

AUGUST 2016

LOCAL MEDICAL COMMITTEE
LMC
GLOUCESTERSHIRE

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The lesson from the Olympics is clear: adequate, sustained and targeted resourcing coupled with enthusiasm, discipline and dedication leads to outstanding performance. In Rio the Gloucestershire competitors proved that over and over again – 9 gold medals, 2 silver and 3 bronze. By analogy let us consider General Practice in the County. Undoubtedly the doctors, nurses and administrative staff are dedicated and efficient but is the system adequately resourced to produce the outstanding results we would all like to provide? Let us hope that the Government learns the lesson from the Olympics. As Winston Churchill said, "Give us the tools and we will finish the job."

No mass resignations

The Health Service is so enormous that it takes sustained effort to change direction. Mature consideration has led the GPC to the sensible decision not to consult the profession on mass resignations. (Would such a move ever have worked anyway?) The GPC has received written confirmation from NHS England that it accepts all of the BMA's Urgent Prescription as a good basis to take forward work on supporting general practice. That work is proceeding, and needs to; something has to be done to preserve general practice, but undated mass resignations are not the way to do it. The GPC will carry out a survey of the profession in September to ensure that the profession's priorities and views are properly taken on board in GPC's continued dialogue with NHS England and government. Furthermore, as a number of the Urgent Prescription priorities require further detail, this will be an opportunity to understand what GPs would want and to firm up the GPC's own proposals. This survey will cover areas to include:

- Workload – including actions that could be taken to limit workload to safe levels.
- Informing 17/18 contract negotiations.
- Informing further detail in the Urgent Prescription proposals.
- Workforce e.g. contractual options and future working intentions, segmented by workforce demographics.
- Working at scale, including development of new models (e.g. MCPs).

Please keep an eye out for the survey and respond to it. Continue to support the GPC, which really is doing its best to bring about change before it is too late.

Business continuity

The smaller your practice the more important it is to have plans in place against the unexpected. As an extreme case imagine a single-handed GP who goes on holiday having arranged for a locum to provide cover; that locum then has a severe accident and the practice manager is unable to find anyone else to provide the service. Net result – breach notices and consequent action by NHS England/CCG. Clearly this could have been avoided by a formal agreement between practices that if one practice were unable to perform its contract then temporary cover would be provided by the other. This sort of arrangement should form part of all practices' business continuity planning.

Planning future Sexual Health services

There is a consultation, which closes on 23rd October 2016, through which Gloucestershire County Council would like to hear your views on the planning of future sexual health services in this county. The link to give your views on this important subject is at www.gloucestershire.gov.uk/sexualhealth.

Advice on preventing 'PBX Dial-through' telephone fraud

The threat: fraudsters hacking into your practice Private Branch Exchange in silent hours to make calls to premium rate or overseas numbers.

Result – considerable cost.

Possible solutions:

- Commercial software is available to prevent this, but it costs.
- A simpler alternative might be to place a block on premium rate numbers and international calls with the telephone system supplier. To cover the rare cases where, for example, a patient is hospitalised abroad and clinician to clinician communication is required, an alternative mechanism for making and receiving such a call should be in place, such as the mobile phone of one of the practice staff. Any cost to the individual could then be reimbursed.

Review of the Carr-Hill Formula

NHS England and the BMA have issued a joint statement which in summary says:

- They are about to start detailed negotiations on the new funding formula but they will not seek to implement any changes to the funding formula before 1st April 2018.
- They understand that some practices provide services to patient populations that have characteristics that affect the practice's costs or workload in a way that cannot be captured through a formula. They will issue national guidance for commissioners about sustainable support for those practices that face workload challenges from three population types:
 - University practices,
 - Unavoidably small and isolated practices, and
 - Practices with a significant proportion of the patient list who cannot communicate in English.
- This guidance will illustrate for commissioners the that practices face and guide commissioners to relevant data sources or intelligence to assist them in making decisions regarding sustainable support.

Legionella assessments

You need to assess the risk of legionella in your systems, but take things in proportion. <http://www.hse.gov.uk/pubns/priced/hsg274part2.pdf> is the health and safety exec guidance and page 31 has a useful checklist including advice on temperature measuring at selected outlets (or the piping if circulating system) monthly. The CQC also has brief guidance <https://www.cqc.org.uk/content/nigels-surgery-27-legionella>.

