

# December 2023 Newsletter

## ALL I WANT FOR CHRISTMAS?

Katie and GPC are at a critical point in their 2024/25 GMS negotiations – so we would like to remind you of the most important **PRACTICE FINANCE SURVEY** currently in progress from GPC. This survey is anonymous and the BMA has detailed GDPR statements on their webpages.

**We cannot stress enough how much our side needs accurate, contemporaneous evidence about the financial challenges facing surgeries right now.**

The anonymous data gathered is to be escalated to Treasury to increase the funding envelope available for 2024/25. Your evidence will make a difference. **The closing date is 09:00 on 2 January, so it has to be done this week or next. Please spare half an hour of your time over Christmas and the New Year to complete this if you possibly can. This is your opportunity to demonstrate the increasing impact of inflation and rising costs on your practice over the past 12 months.**

<https://www.research.net/r/practicefinanceDec23>

Before you begin, you will need:

**1. Global sum info 2. QOF income & 3. Oct 22 & Oct 23 data** on expenses; locum costs and spend; change in profits; % uplift given/planned for staff; total expenses spend on WTE staff, GPs and locums; cashflow; impact of inflation

The closing time/date is midnight on **3 January 2024**. Should you wish to follow up with any further feedback, please share it via [gpsurvey@bma.org.uk](mailto:gpsurvey@bma.org.uk).

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## THE GP SURVEY – YOUR CAREER, YOUR FUTURE

Aside from the finance survey, the full profession survey will be open until 21 January. In the new year, you'll receive a postcard in your practice reminding you to complete this. Please put the Green Postcards on the cupboard above the kettle (or even the backs of loo doors!) to encourage all your GPs to feedback. The results will provide an opportunity to make the case for real changes for GPs, their teams, and how we contractualise patient care more flexibly beyond the general election in 2024 with a newly elected government.

<< <https://tinyurl.com/GPSurveyShare> >>

This survey will be instrumental in GPC publishing their manifesto and developing conversations with other stakeholders in determining what GPs on the frontline need out of their contract and career beyond this Parliament. **It's open to ALL GPs and ALL ST3/ST4 GP registrars.** (You don't have to be a BMA member).



## CAMBS LMC OPENING TIMES OVER FESTIVE PERIOD



The office will be closed on Monday 25 December, Tuesday 26 December 2023 and Monday 1 January 2024.

We shall be operating our normal office hours between Wednesday 27 and Friday 29 December 2023 with our office phone line [01223 919845](tel:01223919845) and office inbox [office@cambslmc.org](mailto:office@cambslmc.org) remaining open to manage any urgent or critical need.

May we take this opportunity to wish you and your practices every best wish for 2024.

## CAMBS LMC WEBSITE LAUNCH – COMING IN NEW YEAR 2024

NEW COMING SOON

We announced the launch our newly revamped website – coming in early 2024. A reminder that whilst most content will remain publicly accessible; the new website will feature a secure log in section for our Cambridgeshire & Peterborough constituent GP Practices to gain specific access to our guidance pages.

In preparation to go live, staff working in Cambridgeshire & Peterborough General Practice and PCNs are asked to follow this link to provide details for us to grant individual log in access.

For those who work in more than one practice or are Locum GPs, please select just one practice where you work most frequently.

[>>> CLICK HERE TO APPLY FOR ACCESS TO GUIDANCE PAGES <<](#)

We look forward to sharing our new site with you in the coming weeks. Please contact us at [office@cambslmc.org](mailto:office@cambslmc.org) if you have any queries.

## INSTITUTE OF GENERAL PRACTICE MANAGEMENT – LOCAL REPRESENTATIVE

We wish to congratulate Melanie Gearing, Practice Manager at Alconbury & Brampton Surgeries, who has recently been appointed as our regional representative of [Institute of General Practice Management](#) (IGPM).

IGPM is the representative body for all managers working within general practice in the United Kingdom. The IGPM has been created to support the development and career progression of the General Practice Management community and provide a governing body through which managers can become accredited and fully recognised as a distinct profession.

To become an Associate of the IGPM you may apply and pay an annual retention fee. If the Associate is appropriately experienced, they may apply to be accredited as a full Member of the IGPM. To become accredited and obtain the level of Member of the Institute of General Practice Management (MIGPM), Associates must apply to be assessed by an accreditation panel.

