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**Derby &
Derbyshire
LMC
Newsletter**





DDLMC Working for You

Time for GPs to say 'No, because' rather than 'Yes, but'

Letter from David Gibbs, Head of Business Support at Derby and Derbyshire LMC

Published in PULSE on 12 June 2017

Following the Brexit vote there has been a discussion among LMCs sparked by an increasing number of requests from patients asking their GP to provide written confirmation stating how long the patient has been a UK resident. The discussions have revolved around charging patients for this and practices wishing to ensure they are not opening themselves up to any legal or other challenges.

To me this encapsulates in a microcosm the brilliance and dare I say shortcomings/short-sightedness of general practice: It shows the utter compassion for the humanity and needs of the patients. And it shows that despite being in crisis, GPs still look to do things that are well over and above their contractual (and in this case arguably their moral) obligations.

The issue of a fee is, in my opinion, a red herring as this is nothing to do with the GP core contract, or even a medical issue in most cases, and GPs and practices simply do not have the capacity to do this; yet the debate continues.

Ten years ago I was involved in another part of public service – the Armed forces – that faced many similar issues to those now faced by general practice. We were being asked to do more and more, in terms of both capacity and complexity and we got to the point where we were breaching Departmental guidelines on the amount of manpower that we needed to achieve the tasks we were being directed to carry out by a fairly significant margin.

We wrote to those higher authorities tasking us to explain that continuing this course of action carried very significant risks on many levels and outlined why we thought the tasks should be adjusted to meet the resources. We were effectively told to get on with it.

Less than a year later, the people who had tasked us had commissioned an independent high-level investigation into what had gone wrong; this investigation was inevitable as there had been three serious accidents resulting in eight fatalities in the space of six months. Among a huge number of other findings that came out of this investigation, the most significant in my mind was that it was concluded that in raising our concerns we had been perceived as saying 'Yes, but...' when the tasking had increased; had we been more explicit and actually said 'No, because...' the outcomes might have been very different.

This is obviously a very, very short precis of a highly complex situation that evolved over a period of time, yet it feels so similar to the situation currently faced by general practice that I wanted to share it more widely.

My question and challenge is how do we empower and support general practice to say 'No, because' in a constructive way – and in particular how do we mobilise our patients to be on our side and support our GPs when they do say 'No, because'? They could be an extremely powerful weapon in this fight to get the wider NHS to really understand just how serious the crisis in general practice is and to do something more meaningful than the GP Forward View to prevent its collapse.

2017 GP Patient Survey results

We would like to congratulate all GP practices following the release of the [2017 GP practice survey](#). Despite the climate of inadequate resources and increased pressure, the survey shows over 80% of patients report a positive overall experience of their GP surgery. In addition over 70% report a positive overall experience of making an appointment. Well done all!

GPs Demand their own 'Black Alerts'

Doctors at the BMA Annual Representative meeting last week voted to support GPs by [demanding a system of black alerts](#) in general practice. DDLMC Treasurer, Dr Peter Holden said:

"It's not about GPs closing their surgery doors. We as a profession need to define our own workload and define what is safe. It is time we stood up and said we are an essential arm of the NHS."

Introducing the LMC Members

In our upcoming newsletters we would like to take a moment to introduce your [LMC members](#) who are working with General Practice across Derbyshire.

Dr Peter Williams, Chairman



Peter has been a GP in Bakewell since 2001. He has been the Chair of DDLMC since 2012. As a GP he strives to deliver continuously improving high quality and compassionate care to all patients.

The GPC have issued the following advice about the latest Ransomware attack

Providing everyone has updated their protection since the WannaCry virus there should not be a problem. The official advice from the NHS's Cybersecurity division is that every practice ought to consider having one or two people with different e-mail accounts that are registered with

CareCERT to receive e-mails. You can sign up to receive bulletins and alerts by sending an e-mail to carecert@nhsdigital.nhs.uk with 'Sign me up to the security threat bulletin and emergency updates' in the subject box then type an explanatory note in the message box.

You do not have to have an NHS mail address to receive them.

New legal advice regarding medical note requests received from the police

The BMA professional fees committee has received new legal advice regarding medical note requests received from the police, which are detailed [here](#)

Changes to contacting PSCE

There have been some changes to the security process when contact the PCSE contact centre on 0333 0142884.

Our [information update](#) provides details about how the contact centre staff will now verify the identity of the caller.

DDLMC Needs YOU!

DDLMC reps have meetings 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 your operational team will get back to you.