You should not need to hire expensive consultants.

Gloucestershire suicide audit

Gloucestershire County Council's Public Health Department will shortly be asking practices' help in constructing an updated suicide audit. The estimate is that there should be no more than about 200 cases county-wide spread over the 2013-2015 period of the audit. The results of the audit will be used to supplement available general knowledge of suicide risks with a more specific local picture in order to inform the development of action across the system to prevent future deaths. The LMC has negotiated an increase in the fee from £50 per case to £55 per case and would urge practices to give their assistance to this work. The Public Health team would be very grateful for your help.

GPC Sessional GPs newsletter

This is now available on the BMA website.

<http://bma-mail.org.uk/t/JVX-4F7ZS-1BJCJOU46E/cr.aspx>

Forthcoming events

ACAS Training highlights in Gloucestershire over the next few months:

- 20 October [Contracts of Employment - How to get it right](#) Stonehouse
- 27 October [Performance Management & Appraisals](#) Cheltenham
- 4 November [Employment Law Update](#) Cirencester
- 23 November [Conducting Investigations](#) Gloucester
- 1 December [Managing Holidays](#) Gloucester
- 15 December [Essential Skills for Line Managers](#) Gloucester

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> and links to them are also at Annex A for ease of reference.

Max's Musings

I had an email from my godson the other day, who is doing some incredibly ground-breaking engineering work in America. He said that when things get too much (long hours, no obvious solution to problems, shortage of funds, incipient bankruptcy, 7-day working etc) he and his wife take a day off to unwind by skiing or camping. Mind you, he has only been on the treadmill for three years or so – for him one day is enough. I, by contrast, have been putting my shoulder to the wheel, my nose to the grindstone and my best foot forward for over three decades. And that is a most uncomfortable position, I can tell you. I need a break.

Therefore I shall be taking my wife to Australia for couple of months, via Borneo to trek in the jungle (or what's left of it now that so much has been felled for palm-oil tree plantations). I shall admire the orang-utans and pigmy elephants, the kangaroos, dingoes and koala bears while trying not to see in them any resemblance to any of my colleagues or patients. In the meantime could you all please look after yourselves? Your health is important to us!

We have been advised to take fewer clothes than we think we may need and more money than we could ever imagine we might need. My wife is all for the latter but we may have to discuss the former.

We aim to return refreshed having exchanged money that you cannot take with you for life-enhancing experiences. If the airline luggage limits permit it we will also have souvenirs. In any case we shall have brown knees, hundreds of boring photographs and enough 'do you remember' stories to dine out on for years. You have been warned!

And finally,

Headline:

'Panda Mating Fails; Vet Takes Over'



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

LOCAL MEDICAL COMMITTEE
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Gloucestershire

GP SAFE HOUSE
*Online support for
professional challenges*

www.gpsafehouseglos.co.uk

JOB VACANCIES

The full list of current vacancies is at: <http://www.gloslmc.com/blog-job-vacancies.asp>.

GLOUCESTERSHIRE			Date posted	Closing Date
White House Surgery	Moreton-in-Marsh	Salaried GP	25 Aug 16	Open
Dockham Road Surgery	Cinderford, Forest of Dean	Partner or Salaried GP	26 Aug 16	Open
Heathville Surgery	Gloucester	Maternity cover	16 Aug 16	1 Oct 16
Forest Health Care	Cinderford	Salaried or Partner GP	23 May 16	Open
Rosebank	Gloucester	Partner/Salaried GP	2 Aug 16	17 Sep 16
Longlevens	Gloucester	Partner/Salaried GP	2 Aug 16	8 Sep 16
Partners in Health	Gloucester	Partner/Salaried GP	20 Jul 16	Open
Phoenix Surgery	Cirencester	Part-time Partner	19 Jul 16	Open
Winchcombe	Nr Cheltenham	Salaried or Retainer GP	18 Jul 16	2 Sep 16
Church Street Practice	Tewkesbury	Locum GPs	19 Apr 16	Open
Tewkesbury	Gloucestershire	Choice+ rota	9 Mar 16	Open
Rowcroft Medical Centre	Stroud	Partner or salaried GP	11 Feb 16	Open
GP Retainer Scheme	Gloucestershire	GPs (plural)	13 Jan 16	Open
Brockworth	Gloucester	Partner or salaried GP	5 Jan 16	Open
ELSEWHERE				
Close Farm Surgery	S Glos	Maternity cover	24 Aug 16	7 Oct 16
Martock	Somerset	Salaried or Partner GP	3 Aug 16	30 Sep 16
Frome Medical Practice	Somerset	Home working GPs	22 Jun 16	30 Sep 16
Windrush Medical Centre	Witney, Oxon	GP	21 Jun 16	30 Sep 16
Clarence Park Surgery	Weston-super-Mare	GP Trainer and a Salaried GP	2 Jun 16	1 Oct 16
Kineton & Tysoe Surgeries	South Warwickshire	Salaried GP	4 May 16	1 Aug 16