[Sign up to the IGPM newsletter](#) to be kept up to date with developments or read more [here](#). Follow the hashtag [#PMpower](#).

As your local representative, Melanie has shared a [short slidedeck](#) and would be delighted to answer any questions that practice manager colleagues might have, and to explain more about membership status. Melanie can be contacted [here](#). It is hoped that Melanie might join some of the practice manager meetings in 2024 so that she can introduce herself and share further information.

Congratulations again, Melanie!

## LOCAL ICS UPDATES

### Cambs & Peterborough ICB Clinical Policies

The ICS has routinely reviewed the Surgery for Tonsillitis: Tonsillectomy and Adenoidectomy Surgical Threshold Policy and edited the Cataracts Surgical Threshold and Knee Arthroscopy for Chronic Knee Pain Surgical Threshold Policy. You can access the policies on the ICS [Clinical Policies web page](#).





# Bespoke Business Training for GPs

## Business Fundamentals For General Practice

Are you a GP Partner interested in developing your business knowledge? A GP interested in a pathway to partnership?  
**This course is for You!**

**Business Fundamentals** is a bespoke business programme covering the commercial, legal, HR, and financial aspects of running a General Practice.

Cambs LMC is delighted to offer a bespoke **Business Fundamentals Training Course** to local GP Partners, GPs who are new to partnership, or to those who are on an evidenced route to partnership.

**The course covers a range of modules including:**

- Good Governance
- Legal Obligations
- Understanding Finance
- HR & Employment Law
- Premises & Estates
- Personal Development & Leadership

**The course will be held over 4 full days:**

Tuesday 30 January, Tuesday 27 February, 21 March and 2 May 2024

**The Cambridgeshire and Peterborough Training Hub is providing subsidised places for Cambridgeshire & Peterborough constituent GPs, on a first come first serve basis.**

**C&P delegate rate: £649**

Standard delegate rate: £999

To express your interest please email [office@cambslmc.org](mailto:office@cambslmc.org)

## GMC: GOOD MEDICAL PRACTICE

### Updated professional standards are coming – 30 January 2024

The updated version of *Good medical practice* comes into effect on 30 January 2024. This sets out the standards of patient care and professional behaviour expected of all doctors registered with us. It's designed to be relevant to you as a GP, throughout all stages of your career. To help you apply the standards in practice, we've also refreshed some supporting pieces of guidance on:

- Delegation and referral
- Ending your professional relationship with a patient
- Identifying and managing conflicts of interest
- Intimate examinations and chaperones
- Maintaining personal and professional boundaries
- Providing statements or expert evidence as part of legal proceedings
- Using social media as a medical professional

These don't establish new or different standards to those in *Good medical practice* - they explain more about specific areas which doctors often have questions about or where it's useful to provide extra detail. These pieces of guidance will come into effect at the same time as the updated *Good medical practice*.

## MRI SAFETY QUESTIONNAIRES

It has been brought to our attention the NWAFT radiology department has asked practices to complete MRI safety questionnaires on behalf of patients with cognitive impairment.

We do not believe this to be a safe pathway; there are questions on the form that may not be answerable from the patient record. In addition, the form presupposes that all medical records are complete in terms of past surgical procedures, accident history, and other relevant factors. Cambs LMC has reflected to the ICS the responsibility for a test lies and its safety lies with the Trust. Practices should consider reminding the Trust of their responsibilities with any request to provide information.

We understand this is going to be discussed by the Diagnostic Board soon, and we will keep you informed of any outcomes.

## SAD PASSING OF DR JOHN HEDGES, ROYSTON GP

Dr John Hedges, a retired long-standing partner of Royston Health Centre, sadly passed away on 9th December 2023. John was a former elected member of the LMC, and trained many Cambridge-based GPs over the years.

We understand there will be a book of condolence which will be available in Royston Health Centre from Wednesday 13th December. Our condolences go out to John's family, friends and colleagues. Rest in Peace.