We are also looking at updating the resource section on the DDLMC website, 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

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](#)

Airedale NHS Foundation Trust has launched a new, ground-breaking video link speech therapy service for people who stammer.

Aimed at adults across the UK who stammer and have no access to local support, the service has been funded by the Health Foundation's Innovating for Improvement programme and is delivered in partnership with the British Stammering Association. Referrals are managed via the British Stammering Association. If you have a patient who stammers, and might benefit from the service, please find more information, or to share your interest for the project, email: airedale.stammeringtherapy@nhs.net

ACTION AGAINST CAPITA: A message from GP Survival

[GP Survival](#) has a plan to recover money owed to practices by Capita. As you are well aware, practices up and down the country report being owed tens of thousands of pounds in unpaid registrar salaries, maternity pay, pension deductions etc. The plan is to use debt collectors to go after Capita for these debts.

Dr Matt Mayer, Chair of GP Survival has spoken with a large debt collection agency who told him that Capita are well known to the industry and have 12 recent CCJs taken out against them for non payment of invoices by various companies.

This action is designed to:

- Hold Capita to account where other bodies have failed to do so
- Show them, and NHS England that our profession means business and enough is enough
- Get practices the money that is rightly owed to them

Please [email Dr Mayer](#) with details of how much and why you are owed, as well as how many invoices you have sent and when you sent the first invoice etc.

Chaand Nagpaul's newsletter: Farewell but not quite goodbye

"I am honoured to have been elected BMA council chair and I took office last Thursday afternoon on 29 June at the conclusion of the BMA annual representative meeting.

A new GPC England chair will be elected on 20 July; meanwhile Richard Vautrey will be interim chair, supported by executive team members Mark Sanford-Wood and Gavin Ralston.

My new role in no way detracts from my absolute and continued commitment to general practice. I have consistently argued that addressing the crisis in general practice requires changes in the wider NHS environment – with greater NHS funding in which general practice receives its larger and just share, and a system that supports general practice rather than placing inappropriate and unresourced burdens on it. I very much hope that as BMA council chair I will be able to influence this positively."

Guidance for GP practices on the 2016 junior doctor contract

The BMA remains in dispute with the government about the imposition of the contract and is providing practical advice and support for those affected.

The BMA's intention is to work through the challenges that training practices will face in the coming months and provide regular updates about how they can address them.

Focus on funding from the GPFV

The BMA has recently updated their [GPFV funding and support guide](#) and their [GPFV hub page](#) to reflect changes to some of the 2017 timelines for implementation.

Virtual MCP/Alliance agreement guidance

GPC has published further guidance on virtual MCPs and Alliance agreements. This covers some key legal factors that practices should carefully consider if they are thinking of entering such an arrangement. This guidance can be found on the [BMA website](#)

The guidance notes provides a summary of the main elements pertaining to the MCP contract and GPC's key concerns and will be joined by more detailed guidance on each of the proposed contractual models as further information is released.

Locum GP and salaried GP handbooks - UK

Updated versions of the [locum GP handbook](#) and [salaried GP handbook](#) have been published.

The locum GP handbook provides advice and guidance on all aspects of locum work, including on starting out as a locum, setting up as a business and establishing a contract for services with a provider. The handbook also provides advice to practices on recruiting locums.

Sessional GPs e-newsletter

Please find a [link](#) to this month's edition of the Sessionals newsletter.

Derby and Derbyshire LMC Recruitment Services

Our recruitment campaign service comes highly recommended by all the GP partners who have used our service before. DDLMC have supported GP practices for over 100 years and therefore, fully understands the needs of GP practices. For more information click [here](#)



Kraft HR Consulting

Taking pride in working with clients to produce solutions to workforce problems that meet the requirements of the law whilst minimizing interference with your business priorities, to read more click [here](#)



LMC Learning Bites

Fit to Fly Certificates

It is that time of the year where many of our patients are jetting off to far flung places. But what do you do when asked to provide a 'Fitness to Fly' certificate?

Airlines have their own rules on flying with illnesses, and rely on patients to be honest when they book flights. The Civil Aviation Authority does have information for passengers, and If there is doubt, there is also information available from IATA.

In order to truly assess, and certify 'fitness to fly', you need to be au fait with aviation physiology. In short you probably need to have an Aviation Medicine Diploma, or equivalent.

So, unless you have unparalleled knowledge of the medical effects of the oxygen dissociation curve, stay clear from certifying a patient as "Fit to Fly". Instead, we would recommend you simply provide a statement of facts, and remember, this is still a non-NHS service for which it is appropriate to charge.