REMINDER: If you are advertising with us and fill the vacancy please let us know so we can take the advert down.



6 SESSION PARTNER OR SALARIED GP REQUIRED FOR LONGLEVENS SURGERY

Start date January/February 2017

Expansion plans at Longlevens Surgery have created an opportunity for a new GP to join our team.

Longlevens Surgery is seeking to recruit a Partner or Salaried Doctor for 6 sessions per week to our long-established, friendly, forward thinking practice on the outskirts of Gloucester.

Longlevens is located between Cheltenham and Gloucester and is easily accessible from the motorway and surrounding areas.

- ✚ Current list size 7450 and growing due to local housing developments
- ✚ 4 Partners WTE 3.5 and a GP trainee
- ✚ Stable clinical team for Doctors and nurses
- ✚ High achievers for QOF and fully embracing Enhanced Services
- ✚ Supportive training practice and medical student involvement
- ✚ Highly skilled nursing team and Health Care Assistants
- ✚ EMIS Web clinical system
- ✚ 2nd Storey extension due for completion November 2016
- ✚ Excellent administration and communication with experienced Practice Manager and team of 6 receptionists and Reception Supervisor

We are ideally looking for an enthusiastic, committed Partner or Salaried GP to join us in providing high quality care to our patients. The practice is looking to the future and how we can develop our skills within the local community and with new NHS changes that federating will bring.

For more details please visit our website www.longlevens-surgery.nhs.uk

If you would like to discuss this opportunity or meet with us informally please apply with your CV and covering letter to: Dr K Kindler, GP Partner, Longlevens Surgery, 19b Church Road, Longlevens, Gloucester, GL2 0AJ.

Telephone: 01452 522695/525547

Email: k.kindler@nhs.net

Closing date: 8th September 2016

Interviews: TBC but provisionally Saturday 17th September

Rosebank Health, Gloucester

Feeling like a lost sheep?

Partner or Salaried GP – full or part-time

- Well organised, diverse, optimistic teaching and training practice (STs & F2s)
- Mentorship for newly qualified and phased induction
- Strong team of nurse practitioners
- Specialised admin team for GP support, including pharmacists, prescribing assistants and much more
- Support for career development, aspirations and portfolio interests
- Regular clinical meetings
- Expanding Occupational Health, vasectomy, skin surgery and dermatology services



We Can Help!!!

- ✓ **Indemnity Paid**
- ✓ **Assistance with relocation**
- ✓ **Funding for CPD**

Closing date: 17th September 2016

Please contact Wyndham Parry, Practice Director, for a chat, informal visit, application etc

wparry@nhs.net

www.rosebankhealth.nhs.uk



Heathville Surgery

GP Maternity Locum Required

15th January 2017 - 14th July 2017

8 Sessions per week (negotiable)

Heathville Surgery are looking for someone to cover maternity within our long-established & friendly team. CQC rating 2015 "Good" in every category.

We work from brand new purpose built premises in Gloucester within close links to the motorway. Our current list size is 10114 and growing.

We are a 5 Partner, 4 salaried GPs & 2 trainee practice.

EMIS Web clinical system.

If you would like to discuss this opportunity or meet with us, please apply with your CV and a covering letter to Mrs C Barnfield, Practice Manager, Aspen Centre, Horton Road, Gloucester, GL1 3PX. Telephone: 01452 337733.

