



FEBRUARY 2015 NEWSLETTER

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Spring is in the air – a time of renewal and change. The NHS will proceed in its usual way. That way can involve change and we were very heartened to find that over 90% of Gloucestershire practices were in favour of the CCG taking on delegated authority in co-commissioning, and that that application has been authorised by NHS England. New relationships and ways of working will have to be developed, but this new arrangement offers hope for a more coordinated approach to health care in the county – whatever the outcome of the General Election. Whether we will ever go to the lengths to be adopted in Manchester remains to be seen.

GLOUCESTERSHIRE LMC CONFERENCE – ‘THE FUTURE OF GENERAL PRACTICE’
Thanks to those who have already booked places on our conference half-day on 19th May at the Hatherley Manor Hotel. Many so far are practice managers. The subject matter is so important that I really would ask you all to think seriously about whether you can afford for your practice not to be represented by a partner.

- Federation in practice
- A web-based way to top slice appointment demand
- Legal implications of federation

Bids to sue@gloslmc.com please.

THE BMA's 'NO MORE GAMES' CAMPAIGN

The BMA has launched its 'No More Games' campaign calling on all political parties to stop playing games with the NHS. The BMA has not run a major public campaign for some years. The fact that they are doing so now shows how strongly BMA members feel about what's happening to the NHS. The campaign focuses on three areas:

- No More Games with the public's health
- No More Games with NHS funding
- No More Games with who is providing healthcare.

The NHS is one of the UK's towering achievements and for too long it's been used to play political games. The BMA believes this must end now and is calling for an open and honest public debate about the future of the NHS. Most BMA members work in the NHS. Decades of political game playing, including successive disruptive and wasteful reorganisations, have taken their toll on the health service. The Punch and Judy politics over the NHS has a direct impact on the care which doctors can provide to patients, as well as on doctors' morale.

These games have been played over decades by politicians across the political spectrum for short-term gains. In the run-up to a general election and at a critical juncture for the health service, the BMA is calling for all members and doctors to help

get the message heard, by adding their voices and saying No More Games with the NHS. The launch of the campaign received extensive news coverage and there has been widespread billboard advertising. A programme of further activity is planned over the coming months.

The GPC is fully supportive of the campaign and urges GPs to get involved and add their voices to the campaign. Full details of how to get involved and campaign materials to download are available [on the BMA's website](#).

MORE ABOUT THE CARE CERTIFICATE

In our last newsletter we warned you that practices would now be responsible for the training of appropriate staff to receive the Care Certificate. Skills for Health have produced some [Care Certificate Materials](#) and documentation about the care certificate, which may prove useful to you.

WORKFORCE MINIMUM DATA SET

The latest [guidance](#) from the GPC is on our website. In brief, practices should await further guidance before proceeding with the preparation of the data. As a reminder, the first data submission will be due at the end of May, so the GPC will issue further guidance as soon as possible.

CORONERS GUIDANCE – CERTIFICATION OF CAUSE OF DEATH

The Coroner's office has confirmed that when a doctor certifies the cause of death the doctor need only be satisfied that something was "probably" the cause of death. In legal terms the applicable standard of proof is the civil 'balance of probabilities' as opposed to the higher criminal standard of 'beyond reasonable doubt'. The Coroner hopes that this clarification may make it easier for GPs to decide to certify.

TAMIFLU FOR THE PROPHYLAXIS OF 'FLU IN NURSING AND CARE HOMES

There have been reports raised by a number of GPs across England about inappropriate pressure from Public Health England (PHE) to prescribe Tamiflu for the prophylaxis of influenza in nursing and care homes where there have been confirmed cases of influenza. The GPC has [raised this issue](#) with NHS England and Public Health England and advised them that the GPC's position, backed by legal advice, is that this work is not covered by the GMS contract and therefore has to be commissioned separately. Pending the arrival of such an enhanced service and if you come under such pressure then this work should be referred back to Public Health. Do let us know if you have any further problems.