General Practice Task Force Update



News

Our GPTF change facilitators have been actively supporting GP practices in merger discussions, maximising financial claims, administrative workload and supporting Quest sessions. We have also released two new GPTF case studies for Derwent Valley and Evelyn Medical Centre, both reviewing administrative processes and streamlining ways of working to improve efficiency. Please visit our [GPTF website](#).

GP Recruitment

In order to help more GP practices with marketing, the GPTF project is also scoping the creation of a Derbyshire marketing campaign to attract GP applicants to our locality. We are linking with GP online and the BMJ to look at the mini sites that could be created based on the Lincolnshire model and whether it is possible to create a similar mini site for Derbyshire. If successful, we hope this will improve Derbyshire's profile as well as enabling a platform to showcase GP job opportunities.

Lisa Soultana is inviting Dr Kieran Sharrock to talk to CCG colleagues about international GP recruitment and we will be keen to share information with our GP practices shortly.

The GPTF project has also supported a Derby city practice to design a new GP recruitment advert for Osmaston Surgery as part of a trial of a GP advert design service. We are currently scoping interest and capacity for this as a paid LMC service for the future.

THE OSMASTON SURGERY

SALARIED GP WITH A VIEW TO PARTNERSHIP
F/T OR P/T

We are a large training practice based in Derby City centre looking for new and potential GP partners due to a recent retirement. Our 15,500 patients are central to everything we do and we provide a high level of care across our whole practice team.

Situated in our fully refurbished, single site Partner owned premises, we have 8 GP partners and 3 salaried GPs as well as a Nurse Specialist and 5 Practice Nurses. We are supported by an excellent managerial and administrative team who have developed a great rapport with our patients. We are a high earning and high achieving practice and were judged as "good" at CQC.

We are delighted to offer the opportunity for applicants to work as a Salaried GP for the first 6 months or come and undertake a locum session giving you time and insight to make the right choice.

WHAT WE CAN OFFER

- Flexible sessions to fit in with existing commitments
- Attractive salary, benefits and pension
- Supportive learning culture with formal and informal mentoring and networking opportunities with GP colleagues
- Full training in SystmOne
- Involvement in training the next generation of GP Registrars and Medical students
- Excellent transport links, great housing and School choices
- Close to the beautiful Peak District National Park and World Heritage sites

Contact Dr Chris Warner, Lead GP partner chris.warner@nhs.net or call 01332 346 433

Workforce Focus Sessions

Workforce challenges are recognised as one of the biggest issues faced by GP practices. On behalf of all CCGs in Derbyshire, the General Practice Task Force (GPTF) would like to invite you to a funded focus session for practice managers on tools and approaches addressing key workforce challenges. Please see below the focus session programmes for further information.

Four focus sessions have been scheduled across Derbyshire in July and August 2017 on the following dates, times and venues:

20 July 2017 at 13:15 to 17:00 - Chesterfield Panthers RUFC Clubhouse, Chesterfield

[Register Online to Book](#)

26 July 2017 at 09:00 to 13:00 - Derby and Derbyshire LMC office, Derby (PM session now cancelled)

[Register Online to Book](#)

28 July 2017 at 09:00 to 13:00 - Erewash CCG, Toll Bar House, Ilkeston

[Register Online to Book](#)

2 August 2017 at 12:30 to 16:00 - The North Wingfield Community Resource Centre, North Wingfield, Chesterfield

[Register Online to Book](#)

You only need to attend 1 focus session from any of the 4 sessions, any Practice Manager can attend any dates even those outside of your CCG area.

Please book using the hyperlinks above which will direct you to our events page on our DDLMC website above as early as possible. You will need to either log in or create an account if you are not already registered but this is quick and simple to complete.



Claire Leggett
General Practice Task Force, Manager



Information from Health Education England with guidance on re-training to be a GP from other specialities

“There has been an increase in the number of enquiries about how to become a GP from trainees across all specialities, consultant, trust and staff grade doctors.

Changes in the NHS over recent years means that more services are provided by multi-professional primary care teams. The report, [‘The future of primary care, creating teams for tomorrow’](#) gives more insight into these developments. There are [some case studies](#) and [frequently asked questions](#) on the GP National Recruitment Office (GPNRO) website and you are encouraged to email gprecruitment@hee.nhs.uk if you would like to be put in contact with someone who has retrained as a GP.

The Health Careers website also has details about switching medical specialty including information on the Accreditation of Transferable Competencies Framework (ATCF).

*The next training application round adverts will appear on NHS Jobs, Oriel and Universal Job Match websites on the 20 July with **applications opening 1 – 17 August.***

Please forward this message to your networks, colleagues, peers or friends who may be interested about switching to a career as a GP.