Email: clare.barnfield@nhs.net

www.heathvillesurgery.co.uk

Closing Date: 1st October 2016

Royal Forest of Dean Gloucestershire



PARTNERSHIP or SALARIED GP VACANCY

For 4 to 8 sessions (WTE 8).

We are flexible and would be happy to consider all applications, ideally for partnership, although a salaried position would also be considered.

FOREST HEALTH CARE is a friendly and enthusiastic GMS dispensing practice with a strong team-working ethos. We are 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, with easy access to the M4, M5 and M50. Outstanding scope for hiking, biking and river sports. Great location for quality family life with access to excellent schools.

The practice offers:

- A democratic supportive partnership, currently 4.25 WTE partners;
- Town centre location and a branch surgery in a nearby village;
- Training practice with a list size of 7,800 of which 2,300 are dispensing;
- Nurse-led clinics and chronic disease management;
- No out-of-hours duties required (option available);
- High QOF Achievement and a wide range of Enhanced Services;
- Daily coffee together, along with regular social events.

Why Gloucestershire?

Find out: <https://jobs.bmj.com/minisites/beagpinglos/>

Why Forest Health Care?

Check out our website: www.foresthealthcentre.nhs.uk

To find out more or arrange an informal visit, contact the Practice Manager:

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



Closure Date: Friday 30th September 2016

Dockham Road Surgery,

Cinderford, Forest of Dean

Partner or salaried GP - 4/6 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. 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 2HCAs 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 this position falls under the requirements of enhanced CRB (DBS) declarations and is 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.

The White House Surgery

Four Shires Medical Practice, Stow Road, Moreton in Marsh, Gloucestershire, GL56 0DS

Telephone: 01608 650317. Email: Angie.hope@nhs.net

GP VACANCY for winter 2016 start
FULL / PART TIME: SALARIED with a view to Partnership
Max 9 sessions per week

We are looking for a new GP to join our optimal Cotswold Practice.
We are a busy 4500 patient, 3 Doctor, dispensing practice with a village branch site and some responsibility to our Community Hospital.

You would have a pleasant state of the art working environment in our newly built Medical Centre which is located on the same campus as the hospital. Appreciative patients and the very best of support staff who are all dedicated, friendly and efficient. We use SystmOne which also integrates with our local District Nursing and Hospital Community Services to help give the very best in continuity of patient care. We are high QOF achievers and offer a wide range of Enhanced Services.

This is a great opportunity to join a well-established and varied North Cotswold Practice NHS Pension Scheme/ Defence Union paid by Practice. For further information and if you wish to have an informal visit please contact the Practice Manager.

Apply in writing with CV to Angie Hope, Practice Manager

Salaried GP or Partner

Martock and South Petherton, Somerset

We are looking for a GP to join our friendly practice at our two sites in Martock and South Petherton following the retirement of our senior partner. We are offering 6 sessions per week but can be flexible and there is the opportunity for partnership if desired. Our clinical team includes nurse practitioners, practice nurses, HCAs and a newly appointed clinical pharmacist.

Our friendly and committed team works hard to deliver an excellent standard of family medicine to the local community. We are lucky to have a low staff turn-over and appreciative patients who rate us highly on our quality of care. We have introduced protected coffee breaks / huddles each morning and will be making sure there are plenty of biscuits (and sometimes even cakes) on hand.

Both our surgeries have purpose built premises and the new building at South Petherton opened in 2013. The two locations have a combined list size of just over 11,000 patients.

Martock and South Petherton are picturesque market towns located on the edge of the Somerset levels with its beautiful rural surroundings. We are within easy reach of the larger towns of Yeovil and Taunton with all the retail and cultural facilities they offer, as well as the Somerset, Devon and Dorset coasts offering a wide range of outdoor leisure activities.

The practice has access to the excellent services provided by South Petherton Community hospital, with more specialised services provided at Yeovil District Hospital. We are working within the Somerset Practice Quality Scheme contract (so no QoF!). We are also a committed training practice, hosting FY2s, GP trainees, and medical students

If you are interested in applying, please email your CV to karen.harley@martocksurgery.nhs.uk. For informal enquiries or to organise a practice visit please contact either Dr Adrian Bridge (Senior Partner) or Karen Harley on 01460 240707. For further information about the practice visit our website at www.martocksurgery.co.uk

Closing date: 30 September 2016

Interview date: TBC