



23rd October 2023

Dear Colleague

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

- eDec
- Covid vaccinations accelerator payments
- 6% pay increase
- Online access to records
- General Practice Alert State (GPAS) National Reporting Dashboard
- NHS Mail Multi Factor Authentication (MFA) Champion user webinar drop-in session
- Reminder: Workforce and Wellbeing Programmes
- Kent and Medway Mid-Career GP Support
- A message from the Cameron Fund: Christmas Appeal
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- Upcoming LMC Interface Meetings

eDec

We are aware that questions regarding declaration of GP earnings have been introduced into this year's eDec. The BMA intends to provide guidance to practices about completing the eDec and so advise practices to not submit it yet.

Covid vaccinations accelerator payments

The accelerated payment to support practices to administer covid vaccinations are ending. The additional payment of £10 for care home and housebound patients ended yesterday (22nd October) and the £5 payment for other eligible patients ends on 31st October. We draw PCNs and practices attention to the terms of withdrawal from the Enhanced Service given on page 28 of the specification [PRN00629-gp-covid-19-vaccination-es-specification-23-24-august-2023.pdf](https://www.england.nhs.uk/publication/prn00629-gp-covid-19-vaccination-es-specification-23-24-august-2023.pdf) ([england.nhs.uk](https://www.england.nhs.uk))

We understand that the ICB will be issuing guidance this week to PCNs who wish to apply for inequalities funding to enable them to continue to reach patients eligible for the covid vaccination.

6% pay increase

The 6% increase in Funding to support staff pay rises is understandably causing a lot of confusion for practices given that the 6% does not actually translate into an increase of 6% of a practice's pay costs. GMS was increased by 2.1% in April 23. The recently agreed uplift is actually 3.9% of 44% of the GMS payment, backdated to 1st April. The backdated amount will not be paid to practices until November.

Given that practices are independent business that set their own pay rates and have different staff mixes to meet the needs of their patient populations, staff costs will vary enormously between practices. The 6% award given by NHSE is based on a 6% uplift to 44% of a practice's global sum payment, as notionally it is expected that practices will spend

44% of their GMS capitation payment on staff costs with the remainder spent on running the practice ie. utility bills, purchasing equipment and consumables etc. However, due to increasing pay inflation and rising practice costs over the past few years, and the annual uplift to GMS being below inflation, in reality practices are spending up to 100% of their GMS funding on staff costs. Therefore, it is likely the recent 6% uplift of 44% of the global sum will not be sufficient to cover a pay rise of 6% for all staff, particularly when on costs of pension contributions and national insurance are factored in.

The advice from the Chair of the GPC, as shared in our bulletin on 9th October, is that practices aim to pass on the uplift they have been given as this has been negotiated by the GPC in good faith that it will be passed to staff. However, this is not intended to mean all staff are given a 6% pay increase if the funding increase given to the practice does not cover that. This was recognised in a press release from the secretary of state on 13th July 2023, 'As self-employed contractors to the NHS, it is for GP practices to determine uplifts in pay for their employees' [NHS staff receive pay rise - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/nhs-staff-receive-pay-rise). Practices will need to follow the DDRB guidance about pay reviews as written into salaried GPs contracts, but otherwise all other pay rises are discretionary.

Online access to records

Although the deadline of 31st October for the switch on access to records is rapidly approaching, it is important that practices remember that as data controllers, they are considered responsible for any patient data that is shared and for ensuring this is done safely and appropriately and in the best interest of their patients.

The BMA advice is constantly being updated as ongoing discussions are held with NHSE about the risk to practices given the lack of failsafe IT systems and of indemnity cover for practices for any potential data breaches (CNSGP and MDOs' provide indemnity for clinical negligence, not data breaches) as well as the additional workload associated with implementation. The BMA advice is for practices to complete a DPIA and to then act accordingly. We attach again a letter from the BMA outlining the concerns and implications. The latest BMA guidance, FAQ, template letters and a suggested DPIA can be found at [BMA general practitioners committee England](https://www.bma.org.uk/clinical-issues/clinical-issues-articles/bma-general-practitioners-committee-england)

General Practice Alert State (GPAS) National Reporting Dashboard

The national GPAS reporting dashboard has been published and shows the pressure general practice is under. Last week Kent & Medway practices reported Opel 3, consistent with the county having the lowest level of GPs per head of population in England.

Thank you to practices that continue to provide input into GPAS on a weekly basis. The information you provide is invaluable in evidencing the pressure general practice is operating under. The GPAS information from the national dashboard will be used by the BMA and feed into contract negotiations.

