the new contract. Over the same period, consultants have seen their pay drop by 14% and GPs by 13%.' [Read the BMA's full response](#)

## Last partner standing

GPs are increasingly, unfortunately, finding themselves in 'last partner standing' situations (commonly referred to as 'last man standing', and used to explain a situation where, due to either an exodus of partners and/or lack of successor partners being recruited, one partner – or perhaps more – finds themselves shouldering the full extent of the liabilities and obligations owed by the practice). GPC therefore produced [guidance](#) to help colleagues deal with that situation.

We know what a serious situation this can be, with partners being unable to retire or, should they decide to wind up the practice, being left to personally fund what can be significant financial liabilities. We hope that this guidance will help GPs to avoid or tackle such a situation.

## Handing back your contract

GPC has produced [guidance to support practices](#) that are under critical pressure and are considering handing back their GMS/PMS contract and winding up their business. The guidance looks at the consequences of termination and possible alternatives, but it does not go into detail about selling of assets, the payment of debts and liabilities, or the implications for partnerships and individuals of making staff redundant. These matters should be dealt with only after obtaining professional advice on the processes and procedures you need to follow and the potential liabilities you may face.

Remember that handing back a current GMS/PMS contract would almost certainly be replaced by a short-term APMS contract subject to open commercial tender. We therefore strongly recommend that practices consider alternative means of sustainability, such as practice mergers, super-partnerships or working in different models of collaboration. Practices are urged to contact their LMC in the first instance for help and advice.

## GPC England

GPC England Executive update [here](#)

- EMLA - The General Practice "[Think Tank](#)" - 24 May 2017
- EMLA [Coaching](#)
- PCDC [Managing Conflict with Patients](#) - 27 June 2017
- PCDC Workshop – [Developing a Positive Workforce Culture, Values & Behaviours](#) - 6 July 2017
- GP Fellowship Event in the East Midlands registration is now [live](#)
- [The ACCA](#) has some fantastic courses which can help organisations build strong finance skills across multiple departments quickly, at scale and low cost
- 3rd Midlands and East General Practice Nurse Conference registration is now [live](#)

Looking to gain new insight or develop a new or existing skill. Take a look at the below training providers, with courses being held all over the UK, in-house or online:

- [M&K](#) offer a variety of courses for General Practice
- [Primary Care Commissioning](#) offer e-courses covering Leadership, Risk Management, Strategic Thinking and Project Management
- [PCDC](#) supplying advice and support on organisational, workforce, leadership and service development

### Learning Bites

#### *‘Everybody’s Free to Wear Sunscreen’*

It’s that time of the year when requests for holiday medications come thick and fast. But do you and your colleagues know when you should and should not prescribe **sunscreen preparations** to patients?

We recommend you follow the [BNF advice](#), which is quite clear. Sunscreen should only be prescribed for *‘skin protection against ultraviolet radiation in abnormal cutaneous photosensitivity resulting from genetic disorders or photodermatoses, including vitiligo and those resulting from radiotherapy; chronic or recurrent herpes simplex labialis’*.



**Derby &  
Derbyshire  
LMC**



## Change Management, Employee Relations, Training & Development

At Kraft HR Consulting, we take pride in working with our GP clients to produce solutions to workforce problems that meet the requirements of the law whilst minimising interference with the delivery of services and the efficiency of your business.

### Derby and Derbyshire LMC Preferred Supplier

We are proud to have attained Preferred Supplier status with the Derby and Derbyshire LMC and are happy to offer levy paying practices 10% off our hourly rate.

We would also like to invite you to attend our **free workshops** that we are running on:

**Thursday 29<sup>th</sup> June 2017** in [Chesterfield Derbyshire Health United Offices, Ashgate:](#)

- **Sickness management and supporting wellbeing 10.00 - 12.00**
  - An overview of good practice and early intervention in managing employees health and wellbeing
  - An introduction to the management of sickness triggers & using metrics to improve attendance
  - Presented by Liz Willett – Head of Business Partnership
- **Developing a Positive Workforce Culture, Values & Behaviours 12.00 - 14.00**

In this highly interactive ‘taster session’, we will:

- Consider the importance of Practice statements about their vision, mission and values and review the impact of such statements and how they influence (or not) team members’ behaviour
  - Enable delegates to assess the current practice culture and create a balanced list of cultural characteristics needed for an effective practice team
  - Help Practice Managers to assess their current team culture using a scoring system and, if required, enable them to identify the priority areas for change
  - Review the characteristics of ‘toxic employees’ and learn of 7 steps to stop them in their tracks
  - Presented by John Krafts – Director
- **A Managers Guide to Discipline and Grievance Investigations 14.00 - 16.00**
    - An overview of good practice
    - Work through case studies to improve and embed your knowledge
    - Presented by Gary Ward, Principle Associate

### Workshop Location:

**DHU Office, Ashgate, Ashgate Manor Ashgate Road, Chesterfield, Derbyshire, S40 4AA**

Spaces are limited so please book in advance. **You are welcome to book in for all three sessions, please bring a packed lunch!**

**Contact details: Liz Willett** Head of Business Partnership – Liz deals with all incoming queries and provides support or access to our Associates:

**07963 781307** [liz@khrconsulting.co.uk](mailto:liz@khrconsulting.co.uk) [www.khrconsulting.co.uk](http://www.khrconsulting.co.uk)

Title	Organisation	Location	Salary	Closing date
<b>Advanced Nurse Practitioner</b>	Vernon Street Medical Centre	Derby	Band 8	
<b>Advanced Nurse Practitioner</b>	Alvaston Medical Centre	Alvaston, Derby	Commensurate with experience	29/05/2017
<b>Experienced ANP</b>	The Mickleover Medical Centre	Mickleover	To be negotiated	
<b>GP</b>	Chapel Street Medical Centre	Spondon	Full/ Part Time/Salaried/Partnership	
<b>GP / Specialist Nurse</b>	DCHS	Derby		
<b>GP Partner</b>	Park Lane Surgery	Allestree		30/06/2017
<b>GP Retainer</b>	Bakewell Medical Centre	Bakewell		
<b>GP Salaried/ Partner</b>	Alvaston Medical Centre	Alvaston		
<b>Partnership/Salaried GP for 8 sessions</b>	Baslow Health Centre	Derby		27/05/2017
<b>Practice Nurse</b>	Buchanan Road Surgery	Sheffield		02/06/2017
<b>Replacement Partner or Salaried GP</b>	Derwant Valley Medical Practice	Derby City (Chaddesden) & Spondon Village		30/06/2017
<b>Salaried General Practitioner</b>	Sloan Medical Centre	Sheffield		28/05/2017
<b>Salaried GP</b>	Gladstone House Surgery	Ilkeston		
<b>Salaried GP</b>	The Surgery	Ashbourne	TBC	
<b>Salaried GP</b>	Vernon Street Medical Centre	Derby	£7,500 - £9,500 per session	
<b>Salaried GP</b>	Parkside Surgery	Alfreton		30/06/2017
<b>Salaried GP</b>	Littlewick Medical Centre	Ilkeston	Negotiable	09/06/2017
<b>Salaried GP / GP Partner</b>	Overseal Surgery	Swadlincote		01/06/2017
<b>Salaried GP or Partner</b>	Jessop Medical Practice	Amber Valley	Negotiable	

Full job advert details including contact and closing date are available on the  
[job opportunities DDLMC website](#)

## DDLMC Supporting You

LMC members attend meetings on behalf of constituents to help make your voice heard.



For non-clinical practice queries please contact  
Head of Business Support, [David Gibbs](mailto:David.Gibbs@derbyshireLMC.nhs.uk)

## DDLMC Representatives

Your DDLMC representatives are available to support you in your area:

### North Dales, North Derbyshire

Dr Peter Williams, Dr Peter Holden, Dr Pauline Love

### High Peak, North Derbyshire

Dr Peter Short

### Chesterfield

Dr Kath Markus, Dr Ruth Dils

### North Derbyshire

Dr Denise Glover

### Southern Derbyshire

Dr Brian Hands, Dr Vineeta Rajeev, Dr Murali Gembali, Dr James Betteridge

### Derby City and Derbyshire County

Dr Susie Bayley

### Amber Valley and South Derbyshire Dales, South Derbyshire

Dr Jenny North, Dr Mark Wood, Dr Greg Crowley, Dr Heather Kinsella

**Dr Yadavakrishnan Pasupathi (new member)**

### Erewash

Dr Gail Walton, Dr Andrew Jordan, Dr John Ashcroft

For contact details of your local DDLMC representative see [here](#)

## DDLMC Office Contact Details

[www.derbyshireLMC.org.uk](http://www.derbyshireLMC.org.uk)  
[office@derbyshireLMC.nhs.uk](mailto:office@derbyshireLMC.nhs.uk)

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