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Doncaster LMC March 2019 Update



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**Local Medical Committee Team**

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**Jackie Harper - Practice Manager Consultant to Doncaster LMC**

Jackie is contactable via e.mail at jackie@doncasterlmc.co.uk.

**Information and Website Updates**

**Looking for advice? LMC Website Updates**

Many of the questions asked by practices to Doncaster LMC have already been asked before and the answers can often be found on our website. We have integrated a Google Search function on our homepage so you can search our archive of monthly updates. If you have a query, try searching our website first – it will save you time.

**GDPR**

To help you to fulfil your requirements under the regulation Doncaster LMC have created and sourced are large number of template documents that you will need.

Doncaster LMC is also the only LMC in the UK to provide the Data Protection Officer service to practices as a part of their levy.

The GDPR resources are available on our website at -

<http://www.doncasterlmc.co.uk/gdpr/.html>

**GDPR hint for March**

The most common question we receive is still about payment for Subject Access Requests. These have to be processed free of charge unless the request is a repeat request for the same information which can then be classed as excessive and is chargeable.

**Tips on successful recruitment of new partners**

Some factors which affect your ability to attract new partners and are outside of your control but there are many things you can control. Prospective new partners will always undertake some form of assessment of your practice, and you can take steps to help ensure your partnership stands out from the crowd.

**Transparency** Prospective partners will want to be sure that they’re joining a well managed and financially viable partnership. You can evidence this early in negotiations by providing a ‘due diligence pack’ including:

• Partnership Agreement.

Ensure your partnership agreement is up to date and fit for purpose

• Property documents.

If the premises are freehold and owned by some or all of the partners, include the Title documents and the agreement by which the partnership can occupy the premises (this may be in the Partnership Deed or a separate licence or Declaration of Trust). Also, check the Title documents are not still in the names of retired/bought out former-partners. If you are a tenant in leasehold premises, include a copy of the lease and check that it has been properly assigned and that you are compliant with it. Document any issues.

• Contracts

Include a copy of your GMS/PMS contract as well as any another key sources of practice income such as public health or network contracts

• Partnership accounts for the last 3 years.

Include an explanation of key movements

• Disputes and contingent liabilities

Prepare a list of known potential liabilities, such as service charge disputes with your landlord, employee disputes, patient complaints etc, and explain what you are doing to mitigate them. Every practice has a few ‘issues’ and it is much better to be upfront about these rather than pretending they don’t exist and risk a partnership dispute later.

• Regulator Reports.

Include the latest CQC report as well as any relevant correspondence from NHSE or indeed the GMC

Just make sure that your perspective recruit has signed up to your confidentiality agreement before you provide him or her with the due diligence pack!

**Affordability** Many new GP partners are reluctant to invest significant capital when they are already saddled with student debt, mortgages and other financial commitments. Having a realistic expectation as to what they can afford to invest into the business is important. If you oblige new partners to buy into the surgery or commit large sums of working capital on or near admission, you will inevitably put some good candidates off.

It is often a good idea to invite a potential partner to talk through the Partnership accounts with your Accountant. The accountant can produce forecasts of their likely future income which will also help to build their confidence in you.

**Culture** In the end, most partners join a new practice because they feel there is a ‘good fit’. Due diligence and other checks are really just ways to confirm a preliminary decision that has already been made based on gut instinct. Many people regard this as outside of their control, but it can be managed. The trick is to have a clear culture in the practice and ensure everyone subscribes to it. Could you succinctly describe the culture in your practice? Would the receptionist describe it in the same way? Would the patients also recognise it? Think about promoting your own ‘vision & culture’ statement. Articulating the culture you are aiming to achieve will help the business deliver it. The culture will be different for each practice and it can be supported by policies. Importantly it should apply from the most junior employees to the most senior of partners, but if everyone clearly works towards the same culture there is a much greater chance that you will attract someone else who ‘fits’.

The above information was prepared by and used with consent from Daphne Robertson d.robertson@drsolicitors.com

**ReSPECT Implementation in Doncaster**

The ReSPECT process was created following a systematic review of DNACPR decisions and documents. An approach that focuses only on withholding CPR in people who are dying or for whom CPR would offer no overall benefit has resulted in misunderstandings, poor or absent communication and poor or absent documentation. ReSPECT aims to encourage patient and family involvement in decision-making, to consider recommendations about CPR in the context of broader plans for emergency care and treatment, and to record the resulting recommendations on a form that would be used and recognised by health and care professionals **across the UK**.

The ReSPECT form and process will **go live in Doncaster on 1st April 2019.** After this date health professionals are expected to complete a ReSPECT form **instead** of the currently used DNACPR form to encourage informative conversations in conjunction with Advanced Care Planning.