BMA WEBSITE

Any of you who have tried to find information on the BMA website may well have given up in the past. The GPC is working with the BMA website team to improve matters. The first step has been to set up three pages which you might like to bookmark:

- bma.org.uk/gpc (GPC page)
- bma.org.uk/gppractices (for latest practical guidance)
- bma.org.uk/ThePractice (your community space to connect with your peers)

PUBLICATION OF NHS PAYMENTS TO GENERAL PRACTICE

On 12 February 2015 the Health and Social Care Information Centre (HSCIC) published NHS payments to individual providers of general practice services (including practices, walk-in centres and health centres) in England for 2013/14. This will start an annual publication process. *Practices do not have to do anything* as data is taken from the HSCIC GP payments system. The reports will break down payments by category including Global Sum, MPIG, QOF, enhanced services etc. Some who have looked at the report for 2013-14 believe that the accuracy of the data is unreliable.

If publication of these figures generates media interest the GPC will support practices. Please do let the LMC know if you need help.

PUBLICATION OF MEAN GP NET EARNINGS

From April 2015 it will be a contractual requirement for GMS practices to publish on their practice websites by 31 March 2016 the mean net earnings of the partners, salaried GPs and (probably) any locum who has worked in the practice for over six months.

- This includes income from NHS England, CCGs and local authorities for the provision of GP services that relate to the contract or which have been nationally determined.
- All such earnings to be reported are pre-tax, National Insurance and employee pension contributions.
- For contractors the figures are net of practice expenses incurred.
- Income and costs related to premises will not be included in this figure.

Alongside the mean figure, practices will be required to publish the number of full and part time GPs (employed or self-employed) in the practice. The information must be published on practice websites before the end of the financial year following the financial year to which that information relates. Practices must also make the information available in hard copy on request – recognising that not all patients will be able to access the website.

Mean net earnings calculation. NHS England will publish guidance for GPs and their accountants on how mean net earnings should be calculated. *Practices, or their accountants, will have to generate the report themselves.* NHS England has acknowledged that it can be difficult to disaggregate income and expenditure lines precisely and will recommend that practices should work within the reporting guidelines as far as is reasonably practicable.

When is a Locum an employee for tax purposes? HMRC are likely to consider a locum GP to be a salaried employee if that GP works on a short-term contract (i.e. defined days and times to attend) for 6 months or more at the same practice, in which case the doctor and the practice will be taxed accordingly (NHIC for all 6 months etc). Arguably a locum GP who attends on an ad hoc basis when asked to work, even if booked months ahead, will not be deemed to be salaried even if he or she works on this basis for years. It would be up to the courts to decide whether an ad hoc contract for more than 6 months (e.g. to cover expected maternity leave) would be a contract of employment or not. If in doubt consult HMRC before the event, or plan for the worst case. See <http://www.hmrc.gov.uk/calcs/esi.htm>

CQC GUIDANCE

GPC has issued two separate pieces of guidance on the CQC registration and inspection procedure and these are available on the BMA website:

- [Guidance on CQC inspections for GP practices](#)
- [Guidance on CQC registration](#)

There will be additional detailed guidance on how to prepare for and deal with a CQC inspection, which will be available on the BMA website shortly.

DRUGS IN THE GP'S BAG

The question came up recently as to whether GPs should carry emergency drugs with them on home visits. Our belief is that this should not normally be done, but could be done exceptionally. Our thinking is that:

- It is rare to carry drugs now; GPs are not an emergency service. Practices should ensure that they have appropriate drugs on the premises and possibly a practice or site emergency bag but individual doctors probably should not carry drugs.
- Where there is a chemist's on site the storage and governance arrangements are best handed on to the chemist.

- Should you decide to carry emergency drugs they should be in a lockable case in a lockable boot of your car. That is still acceptable provided you can demonstrate a recognised method of keeping your drugs in date and at the desired temperature recommended for storage.
- In the background there is also the risk to the person of the GP if she or he is known to be carrying drugs worth stealing.

CHARGING POLICE FOR COPIES OF MEDICAL RECORDS

There is no standing service level agreement, specifically under the Data Protection Act (DPA), by which the police can request a copy of a patient's medical records and not be charged a fee by the GP.

This is a complex area and the Information Commissioner's Office requires every case to be assessed on its own merits. The best practice would be to get advice from your Medical Defence Organisation.

