



20<sup>th</sup> November 2023

Dear Colleague

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

- 6% pay increase
- General Practice Alert State (GPAS) National Reporting Dashboard
- A Message from NHS Kent & Medway ICB: Blood Pressure Control
- Kent and Medway Imaging and Pathology Networks: ICE OrderComms Update
- A Message from the Kent & Medway Primary Care Training Hub: Expert Panel for Mental Health, Virtual Learning Event - 22nd November 2023, 7pm-8pm
- Useful Links
- Upcoming LMC Interface Meetings

### **6% pay increase**

PCSE has advised practices that the GSUM DDRB uplift arrears payments for Apr-Jun and Jul-Sept have been included in the payments to practices in November, however the accompanying description appears blank on the GMS contractual payment statement which may make it difficult for practices to identify the payment. We understand this payment should appear on the 5<sup>th</sup> November statement.

The 6% increase in Funding to support staff pay rises is understandably continues to cause confusion for practices given that the 6% does not actually translate into an increase of 6% of a practice's pay costs.

We have tried to outline the mechanism of the calculation of the payments below and practices' obligations, but welcome any questions from any practice that requires any further support with this.

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. GMS was uplifted by 2.1% in April 23, so the additional uplift to support the 6% pay increase, is actually 3.9% of 44% of the GMS payment, backdated to 1<sup>st</sup> April

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. 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 9<sup>th</sup> 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 and if practices have already awarded pay increases up to or above 6%. This was recognised in a press release from the secretary of state on 13<sup>th</sup> 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.

### 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 4.

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. Furthermore, if you are experiencing acute operational pressures please do get in touch with either the LMC or the ICB to seek support

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 \(GPAS\)](https://kentlmc.org) or please email the LMC at [info@kentlmc.org](mailto:info@kentlmc.org) **If your GPAS contact person changes or leaves the practice, please update us with the new contact person at [info@kentlmc.org](mailto:info@kentlmc.org)**

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

The LMC is currently working the ICB to explore the support that can be offered to practices when declaring any state beyond Green. For example this could be additional resources, changes to operations with a practice or the wider healthcare system, assistance with communications. We would welcome any ideas from practices as to the help or support that could be offered to a practice when challenged by increased operational pressures and so declaring, a state of amber, red or black: please send them to the LMC at [info@kentlmc.org](mailto:info@kentlmc.org)

### A Message from NHS Kent & Medway ICB: Blood Pressure Control

**Dr Kate Langford, Chief Medical Officer at Kent & Medway ICB, has asked that the following message of thanks be shared with practices:**

Over the last 12 months, NHS Kent and Medway has been working with GP teams, community pharmacies and voluntary organisations to identify people who may be at risk or unaware they have hypertension.

In March 2023, 66 per cent of patients aged 18 and over diagnosed with hypertension had controlled blood pressure. As a system, Kent and Medway were amongst the fastest improving in the country. Manor Road Surgery in Deal has been recognised for its work to protect people at risk of stroke or heart attacks after it achieved the highest blood pressure

control figures in the south east. In March 2023, 87 per cent of their patients diagnosed with hypertension had controlled blood pressure.

To give context, in March 2022, 55 per cent of patients aged 18 and over diagnosed with hypertension had controlled blood pressure. This placed Kent and Medway as the worst performing Integrated Care System (ICS) in blood pressure control in the under 80 age group.

The improvement in blood pressure control is a monumental achievement, which will improve health outcomes for patients across Kent and Medway. It is only possible thanks to the highest quality of care and services provided by general practice, and I want to say a huge thank you.

Evidently the great work has continued, as data reveals that an additional 30,973 patients (all ages) have been diagnosed with hypertension and an additional 14,401 patients have controlled blood pressure in September 2023 compared to September 2022. There was a significant improvement in the month of September, which is likely attributable to the 'Know Your Numbers' and 'Measure Your Pressure' initiatives.

Hypertension remains a priority and our goal is to increase the percentage of patients with hypertension treated to NICE guidance to 77 per cent by March 2024. It is acknowledged that practices will likely be focusing on blood pressure optimisation in the coming months to align with the end of the QOF financial year. Practices are encouraged to make full use of the funded AccuRx batch messaging and Floreys and take up some or all of the offers from the hypertension: menu of FREE support to practices. These include - community volunteer support, a hypertension support package, support from our CVD Prevent clinical fellow and education and training opportunities.

Once again, I want to thank primary care colleagues for providing high quality care and services to Kent and Medway patients to achieve blood pressure control.

### **Kent and Medway Imaging and Pathology Networks: ICE OrderComms Update**

**We have been asked to share an update from the team responsible for the ICE implementation, due to begin in January 2024.**

We have had good engagement regarding our request for Superusers at Dartford and Gravesham area and our first SU session took place on the 21<sup>st</sup> November.

Work with the 4 Early Adopters (EAs') practices (Pelham, Devon Road, Downs Way and Springhead Health) is underway and the third engagement session with them will take place in early/mid December. Testing of the EMIS to ICE connection has already started with these practices.

We are busy working on online training materials for DGT GPs go live, including:

- An ICE OCM Interactive guide that will be shared with the EAs' so they have an opportunity to feedback on it ahead of deployment.
- Webinar dates will be available for booking in the next few weeks in our Future NHS Workspace:  
<https://future.nhs.uk/KMPathologyRadiologyICE>
- Attendance to any team meetings/ PLT (Protected Learning Time) for the ICE team to demo ICE OCM can be requested through the ICE generic email account: [mtw-tr.km-iceoc@nhs.net](mailto:mtw-tr.km-iceoc@nhs.net)
- We will be at the Market Place in the GP Practice Manager Conference on the 29<sup>th</sup> November to meet end users and give them the opportunity to "play and learn" how to use ICE on a safe environment.

A definitive go-live date for all of DGT (not only EAs') will be communicated further once confirmed.

Any questions, please get in touch with our team by emailing: [mtw-tr.km-iceoc@nhs.net](mailto:mtw-tr.km-iceoc@nhs.net)

### **A Message from the Kent & Medway Primary Care Training Hub: Expert Panel for Mental Health, Virtual Learning Event - 22nd November 2023, 7pm-8pm**

The Kent & Medway Primary Care Training Hub are excited to facilitate a series of bi-monthly evening sessions related to Primary Care Mental Health, for Kent and Medway GPs, Allied Health Professionals & Community/Primary Care teams.

**Organised and hosted by Dr Jihad Malasi, Family Doctor, GP Tutor and ICB Clinical lead for Mental Health & Dementia, an agenda of events for the coming year is being organised which includes some nationally and internationally recognised speakers.** Please use the attached flyer to book your place and to save the future dates in your diary. Do share this information with your colleagues.

Arranged for the primary care audience but colleagues across health and care are very welcome to attend and this invitation extends to our colleagues outside of Kent & Medway.

### **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](mailto:info@kentlmc.org) with the title of the meeting and details of your request.

**Kent & Medway General Practice Board – Wednesday 13 December**  
**East Kent GP Board – Thursday 14 December**  
**EKHUFT/ICB/LMC Interface Mtg – Thursday 21 December**

Kind regards  
Kent Local Medical Committee