It is understood there will be a transition phase and there is no expectation for those who currently have a DNACPR form to be switched to ReSPECT unless it is felt appropriate to do so. All pre-existing DNACPR forms will still be valid.

The forms can now be ordered via RDaSH print rooms using the same process as you would to order DNA-CPR forms.

For training, additional information and FAQ’s please visit the ReSPECT website at [www.respectprocess.org.uk](http://www.respectprocess.org.uk)

**Firearms Update**

Following legal advice the BMA guidance on flagging and conscientious objectors has had slight changes which are detailed below:-

BMA guidance on flagging has changed to

*While the BMA supports the principle of flagging in this way and reminds doctors of their duty of care to the public to raise concerns where they are apparent, we must also make doctors aware that due to the imprecise nature of flags, the lack of clear protocols for their appropriate removal and the absence of reliable software to facilitate the surveillance and cross-referencing of flags with diagnoses of concern, that we continue to have concerns about the flagging process and will continue to work with the Home Office to resolve this pressing question*

BMA guidance on Conscientious Objection has changed to

*In our view conscientious objectors are not required to arrange for alternative provision of such a report. Where access to a firearm is a professional requirement – such as for gamekeepers and farmers – we would nonetheless encourage doctors to assist applicants in identifying a suitable colleague willing to engage in the firearms certification process.*

Full BMA guidelines for firearms can be accessed on the BMA website mailto:https://www.bma.org.uk/advice/employment/ethics/ethics-a-to-z/firearms

[**Medicines and medical products supply**](http://www.networks.nhs.uk/networks/news/update-on-medicines-and-medical-products-supply-as-we-exit-the-eu) **during Brexit**

The Department of Health and Social Care (DHSC) has issued an update on plans to secure the supply of medicines and medical products in the event of a no-deal EU exit. Read the[**update**](https://www.gov.uk/government/news/update-on-medicines-and-medical-products-supply-as-we-exit-the-eu) here.

**Serious Care Review Recommendations for patients who have language or sensory impairments and/or other impairments**

Please note the following recommendations following a serious case review in London:

* Patients who have language or sensory impairments and/or other impairments are not disadvantaged and/or miss important medical appointments as a result of these needs.
* Learning from this review is cascaded nationally to improve safeguarding responses across the UK.

GP practices should review their systems and processes to ensure that:

* The above recommendations from the review are understood and actioned.
* Front line staff (clerical and clinical) know how to access interpreting services for patients.
* Patients’ language needs are noted on their record so that interpreting is booked for all appointments where required.
* Practice staff have an understanding of the NHS’s responsibilities regarding providing interpreting (BSL and community languages) – new NHSE guidance can be found on the NHSE website which includes updates to benefits of interpreting for patients, the legal position and the difference between ‘interpreting’ and ‘translation’.

**New CQC provider information collection and annual regulatory review**

All practices should have received a letter explaining the new review CQC review process. Hopefully this is self- explanatory; as practices rated good/outstanding will no longer be routinely inspected every two years, with their inspections changing to a maximum interval of five years. Instead these practices will have an annual regulatory review including the outcome of a “ provider information collection” (PIC) with an annual phone call to the practice, as a satisfactory IT solution for the PIC has yet to be developed.

The following links will take you through to updated guidance on CQC’s website:  [How we monitor GP practices](https://www.cqc.org.uk/guidance-providers/gps/how-we-monitor-gp-practices) and a new page on the [questions that we’ll ask on the calls](https://www.cqc.org.uk/guidance-providers/gp-services/monitoring-gp-practices-questions-provider-information-collection).

**Consultation on mandatory training for LD and autism for health and social care staff**

There are proposals to introduce mandatory learning disability and autism training for health and care staff. A consultation will be running until the 12th of April enabling you to have your say.

<https://www.gov.uk/government/consultations/learning-disability-and-autism-training-for-health-and-care-staff>

Read the latest GPC newsletter [here](https://bma-mail.org.uk/t/JVX-65BAW-1BJCJOU46E/cr.aspx)

Read the last Sessional GPs newsletter [here.](https://bma-mail.org.uk/t/JVX-65AZ2-1BJCJOU46E/cr.aspx)

**Infant Feeding Guidelines – short survey**

The Children Young People and families Public Health team, have recently distributed an updated version of the Infant feeding guidelines.  They would like to know how useful you find this document in its current form. If you could answer the following short questions, it would help to ensure that they are providing information in a format that suits your current needs.

[**https://www.surveymonkey.co.uk/r/XFQYFTC**](https://www.surveymonkey.co.uk/r/XFQYFTC)

**BMA wellbeing and support services**

BMA wellbeing support services are open to all doctors and medical students. They’re confidential and free of charge. Call 0330 123 1245 and you will have the choice of speaking to a counsellor or taking the details of a doctor who you can contact for peer support.