Without the data subject's consent you will need to ensure any sharing is proportionate - i.e. only relevant data is shared. The DPA does allow the data controller to put aside the requirement for consent if the information is required relating to the 'prevention or detection' of crime. Unless there is a court order, the police should normally pay. Also, as this is highly unlikely to be a Subject Access Request the £50 maximum does not apply.

But if the police require the information for the purposes of investigating a crime they will have statutory exemption from the fee provisions under the Crime and Disorder Act, but they must state this when requesting. In these circumstances no fee can be charged.

BMA ROADSHOWS – (SHORT NOTICE, SADLY)

The GPC is holding a series of evening roadshows around England, organised through LMCs, which are an opportunity to hear from one of the GPC executive team about the current issues affecting general practice and discuss these issues with them. GPs are encouraged to attend. The nearest ones to us are:

4th March in [Winchester](#)

5th March in [Birmingham](#)

If you wish to attend then please follow the relevant link above to book your place.

JOB OPPORTUNITIES

A list of recent job opportunity notifications is at [Annex A](#). A full list of unexpired job adverts is at <http://www.gloslmc.com/blog-job-vacancies.asp>. *For those wishing to advertise with us, please could you include a closing date so that we will know when to remove the advertisement from our current list? Likewise, once the vacancy is filled, please let us know.*

MISCELLANEOUS ADVERTISEMENTS

When we put an advertisement into [Annex B](#) it is on the strict understanding that the LMC is not recommending the service offered, or otherwise. It is included because practices and GPs may be interested in it and must make their own judgement.

MAX'S MUSINGS

Well I never! So the health and social welfare of all Manchester's citizens will be brought under one banner from next year. I wonder whether this is setting the sights too low. Why not look after the people's religious and moral welfare as well? A triumvirate of Mayor, Bishop and Imam could bring a degree of harmony to a disparate system. Of course, now that mayors, and even bishops, can be female the word 'triumvirate' may be deemed inappropriate. I wonder how one might remould the Latin to provide a three persons in one organisation...

Got it!

'Trinity'.

And finally:

Notice in a farmer's field: "The farmer allows walkers to cross the field for free; but the bull charges."



This newsletter was prepared by Mike Forster, LMC Lay Secretary, & the LMC Office

JOB VACANCIES



Salaried GP

Part-time 4 sessions per week

We are looking to employ an enthusiastic and committed doctor to join our 3 partner practice, based on the edge of the Forest of Dean, in the picturesque town of Cinderford.

We are a young and vibrant practice, with a focus on traditional family values and patient centred care.

We are looking for someone who will be able to work with a degree of flexibility throughout the year, in order to be able to improve our continuity of care. The plan would be to start as soon as possible, but we are willing to wait for the right candidate.

- GMS practice 6000+ patients
- High QoF and Enhanced Service achievements
- Nursing team of 2 nurses and 2HCA's with 'in-house' District nursing team.
- Excellent and friendly support staff
- SystemOne Clinical System
- Competitive salary and flexibility of working hours to suit the right candidate

Please note that both of these positions fall under the requirements of enhanced CRB (DBS) declarations and are exempt from the Rehabilitation of Offenders Act (1974). Successful applicants will need to provide evidence of the right to work in the United Kingdom and original copies of certificates relied upon to secure the post.

Applications please by CV with covering letter to:
Mrs Rae Child, Practice Manager, Dockham Road Surgery, Dockham Road,
Cinderford, GL14 2AN.
Telephone 01594 820010
E-mail Rae.Child@glos.nhs.uk

Informal Enquires most welcome by phone or email.

Salaried GP

Severnbank Surgery, Lydney

Due to an increased list size we are looking for a salaried GP to join us for 2-3 days a week (4-6 sessions).

- 4,240 patients
- High QOF achievement
- Modern purpose built premises
- 2 WTE GPs in place
- Highly qualified nursing staff
- Semi-rural location based in small town in area of natural beauty
- Salary negotiable based on BMA rates
- 6 weeks holiday, 1 week study leave and bank holidays
- MPS included

We are a small friendly practice where we aim to ensure all members of the team feel valued. We are small enough to allow face to face discussions on a daily basis with all members of the team to the benefit of our patients.