## CONFERENCE OF ENGLAND LMCs 23 & 24 NOVEMBER 2023

The Annual Conference of England LMCs, chaired by Dr Shabi Nabi was held at Friends House and BMA House over 2 days on 23 and 24 November 2023. This conference allows all LMCs in England to attend and debate issues affecting General Practice, which if carried, set policy for the BMA's GPC to negotiate in the coming year.

Five Cambridgeshire LMC Committee Members represented the local profession, working together both prior to and during both days, some having the opportunity to propose, address and speak passionately to the conference attendees.

The resolutions and election results from the conference have now been [published](#). The recordings of both days are available on the BMAs events page [here](#).

## INDEPENDENT REVIEW OF ALL NON-CORONIAL DEATHS

As widely expected, DHSC has published details of the statutory medical examiner system planned from April 2024, including the final [draft regulations](#). The changes will affect every healthcare provider, with **all deaths** being independently reviewed either by a [medical examiner](#) or a coroner. All healthcare providers including GP practices should establish processes for referring deaths to the medical examiner offices.

At the same time a new Medical Certificate of Cause of Death, which can be completed by a doctor who attended the deceased at any time, will be launched. [Listen to this podcast about how medical examiners can support GPs](#); [listen to a podcast by the National Medical Examiner](#); and [join a webinar](#) on Wednesday 17 January.

## BMA WELLBEING



BMA wellbeing support services page can be found [here](#).

Practices are encouraged to continue to focus on their own teams' wellbeing and take time to meet & reflect on their wellbeing and what they can do to enhance it. This will meet the requirements of the [QOF targets in the GP contract](#) for a quality improvement project on staff wellbeing.

A range of wellbeing and support services are available to doctors, from our 24/7 confidential [counselling and peer support services](#), [NHS practitioner health service](#) and non-medical support services such as [Samaritans](#). [Doctors in Distress](#) also provides mental health support for health workers in the UK, providing confidential peer support.

See their [poster](#) with 10 tips to help maintain and support the wellbeing of you and your colleagues.

## NATIONAL UPDATES

**Preparation for any future contract referendum or ballot:** We have been clear with DHSC and NHSE that 2024/25 must bring hope for the future of our profession. This is also the will of GPC England, who in April 2023 voted to prepare to ballot GPs on taking collective action if the Government does not “drastically improve the contract” in 2024/25 negotiations. **At the recent England Conference of LMCs, Conference voted to ballot the profession on the outcome of any future negotiation. This is now policy.** Tell your colleagues and partners to [join the BMA today](#). If you are a member, make sure the details we hold for you are up to date to ensure your vote counts. Update your member details on [www.bma.org.uk/my-bma](http://www.bma.org.uk/my-bma) or join us as a member today.

**Inclisiran:** There are still widespread concerns with the manner and speed with which [NHS England have attempted to push Inclisiran](#), which is a black triangle injectable drug. There are still a number of questions, raised by both GPCE and the RCGP, on which NHS England has yet to provide a satisfactory response, and this was set out in the BMA's [joint position statement](#) with the RCGP. We would like to remind practices that the prescription or administration of Inclisiran is not part of the GMS/PMS contract (although in negotiation with the LMC it may be commissioned via a LES – note there is no LES currently across Cambridgeshire & Peterborough). The onus lies with local Commissioners to commission an appropriately funded service if they wish patients to have access to this drug, either within General Practice or via Specialist services.

**Online access to records - data breaches from misfiling of records:** We continue to work on this topic and seek to make the whole project fit for purpose. We have had numerous concerns about how this was imposed on the profession and these can be found [here](#). If you have any examples of potential or actual harm that has arisen from the accidental misfiling of data/letters in the wrong patient's record, or when information should have been withheld from online view in order to prevent harm, but wasn't, and which has only come to light now more patients have access to their records, please pass on details to [info.gpc@bma.org.uk](mailto:info.gpc@bma.org.uk).

**MAPs to be regulated by the GMC - write to your MP:** The [Government has announced](#) that physician associates and anaesthesia associates are to be regulated by the GMC. The BMA thinks that this will add further, dangerous confusion. Read the [statement](#) in response by Prof Philip Banfield, BMA chair of council, to the announcement.

