



13<sup>th</sup> March 2023

Dear Colleague

Welcome to this week's edition of the LMC Express. The local updates for this week include:

- Removal of the panic button in EMIS Web
- Fraudulent invoices
- De-biasing and Value Based Recruitment Training
- Quality Outcomes Framework (QOF) information
- A message from Kent and Medway's Staff Mental Health and Wellbeing Service
- NHS Pension reforms – Regional Masterclasses
- GPAS Weekly SitRep

### **Removal of the panic button in EMIS Web**

The LMC has raised concerns with the ICB following the announcement from EMIS that they will be removing the panic button functionality from EMIS Web. We understand the implications for staff safety as a result of the loss of this function, as well as the potential significant cost for practices. The ICB has committed to address this issue with EMIS.

### **Fraudulent invoices**

Practices are advised to be vigilant for fake invoices being sent into practices. The invoices tend to be relatively low value so may not necessarily stand out as a significant, unusual value. Recent examples include invoices for printer toners and for medical equipment including, BP monitors and pulse oximeters.

### **De-biasing and Value Based Recruitment Training**

Kent & Medway Training Hub, the LMC and the ICB have partnered together to offer a series of De-biasing and Value Based Recruitment in Primary Care Workshops. The Workshops aim to help participants understand the unintended and unconscious bias that can be present during recruitment and how they can contribute to creating a fairer and more transparent process that supports the long term retention of newly recruited staff. The interactive workshops will use specific primary care content that's meaningful and recognisable. The workshops are aimed at Practice Manager, Staff Partner or the Partner that usually gets involved in recruitment. Please register at the link in the attached flyer.

### **Quality Outcomes Framework (QOF) information**

NHS Kent and Medway Integrated Care Board (ICB) recognises that for some practices their QOF achievement in 22/23 may have been adversely affected by the ongoing capacity and winter pressures within primary care. [Here is information](#) on the year end process for those practices, that has been agreed between the Kent Local Medical Committee (LMC) and the ICB. If any practice has any queries, then please email [wendy.malkinson@nhs.net](mailto:wendy.malkinson@nhs.net).

## A message from Kent and Medway's Staff Mental Health and Wellbeing Service

Following the success of *talking wellness* online training sessions in February we have some more training opportunities in March and April available for staff to attend. Join talking wellness for one of our online training sessions to learn more about the importance of mental health wellbeing. For further information and to book a place please see the attached flyer

## NHS Pension reforms – Regional Masterclasses

There are some changes to the pension scheme intended to offer greater flexibility for staff to take their pension and keep their salary. Changes to the 1995 Section of the NHS Pension Scheme mean that staff, if they want to, can take their pension, keep working, and build up more pension in the 2015 Scheme.

**From 1 April 2023** – all members who retire can re-join the pension scheme and build up more pension in the 2015 Scheme

**From 1 October 2023** – all members can claim their pension without taking a break from work and keep both their pension and salary, they just need to reduce their hours or reshape their job, so their pensionable pay is 10% less.

These changes have been made to create a financial incentive to help retain staff.

Three regional pension masterclasses will be run to explain these changes. The sessions are aimed at Practice Managers and GP partners employers not for wider system staff. The sessions will last 1.5 hours and will explain how the changes will work as well as opportunities for exploring flexible working to help encourage staff to continue working. Attendees will have the opportunity to ask any questions they may have.

- North West, South East, South West – Monday 20<sup>th</sup> March – 3pm to 4.30pm

**[Book your place now.](#)** If you have any questions about the Masterclasses, please contact: [england.nhsreward@nhs.net](mailto:england.nhsreward@nhs.net)

## GPAS Weekly SitRep

GPAS was implemented to allow General Practice to report the state of resilience across Kent & Medway so that system leaders can understand the pressures being experienced and compare them to those in the rest of Primary and Secondary Care.

Every week Practices submit their assessment of their current state into a central database using data from an EMIS report. Submissions are **completely anonymised**; the LMC is not able to identify individual practices from the submissions. The only data that is shared with either the ICB or other stakeholders is aggregated at HCP or Kent and Medway level.

The more practices that take part in GPAS, the more robust the evidence will be. Collecting this data is assisting the LMC in illustrating practice pressures.

The report only takes 5 minutes to complete each week. We would encourage every practice to submit a report on a weekly basis and to provide comments and feedback. The LMC is able to assist with getting practices started on reporting. Information can be found on our website at [Kent LMC - General Practice Alert State \(GPAS\)](#) or please email the LMC at [info@kentlmc.org](mailto:info@kentlmc.org)

[To view the latest GPAS SitRep please click here](#)

Kind regards  
Kent Local Medical Committee