Submissions continue to be 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 operational pressures in general practice. The report takes less than 5 minutes to complete each week.**

We would encourage every practice to submit a report on weekly basis and to also 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

Furthermore, if you are experiencing acute operational pressures please do get in touch. **If your GPAS contact person changes or leaves the practice, please update us with the new contact person at info@kentlmc.org**

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

A message from NHS SCW CSU to all Smartcard Users

Please see the attached information and pass it on to relevant users within your organisation. This contains information about:

- A new way to unlock your own smartcard
- Smartcard passcodes
- Cervical Screening Management System (CSMS)
- Smartcard users updating their contact details in CIS – this will allow them to unlock their own smartcards and use the Cervical Screening Management System (CSMS).
-

NHS Mail Multi Factor Authentication (MFA) Champion user webinar drop-in session

SCW Kent and Medway Locality Team would like to offer drop-in sessions which will go through the process of registering your NHS mail user account for NHS Mail MFA. As you are aware from the recent ICB GP Bulletin this is a mandatory directive from NHS Mail by 1/4/23 but the ICB are pushing for this to be completed by **end of November** to avoid impacting on deadlines that fall in the last quarter of this financial year.

This webinar will go through the registration process, which will then enable you to register yourself and your colleagues individually. Each session will be 1 hour. During this hour you can attend at any point and watch the demonstration. The demonstration will be repeated for the duration of the hour, each demonstration is 10 minutes long. You will not need to attend the whole hour. It is an informal webinar and questions can be asked at any time during the demonstration, or you can contact your local Facilitator for any further information via scwcsu.km.digital@nhs.net

Dates:

October

Tuesday 24th – 11am - [Click here to join the meeting](#)

Thursday 26th – 2pm - [Click here to join the meeting](#)

Tuesday 31st – 11am - [Click here to join the meeting](#)

November

Thursday 2nd – 2pm - [Click here to join the meeting](#)

Tuesday 7th – 11am - [Click here to join the meeting](#)

Thursday 9th – 2pm - [Click here to join the meeting](#)

Tuesday 14th – 11am - [Click here to join the meeting](#)

Thursday 16th – 2pm - [Click here to join the meeting](#)

Tuesday 21st – 11am - [Click here to join the meeting](#)

Thursday 23rd – 2pm - [Click here to join the meeting](#)

Tuesday 28th – 11am - [Click here to join the meeting](#)

Thursday 30th 2pm - [Click here to join the meeting](#)

Reminder: Workforce and Wellbeing Programmes

We would like to outline 2 separate offers the LMC working with the training hub have released this week for practices. The intention is that the offers enable practices to achieve

the 'Workforce and Wellbeing Points Thresholds' in QOF: The contractor can demonstrate continuous quality improvement activity focused upon workforce and wellbeing as specified in the QOF guidance. The overarching aim of this QI module is to evidence support for improvements in wellbeing, resilience, and minimising the risk of workforce burnout.

The 2 programmes we are offering to practices are:

Manage Your Mind programme: these are in person, 1 day events, on the dates and locations found below. These are available to **GPs and all practice and PCN staff**. Sessions will focus on improving mental and emotional health using powerful breathing exercises and mindfulness techniques. The cost of attendance is £80 but the LMC will share the costs with practices, reducing the **cost per participant to £40**, this includes a delicious lunch at the venue and refreshments throughout the day.

Manage Your Mind offers individuals an opportunity to invest in themselves, to rest, to re-centre, to re-focus and to re-energise. Participants are likely to benefit from learning new skills, breathing techniques, guided meditations and processes that help calm the mind. Studies have shown that when practiced regularly, they help improve sleep, reduce stress, depression and anxiety and improve the quality of life. This is a great opportunity to connect with colleagues. There are no limits to numbers of staff registering per practice, but please be aware each event has a limit of 45 participants, and you can register to attend at the most convenient location to you.

Click on the date to take you to the booking page:

[Friday 17 November. Aylesford Priory, The Friars, Aylesford](#)

Please note you can attend an event in area and not restricted to the event in your HCP area. If you have any questions about the programme then please email:

Manage.yourmind@nhs.net

Mental Health First Aid (MHFA) – is a national training programme, which teaches people how to identify, understand and help someone who may be experiencing a mental health issue. MHFA won't teach you to be a therapist, but it will teach you to listen, reassure and respond, even in a crisis – and even potentially stop a crisis from happening.

You'll learn to recognise warning signs of mental ill health and develop the skills and confidence to approach and support someone while keeping yourself safe. You'll also learn how to empower someone to access the support they might need for recovery or successful management of symptoms. This could include self-help books or websites, accessing therapy services through routes such as their school or place of work, online self-referral, support groups, and more. By becoming an MHFAider® you'll have access to continuous support – well beyond your initial certification – so you are confident, empowered and motivated to carry out your role. You will get three years' access to MHFAider® support and benefits which includes 24/7 digital support through the MHFAider Support App®. From there, you will find exclusive resources, ongoing learning opportunities and the benefit of joining England's largest community of trained MHFAiders®. The qualification is endorsed by the Royal Society For Public Health.