If you would like a tour please contact: Carolyn Thomas Practice Manager on 01594 845715

FULL TIME GP PARTNER/ SALARIED GP 8 SESSIONS PER WEEK

required

KINGSHOLM SURGERY, GLOUCESTER

- GMS 5,000 patients 2.5 FTE GPs
- Modern purpose built partner-owned premises, inner city practice close to Hospital
- Good work/life balance – no extended hours
- Friendly, long serving staff
- SystemOne

To start 1st September 2015, applications closing date **31st March 2015**
Informal visits welcome. Will consider job share

Apply in writing with CV to Lorraine Pugh, Practice Manager, Kingsholm Surgery, Alvin Street, Gloucester GL1 3EN or, for more information initially, phone Lorraine 07977 588583/email Lorraine.pugh1@nhs.net or Giles.Field@glos.nhs.uk (Lorraine works Wednesdays/Thursdays)

CORINTHIAN SURGERY

www.corinthian-surgery.nhs.uk

GP PARTNERSHIP – 4 sessions

An opportunity to join the partnership from 1st July 2015 at our Practice located in Cheltenham.

Corinthian Surgery is a long established partnership of six forward thinking, friendly, and enthusiastic doctors looking for a GP with commitment to deliver high quality care whilst maintaining the right work life balance.

- Highly organised GMS practice of 8600 patients
- High QOF achievement
- Excellent nursing and administrative support
- Located in a modern building of 5 individual GP Practices supported by onsite Pharmacy, Dentistry, Podiatry, Phlebotomy, and Minor Ops suite
- Professional development including wider experience such as Hospital Practitioner sessions encouraged

Please apply in writing with CV to
Linda O'Hara, Practice Manager, Corinthian Surgery, St Paul's Medical Centre,
121 Swindon Road, Cheltenham, GL50 4DP
Closing date **31st March 2015**

Informal visit by arrangement with the Practice Manager encouraged.

CORINTHIAN SURGERY

www.corinthian-surgery.nhs.uk

MATERNITY LOCUM – 8 sessions

We are looking to recruit a GP to cover Maternity leave from 1st July 2015 for a period of approximately 29 weeks.

Corinthian Surgery is a long established partnership of six forward thinking, friendly, and enthusiastic doctors looking for a GP with commitment to deliver high quality care whilst maintaining the right work life balance.

- Highly organised GMS practice of 8600 patients
- High QOF achievement
- Excellent nursing and administrative support
- Located in a modern building of 5 individual GP Practices supported by onsite Pharmacy, Dentistry, Podiatry, Phlebotomy, and Minor Ops suite

Please apply in writing with CV to
Linda O'Hara, Practice Manager, Corinthian Surgery, St Paul's Medical Centre,
121 Swindon Road, Cheltenham, GL50 4DP
Closing date **31st March 2015**

Informal visit by arrangement with the Practice Manager encouraged.



FULL TIME SALARIED GP OR PARTNER REQUIRED FOR COTSWOLD PRACTICE

Phoenix Surgery is seeking to recruit a replacement full time salaried GP (with a view to partnership)/partner (8 sessions) to our long established and friendly practice. Set in the historic market town of Cirencester surrounded by the beauty of the Cotswolds.

- Growing list, currently 12,950
- 7 partners (6 WTE)
- Three branch surgeries, (inc The Royal Agricultural University)
- EMIS Web
- Partial dispensing
- Maximum QoF achievers
- Strong emphasis on personal lists & continuity of care
- Diverse and highly qualified practice nursing team
- High patient satisfaction
- Local community hospital

We are happy and cohesive practice with a culture of learning, high standards and mutual support and are seeking an enthusiastic, committed salaried GP/partner to join us in providing and developing high quality holistic care. Our new GP will be encouraged to work with us in contributing to the future development of the practice. We are flexible and in order to find the right candidate would consider the option for a salaried GP with a view to partnership. For more details of our practice please visit our website at www.thephoenixsurgery.co.uk. Informal visits also welcome.