**Afghan relocation programme - ICB funding:** In a recent [communication](#), [NHS England](#) has reminded ICBs to work with local authorities to identify and support the healthcare needs of people relocating under the Afghan Relocation programmes. ICBs should use [the recommended health screen](#) for new arrivals and can [claim funding directly from the Home Office](#) for the first year of healthcare for those in settled accommodation.

**GP & ACP EDUCATION PROGRAMME: Managing Burnout - Tue 16 January, 19:00-20:30**

Join us for our next GP& ACP session when Dr Jonny Der Kureghian will be joining us to talk about Managing Burnout. [Click here](#) to book your place. You can also find future dates in the programme on our web page [here](#).

**PROTECTED LEARNING TIME:** C&P Training Hub are providing focused learning opportunities for practices and PCNs during Protected Learning Time sessions. Each session consists of a live virtual session hosted by a subject specialist, a Facilitation/Discussion guide and a Resources list to signpost to further learning or tools.

<b>Tue 23 January 2024</b> 14:30-15:30	<b>Cardiovascular Disease &amp; Diabetes:</b> How can we best support our patients to live healthier longer lives?	Dr Jessica Randall-Carrick	<a href="#">Click here to book</a>
<b>Thu 29 February 2024</b> 14:30-15:30	<b>Menopause Care:</b> Past, Present and Future	Dr Gill Shields	<a href="#">Click here to book</a>
<b>Wed 27 March 2024</b> 14:30-15:30	<b>Enabling Wellbeing Support for Individuals &amp; Teams</b>	Dr Susie Hunt & Dr Paula Newton	<a href="#">Click here to book</a>

These sessions are designed to be accessed live and will also be available for a short period afterwards to support practices and PCNs who may already have plans for the scheduled live dates. Find more information and other upcoming PLT opportunities [here](#).

**NEWLY QUALIFIED GENERAL PRACTICE FELLOWSHIP:** NHSE have advised that applications for the current General Practice Fellowship programme will **close on 29<sup>th</sup> March 2024**. The scheme is designed to provide newly qualified GPs (and Nurses) with a 2-year programme of support and education when taking up a substantive role in a Cambridgeshire & Peterborough practice. It offers protected CPD time, education sessions and mentoring, plus practical and financial support for the employing practice. So if you are about to qualify or qualified in the last 12 months, or if your practice is planning to recruit for these roles in the next few months, please [click here](#) for more information and how to apply.

**CAREER BREAK SUPPORT:** Taking a break in your career can be challenging. Whatever the reason for your break, our new GP Career Break programme provides opportunities to access advice, support and training to help you before, during and after your absence from work. [Find out more here](#).

**PCN EDUCATIONAL LEADERSHIP & DEVELOPMENT CONDENSED PROGRAMME:** We are pleased to share the opportunity for you to be part of our condensed PCN Educational Leadership and Development programme and benefit from the learning of our pilot PCN Training Teams project. The programme will offer paid time to plan and develop as a team, plus 2x half day workshops facilitated by experts Swanwick Morris. [Find out more here](#) and if you think your PCN would benefit from being part of this condensed programme, please email [candptraininghub@nhs.net](mailto:candptraininghub@nhs.net) (Please note - this offer is only available to those who are not part of our current PCN Training Teams project.)

**LANTUM: UNLOCKING ADMINISTRATIVE BENEFITS FOR YOUR PRACTICE**


We understand that your practice may already have direct locum cover arrangements in place. However, Cambridgeshire and Peterborough Training Hub has a partnership with Lantum for locum staffing requirements, and you can unlock these benefits by encouraging your regular locum to register [here](#). The benefits are outlined below:

**Streamlined Administration:** Lantum offers a centralised platform for managing locum managing/tracking locum bookings, automated invoicing and pensions paperwork.

**Clinical Governance:** All GPs on the platform have their core documentation checked (DBS, CV & Passport). They also have the option to upload a digital passport of all their S&MT. This allows you to download all their compliance documentation with just a click of a button.

**Access to a Larger Pool of Locums:** While practices may have their trusted locum contacts, Lantum connects you with a broader network of experienced healthcare professionals. This ensures that you have access to a diverse pool of clinicians, increasing the likelihood of finding the right fit for your specific needs.