**Counselling**

The counselling service is staffed by professional telephone counsellors, 24 hours a day, seven days a week. All counsellors are members of the British Association for Counselling and Psychotherapy and are bound by strict codes of confidentiality and ethical practice.

You can talk to them over the phone or by video. Ongoing counselling is available, and you can arrange regular appointments. Having spoken to a counsellor, you can request to speak to that person again. It can be more helpful to speak to the same counsellor each time, giving you continuity of care and providing you with more effective support.

The counsellors are there to help you deal with a variety of issues. By seeking constructive help you may identify ways of addressing the root causes of your concerns and develop strategies to reduce the impact of the consequences.

**Peer support**

The peer support service offers doctors and medical students in distress or difficulty the choice of speaking in confidence to another doctor. It's confidential peer support with an emotional focus.

Ask to speak to a doctor and you will be given the details of one of our team, who are experienced in supporting colleagues. You can arrange ongoing conversations at mutually convenient times.

The peer support doctors can provide reflective space, working with you to gain insight into your problems. They can signpost, if appropriate, to other sources of support.

The doctors do not provide diagnoses or treatment, this is not an emergency service.

**Contact information**

Access counselling (24 hours a day, seven days a week) and peer support on

**0330 123 1245.**

For further information about these services please call 020 7383 6739 or email wellbeingsupport@bma.org.uk

**HMRC education and support webinars**

Whether you’re a new or an experienced employer, there’s plenty of free online help available, including the short videos on HMRC’s YouTube channel:

There are also live, interactive webinars, where you can ask questions using the on-screen text box.

**Expenses and benefits for employers – company cars, vans and fuel:** This webinar starts with an overview of what information you need to keep for vehicles, fuel and private use of cars and vans and how to use the online calculator to work out the amount to report for payrolling or P11D. We’ll then look at company vans and fuel, including any reporting requirements and the tax and National Insurance to pay, if your employees have unrestricted private use of the vans.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzE0LjMxNDg1MzEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzE0LjMxNDg1MzEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5Mjk4MiZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&101&&&https://attendee.gotowebinar.com/rt/2871167191715340291?source=Campaign-Mar-9)

**Expenses and benefits – phone, internet and homeworking:** Find out how to deal with tax and National Insurance when an employer provides a mobile phone, internet connection or homeworking expenses.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzE0LjMxNDg1MzEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzE0LjMxNDg1MzEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5Mjk4MiZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&102&&&https://attendee.gotowebinar.com/rt/6251867484503249666?source=Campaign-Mar-9)

**Payroll – annual reporting and tasks:** This live webinar covers end of year tasks, form P60, your final Full Payment Submission (FPS) of the tax year and preparing for the new tax year. We use the Basic PAYE tool to demonstrate what to do, but users of other payroll software will also find this useful.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzExLjI5Mjg0MDEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzExLjI5Mjg0MDEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5MjAxNyZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&103&&&https://attendee.gotowebinar.com/rt/3231014270599409153?source=Campaign-Mar-8)

**Company directors – payroll and you:** This webinar is aimed at new company directors and more experienced directors who want to refresh their knowledge. It covers the Income Tax and National Insurance that directors pay and the payroll information that has to be submitted to HMRC.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzExLjI5Mjg0MDEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzExLjI5Mjg0MDEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5MjAxNyZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&104&&&https://attendee.gotowebinar.com/rt/2317222235750080257?source=Campaign-Mar-8)

Whether you’re a new or experienced employer, HMRC’s webinars, online guide and toolkit offer you the latest guidance.

Join our live webinars, where you can ask questions using the on-screen text box. They include:

**Statutory Sick Pay:** We’ll show you what to do when an employee is unable to work due to illness, how to calculate Statutory Sick Pay and when to pay it.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzA4LjI4Njc5MTEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzA4LjI4Njc5MTEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5MTczMCZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&101&&&https://attendee.gotowebinar.com/rt/8974554035713214211?source=Campaign-Mar-5)

**Statutory Maternity and Paternity Pay:** This webinar is for businesses with employees who are having a baby. We’ll explain what payments you make and how to work them out.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzA4LjI4Njc5MTEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzA4LjI4Njc5MTEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5MTczMCZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&102&&&https://attendee.gotowebinar.com/rt/4541393521264224771?source=Campaign-Mar-5)

**HMRC and HSE working together for you – growing your business:** HMRC and HSE will join forces on this webinar to answer typical questions on health and safety and taking on new employees as your business grows.

[**Choose a date and time**](https://links.advice.hmrc.gov.uk/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwMzA4LjI4Njc5MTEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMzA4LjI4Njc5MTEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzA5MTczMCZlbWFpbGlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdXNlcmlkPW9mZmljZUBkb25jYXN0ZXJsbWMuY28udWsmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&103&&&https://attendee.gotowebinar.com/rt/6461169419316479747?source=Campaign-Mar-5)

**Flash glucose monitors for type 1 diabetes**

Tens of thousands of patients with type 1 diabetes will benefit from life changing glucose monitors on the NHS from next month.