Please apply with covering letter and CV to: Julia Maclean, Practice Manager,
Phoenix Surgery, 9 Chesterton Lane, Cirencester, Glos GL7 1XG
Email : Julia.maclean@glos.nhs.uk Telephone : 01285 652056

Closing date : 22nd March, 2015
Post begins : December 2015

**Rosebank Health
Gloucester
Permanent Salaried GP (full or part-time considered)**

Well established, popular and friendly surgery with a full complement of nursing and support staff

- Opportunities for Partnership
- Regular clinical meetings and interaction with medical colleagues
- Opportunities for personal development and special interests
- Committed to quality of life for Doctors, patients and staff
- High achieving, innovative and respected teaching Practice
- Willing to wait for right candidate
- Flexible working patterns and different contract options available
- Excellent local schools and transport links with the Cotswolds, Cheltenham, Bristol and Bath all within easy reach
- Defence organisation subscription and post graduate education membership (GGPET) included

To arrange an informal visit or to obtain an application form and Practice Profile please contact Practice Manager, wparry@nhs.net

www.rosebankhealth.nhs.uk

Closing date: 13th March 2015

Gloucester Health Access Centre (GHAC) and Matson Lane Surgery

SALARIED GENERAL PRACTITIONERS

Salary negotiable depending on experience

Come and join our friendly surgeries in the heart of Gloucester.

GHAC runs two surgeries: one is a traditional GP practice and the other combines a registered patient list with seeing non-registered patients (on an appointment, not walk-in basis). Our service is the best of both worlds for GPs who enjoy providing continuity of care but also the variety of seeing non-registered patients. Successful applicants may work across both sites.

To register your interest, request more information or to arrange an informal visit, please contact the Practice Manager:

Mrs Susie Graham, susie.graham@glos.nhs.uk

Gloucester GP Consortium,
Gloucester Health Access Centre,
Eastgate House, Eastgate Street,
Gloucester,
GL1 1PX.

Closing date: 13th March 2015

The Springbank Surgery

8 Session Salaried GP

Enthusiastic, friendly and forward thinking Practice in the Springbank locality seeks a full time (8 sessions) salaried GP. Sessions are scheduled for Monday Tuesday Wednesday and Thursday.

- GMS Practice supported by a Clinical Lead GP Director, Practice Manager and GP covering two sessions of Women's Health (Friday)
- Skilled Nursing Team provided by Practice Nurses and Health Care Assistants.
- Dynamic Administration Team providing close support for LTC, Housebound and Safeguarded patients.
- List Size 1730
- Superb purpose built facilities
- Paperlite
- High QOF achievement
- High CQC achievement
- 2gether Trust, Midwife and Turning Point provide clinics from the Surgery.
- Health Visitors and District Nurses are accommodated within the Resource Centre.

No OOH

Incentive Scheme applies.

We are looking for this post to commence in July 2015.

Please apply with letter of application accompanied by CV to Briony.Horsfall@glos.nhs.uk explaining what you feel you could offer us:

Isobel Greaves
Practice Manager
The Springbank Surgery
Springbank Community Resource Centre
Sprinbank Way
Cheltenham
GL51 OLG

01242 527788

Isobel.Greaves@glos.nhs.uk

Closing date
March 13th 2015

Interviews:
To be held week commencing 23rd March

Royal Forest of Dean
Gloucestershire



PARTNERSHIP or SALARIED GP VACANCY

For 5 or 6 sessions (WTE 8).

We are flexible and would be happy to consider applications

for a fixed-term salaried position, possibly with a view to partnership.

Ideally applicants should have an interest in gynaecology and female sexual health and be able to provide a full range of contraceptive services but this should not exclude other applicants and we would naturally value other special interests.

Forest Health Care is a friendly and enthusiastic GMS dispensing practice, situated in a beautiful rural part of West Gloucestershire, between the Wye Valley and the Severn Estuary. The counties of Herefordshire and Monmouthshire border our catchment area and there is easy access to the M4, M5 and M50. The practice has a strong team-working ethos.