**Adaptability to Changing Demand:** As the healthcare landscape evolves, having access to a larger pool of locums through Lantum allows your practice to adapt to changing demand more effectively. Whether you need last-minute cover or have long-term requirements, Lantum provides the flexibility to meet your staffing needs.

To learn more, email [camilla.thomson@lantum.com](mailto:camilla.thomson@lantum.com). Alternatively to access your Lantum account and post a locum shift, you can log in [here](#). NB: Other locum platforms are available and Cambs LMC does not endorse any particular provider.

## THE CAMERON FUND CHRISTMAS APPEAL

Please see attached [Christmas Appeal Letter](#), sent on behalf of the Cameron Fund Treasurer.

Also see their [YouTube channel](#) and [X page](#).



## THE ROYAL MEDICAL BENEVOLENT FUND

The RMBF have online resources available to doctors including a [Free Vital Signs Guide](#) and [Return to Medicine Guide](#).

Also see their [fundraising page](#).



## BMA GUIDANCE

Practical guidance for GP practices can be found [here](#)

Read the safe working in General Practice pages [here](#)

All the latest GP Bulletin (England) can be found [here](#)

Read the latest Sessional GPs update [here](#)

Latest updates on Twitter: [@BMA\\_GP](#) and [@TheBMA](#)

Read about BMA in the media [here](#)

BMA wellbeing support services page [here](#)

## CQC GUIDANCE PAGES

[CQC: Guidance for GPs](#)

[CQC: Youtube](#)

[CQC: GP Mythbusters](#)

## PCSE GUIDANCE FOR PRACTICES

[PCSE: Guidance Pages](#)

[PCSE: Monthly Updates](#)

[PCSE: Youtube](#)

## CAMBS LMC IS ALWAYS HERE FOR YOU

### SUPPORT AND SIGNPOSTING

A reminder that Cambs LMC is *always* here for any GP in need, and we actively encourage you to reach out to us. Our job is to look after you – we are a safe, confidential space if you are struggling or are in distress. Visit <https://cambslmc.org/whatwedo/-support> for more information or snap the QR code.



### CAMBRIDGESHIRE & PETERBOROUGH GP & PRACTICE JOBS

We advertise GP roles on the jobs section of our website <http://www.cambslmc.org/jobs>. This remains a free service for local practices to advertise their GP vacancies. To advertise a vacancy, please email us the details, including the closing date and any supporting documents in pdf to [jobs@cambslmc.org](mailto:jobs@cambslmc.org).

### LOCUM NEWS & LOCUM ROLES – JOIN THE CAMBS LMC LOCUM LIST

We can also advertise GP Locum roles via our LOCUMNEWS mailing list. Please email us the details and we will forward it via that mailing list.

### PRACTICES SEEKING LOCUMS

We continue to forward any GP Locum availability you might have to our locum mailing list. When sending requests to [office@cambslmc.org](mailto:office@cambslmc.org) to forward to locums, please remember to include a short synopsis of your practice in your locum requests i.e. where you are, what clinical system you use and relevant contact information.

### REMOTE LOCUM SESSIONS

If you have roles which could be undertaken remotely – why not advertise these too? Attract GPs from across the country, and rather than working for other companies, they could work for you, *and* get NHS pension contributions *and* instant messaging with senior GPs to support.

## GPAS: GENERAL PRACTICE ALERT STATE

Please remember to audit your activity and feedback your alert state before close of play on Thursday each week.

<https://cambslmc.org/gpas/>

## LMC UPDATES: YOU SAID, WE LISTENED!

Look out for our local updates that we send on LMC news to try to keep our monthly newsletters shorter!

<https://cambslmc.org/news/>

### LMC Office Staff:

Dr Katie Bramall-Stainer – Chief Executive  
Alice Benton – Executive Director  
Dr James Booth – Medical Director  
Emma Drew – Executive Officer  
Suzy Stoodley – Executive Officer  
Molly Collison - Administrator

### Find us:

The Officers' Mess Business Centre  
Royston Road, Duxford,  
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CB22 4QH

### LMC Committee Officers:

Dr Diana Hunter – Chair  
Dr James Howard – Vice-Chair  
Dr Jo Scrivens – Treasurer

### Contact us:

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