Our ambition is to have one Mental Health First Aider per practice, ideally this would not be a GP or staff member who has a HR role, but another approachable member of the team (clinical or non clinical) who is interested. We can then form a local peer network to share learning.

This offer is fully funded. To book a free place please follow the link:

<https://invictahealth.learningpool.com/course/view.php?id=1074>

Course dates – 6th November and 10th November, whole days 9-5pm, virtually delivered. A course manual will be sent to participants prior. Each cohort has 8-16 participants, further dates will be rolled out as we fill up the course.

As you can see the courses offer separate benefits and we hope that you find them useful.

Kent and Medway Mid-Career GP Support - Spaces still available

Kent & Medway Primary Care Training Hub have asked us to share the following message:

Dear Colleagues,

Last month we released the dates for our Kent and Medway Mid-Career GP Support. With 4 weeks to go till our first session; spaces are filling up fast, so if you are interested, take advantage of this opportunity, and book your place.

The focus was specifically on mid-career GPs, who comprise a critical part of the General Practice workforce, shouldering an ever-increasing burden of clinical and managerial responsibility within practices. For the purpose of this programme of work, mid-career GPs include those 5 years post qualifying but before the last 5 years of their career.

In response to our request, a number of you kindly came forward to offer to meet virtually with Philippa Robinson, Coach and Leadership Development Facilitator in order to help us with understanding what would best support you personally and professionally.

Following these conversations, we have gained a deeper understanding of your pressures and needs. This has led to a number of practical support options that we are keen to make available to you over the coming months. This support includes the following:

1:1 coaching to individuals available on request. Mid-career GPs will be offered a choice of coaches to access, on a flexible draw down basis. A number of the GPs who took part in the need's calls expressed an interest to take up this offer, in order to gain insight into useful approaches to deal with the daily pressures arising at the practice and in their role.

Establish GP Peer Learning Networks

1. Meet 3 times per year for a half-day session per locality. Certificates will be provided to enable you to use this time as continuing professional development. Refreshments will be provided.
2. Semi structured facilitated sessions.
3. Allowing for peer connection time, support and problem solving
4. These sessions will include mini masterclass input (keynote session up to 60 minutes per session based on needs of the group)
- 5.

Topic based sessions such as preparing for CQC visits, help with pensions and hot topic events will be advertised throughout the year, topics will be based on feedback from this cohort.

Next steps:

The coaching sessions are available now, if you would like to access these, please email Liz Ward directly. Liz, who is part of the Rebekah Giffney Consulting team will be able to connect you directly with a coach for an initial discussion to get going liz@mcandrewward.com.

The first GP Peer Learning networks are now scheduled for November 2023 - 3 dates available and GPs can attend which ever date/location best suits them. Please book your place to attend one of these sessions via the below Eventbrite link.

1. 9th November 2023, 1pm-5pm, The Village Hotel Maidstone. [Book your place](#)
2. 21st November 2023, 1pm-5pm, Riverside Church, Whitstable. [Book your place](#)
3. 28th November 2023, 1pm-5pm, The Village Hotel Maidstone. [Book your place](#)

Please do not hesitate to contact the Training Hub if you have any questions regarding this support.

A message from the Cameron Fund: Christmas Appeal

On behalf of our Treasurer, Dr Ian Winterton, please find attached the Cameron Fund Christmas Appeal letter.

The Fund recently contributed to a *BMJ* article about the impact that long covid is having on doctors, and the piece features some of the beneficiaries that we have been able to help as a result of the donations we receive. If you haven't had a chance to read this, please take a moment here: [Long covid: the doctors' lives destroyed by an illness they caught while doing their jobs | The BMJ](#)

Many thanks for your support.

Useful Links

[Subscribe to Kent & Medway ICB General Practice Updates](#)
[Previous issues of the General Practice Update available online](#)
[Subscribe to NHSE Primary Care Bulletin](#)
[Email Newsletters from CQC](#)
[Kent and Medway Primary Care Training Hub](#)
[Sign up to Primary Care News](#)

Upcoming LMC Interface Meetings

The following meetings are taking place over the next couple of weeks. If you have any issues that you would like us to raise please email info@kentlmc.org with the title of the meeting and details of your request.

[East Kent GP Board – Thursday 9 November](#)
[K&M GP Staff Training Oversight Board – Thursday 9 November](#)
[K&M ICB Interface Meeting – Thursday 9 November](#)
[DVH Interface Meeting – Thursday 16 November](#)
[Full LMC Committee – Thursday 16 November](#)
[LMC Sessional GP Sub-Committee – Thursday 16 November](#)

Kind regards
Kent Local Medical Committee