The practice offers:

- A democratic supportive partnership
- Branch surgery
- Currently 3.5 WTE partners
- A list size of 7,800 of which 2,300 are dispensing
- Fully computerised using Vision software
- Nurse-led clinics and chronic disease management
- No out-of-hours duties required (option available)
- High QOF Achievement
- Range of Enhanced Services

For more information, check out our website: www.foresthealthcentre.nhs.uk

*To register your interest, request more information or to arrange an informal visit,
please contact the Practice Manager:*

Mrs Sally Charlton sally.charlton@glos.nhs.uk
Forest Health Care, The Health Centre,
Dockham Road, Cinderford, Gloucestershire. GL14 2AN
01594 820820

Closure Date: 30th April 2015

Partner/Salaried GP Vacancy

Stirling Health Group, Plymouth

We are seeking a motivated and dedicated team player to join our high achieving, progressive training practice. We are offering competitive earnings and leave allowance for the right candidate.

- 5-8 Clinical sessions a week (Job share considered)
- 15,000 patients across two sites
- Extensive complement of staff including 3 salaried GPs, 3 nurse practitioners, 6 highly skilled practice nurses and full administrative support with low staff turnover
- Fully computerised practice using Emis Web
- Enhanced service provider including minor surgery with purpose built minor ops suite
- Training practice (medical students and F2s) with close links to the Peninsula Medical School
- Clinical research site

We also offer excellent prospects for personal development and a flexible approach to working. We welcome outside interests and specialist areas are encouraged. Starting date May 2015 (however, we are willing to wait for the right person).

To apply or if you require further information please contact Amanda Plunkett, Managing Partner (amanda.plunkett@nhs.net) or Dr Bodo Brockmann (bbrockmann@nhs.net) or call us on 01752 322265 to arrange an informal visit to the practice.

Closing date for applications **27th March 2015**

[Return to main document](#)

SUNDRY ADVERTISEMENTS



**Are you a registered GP working in the UK?
Dragonfly Film and Television, makers of *One Born Every Minute*, are looking for GPs to take part in a brand new medical series.**

We're searching for GPs from across the UK, both NHS and private, to visit patients who struggle to make it to their doctor's surgery. This new series will take some of Britain's most dynamic and engaging GPs into patients' homes to assist them with a variety of medical cases and explore the connection between lifestyle and health.

If you'd like to know more, please contact:

Kate on 020 7033 2306

Or email doctors@dragonfly.tv

All correspondence will be dealt with in complete confidence and by contacting us, you are not making a commitment to take part in the final programme.

Title: 'New ideas and controversies in obesity'

When: Thursday 21st May, 9am-4.30 pm

Where: Postgraduate Medical Centre, Derriford Hospital, Plymouth

Confirmed speakers include:

Professor Francesco Rubino, Chair of Metabolic and Bariatric Surgery, Kings College London

From Bariatric to Metabolic and Diabetes Surgery: What's in a name?

Dr Jennifer Logue, Clinical Senior Lecturer, Institute of Cardiovascular and Medical Sciences, Glasgow

Surgical Obesity Treatment Study – providing the evidence base for bariatric surgery

Professor Jonathan Pinkney, Consultant Endocrinologist, Plymouth University

Challenges ahead for implementation of latest NICE guidance on obesity

Professor Jason Halford, Psychological Sciences, University of Liverpool

Is Obesity a Psychological Disorder?

Dr Royce Vincent, Consultant Chemical Pathologist, King's College Hospital

Emerging interplay between bile acids and incretins

Mark Tarrant, Senior Lecturer in Psychology Applied to Health, University of Exeter

Using groups in the management of obesity: Nurturing social identity, enabling change

Dr Katarina Kos, Senior Lecturer (E&R) (Clinical), University of Exeter

Adipose tissue health

Dr Joanne Hosking, PhD Statistician, Peninsula School of Medicine & Dentistry

Following up Plymouth Earlybirds as adults

Professor Jonathan Pinkney, Consultant Endocrinologist, Plymouth University

Diabetes of the hairy lady; polycystic ovary syndrome or obesity?

If you would like to attend please register by return of email to kerry.godley-mcavoy@plymouth.ac.uk or register online with the Plymouth University Estore at <http://estore.plymouth.ac.uk>