East Midlands Leadership Academy (EMLA)

Don't forget if you are interested in any of the EMLA courses, master classes or skills development programmes and want to secure sponsorship, please email [our office](#), including your job role and practice/organisation name.

Places are allocated on a first come first served basis. Once you have received sponsorship you can directly book your training through the EMLA website on any of the future events. Please note some of the national leadership programmes are payable and sit outside the sponsorship.

SDN Management Development Programme 2017/18:

EMLA are delighted to announce that a further cohort of the Management Development Programme will be delivered this year. This programme is aimed at first time managers and is a great way of supporting staff development and building management capability across the organisation, where delegates can improve their people management skills, improve the performance of their team and develop the confidence to lead others. The programme has been popular and the feedback from those who have attended is excellent. This year the MDP is open to both finance and procurement staff.

For more details on the dates, cost, content please [visit](#)

This programme is 50% subsidised by the EMLA membership, please email [our office](#) as above for sponsorship before booking.

EMLA events:

If you have sponsorship already, you can book on any of the following programmes:

Great Talent Conversations: A Workshop for Line Managers

[Book your place – 21 July 2017](#)

Talent Management Programme

Workshop Dates:

- Laying the Foundation: 26 September 2017, Nottingham
- Tailoring Your Talent Approach: 30 October 2017, Nottingham
- Nurturing Talent Together: 29 November 2017, Nottingham

[Find out more and apply](#)

OD & Talent Management Network Events

[Find out more and book your place](#)

Relationships and Connectivity Workshop

28 July 2017

[Find out more and book your place](#)

- **PCDC [Managing Conflict With Patients](#)** The aim of this course is to help participants understand how people's behaviour changes from their normal behaviour to the behaviour they use when they find themselves in conflict. – *22 November 2017*
- **PCDC Workshop [Developing a Positive Workforce Culture, Values & Behaviours](#)**
6 July 2017
- **GP and Practice Manager Complaints Training** This [workshop](#) has been developed to support you and your practice team in preventing and managing complaints and improving the service provided to patients. It will encompass some short lectures, reflective exercises, and facilitated group discussions. – *3 August and 5 October 2017*
- **Fundamentals of Quality Improvement - Free NHS England Training Programme** Nottinghamshire LMC are facilitating a 2-day [Fundamentals of Quality Improvement training](#) package which will be delivered by NHS England. It will develop an understanding of tools and techniques that might help them deliver such a project, regardless of how big or small such a project might be. Nottinghamshire LMC have kindly made 20 spaces available for Derbyshire practices for the 2-day programme. – *4 October and 7 November 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
- [M&K](#) offer a variety of courses for General Practices
- [Primary Care Commissioning](#) offer e-courses covering Leadership, Risk Management, Strategic Thinking and Project Management

Title	Organisation	Location	Salary	Closing date
Advanced Nurse Practitioner	Vernon Street Medical Centre	Derby	Band 8	
Advanced Nurse Practitioner	Derwant Valley Medical Practice	Derby City (Chaddesden) & Spondon Village		31/07/2017
GP	Chapel Street Medical Centre	Spondon	Full/ Part Time/Salaried/Partnership	
GP Partner	The Osmaston Surgery	Derby		30/09/2017
GP Partner	The Dove River Practice	Ashbourne		21/07/2017
GP Partner or Salaried GP	Heartwood Medical Practice	Swadlincote		31/08/2017
GP Retainer	Bakewell Medical Centre	Bakewell		
GP Salaried/ Partner	Alvaston Medical Centre	Alvaston		
Medical Record Summariser/Administrator	Lister House Surgery and Oakwood Medical Centre	Derby	£8.13/hour	26/07/2017
Project Coordinator	Lister House Surgery and Oakwood Medical Centre	Derby		02/08/2017
Replacement Partner or Salaried GP	Derwant Valley Medical Practice	Derby City (Chaddesden) & Spondon Village		31/07/2017
Salaried GP	Gladstone House Surgery	Ilkeston		
Salaried GP	Vernon Street Medical Centre	Derby	£7,500 - £9,500 per session	
Salaried GP	Whitemoor Medical Centre	Belper		17/07/2017
Salaried GP	Moir Medical Centre	Long Eaton	£10K/session	31/08/2017
Salaried GP or Partner	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](#)

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 Ruth Dils

North Derbyshire

Dr Denise Glover

Southern Derbyshire

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

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

Erewash

Dr Gail Walton, Dr Andrew Jordan, Dr John Ashcroft

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

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