NHS England has published the clinical guidance for the monitors, outlining funding arrangements for local health groups and the criteria for who qualifies for the technology.

From April, the NHS will provide the technology for one in five of those with type 1 diabetes in England.

### Click the link to learn more [**Guidance on flash glucose monitors for type 1 diabetes**](https://pcc-cic.us5.list-manage.com/track/click?u=fe51aa41404cfb64f7d454491&id=c3643d2f2c&e=b158f276e6)

**Resolving performance concerns training for primary care**

[**BOOK NOW: 7 May 2019 - Central London**](https://nhsresolution.cmail20.com/t/i-l-nkiwyd-yuluihilx-r/)

This course is aimed at those who deal first-hand with performance concerns, or those interested in the principles of managing performance concerns, in primary care.

* CPD accredited
* Delivered by healthcare and clinical performance experts
* The opportunity to interact with delegates in your line of work

* Describe the roles of different organisations in the field of **managing performance concerns**
* Describe the **regulatory framework, policies and procedures** relevant to the management of performance concerns
* Gain an insight into the **environmental and contextual issues** that might affect performance
* Describe when it is necessary to **undertake an investigation**
* Gain an understanding of the **key points leading to this decision being made** and to be able to **describe the steps after an investigation** has been concluded
* Develop a **plan of action** to better manage practitioner performance for self and/or organisation
* Practical help on how to **identify and address** concerns in general practice
* How and when to contact NHS England and to understand **NHS England’s responsibilities**
* Overview of the **governance arrangements for GPs** who are employed under a new **model of care arrangement**.

If you would like any more information, please contact the team on 0207 811 2640 or events@resolution.nhs.uk

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**Funding for increased employer contributions**

The Department for Health and Social Care have confirmed that for 2019/20 an employer rate of 20.6% (20.68% inclusive of the administration charge) will apply from 1 April 2019. However, the NHS Business Service Authority will only collect 14.38% from employers such as practices. Central payments will be made by NHS England and the DHSC for their respective proportions of the outstanding 6.3%. This will also apply to locum GPs.

**Genital Indemnity settlement 18 / 19**

GPC England and NHS England have agreed the amount to cover the increased cost of indemnity for 2018/19. This will again be £60m and be paid on a per-patient basis equivalent to £1.005 per patient. Practices and individual GPs will need to discuss how this funding is distributed, in line with previous years.

**Genital Chlamydia Infections**

**Change in Management Guidance**

Azithromycin 1g stat dose is **no longer** recommended for the treatment of genital chlamydia trachomatis  infection.

First line treatment for non-complicated genital chlamydia infection is now Doxycycline 100mg bd 7 days (contraindicated in pregnancy).

Second line treatment is Azithromycin 1g orally as a single dose, followed by 500mg once daily for 2 days.

The reason for this is to do with emerging resistance towards macrolides in other STI organisms, such as Neisseria gonorrhoea and Mycoplasma genitalium, which has been driven by the widespread use of low dose Azithromycin.

Further details about management are available on the British Association for Sexual Health and HIV (BASHH) website:

[https://www.bashhguidelines.org/current-guidelines/urethritis-and-cervicitis/chlamydia-2015/](https://eur04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bashhguidelines.org%2Fcurrent-guidelines%2Furethritis-and-cervicitis%2Fchlamydia-2015%2F&data=02%7C01%7C%7Cb2a427209e554ee3605008d6a9417e10%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C636882496087690049&sdata=4LjFKmEtFXC5iLN%2F%2F%2F0toMNlVkkCq9NWTSFuqxJxZ8g%3D&reserved=0)

Or contact TriHealth, East Laith Gate House, East Laith Gate, Doncaster.

Tel 01302 640040

**LMC Buying Group – advertising your vacancy**

Recruitment is often an expensive and time-consuming business, so the LMC Buying Group has created an eye-catching, easy to use recruitment page where any registered member practice can post any vacancy (clinical and non-clinical roles) for free. Any new job posting is highlighted at least once across all of the social media platforms (Twitter, Facebook and LinkedIn).

A ‘Featured Job’ option has also been introduced for those practices that want to draw more attention to their advert. The featured job will appear at the top of the Jobs page in a bright colour, be highlighted on social media channels each week and Google AdWords will be used to drive more traffic to the advert for a month. This service costs £50+VAT. An invoice will be generated once the advert has been posted online.

To place an advert, visit the Jobs page: <https://lmcbuyinggroups.co.uk/job-vacancies/gp-practice/uk> and login for further information.

**REMINDER:**

**If you have an urgent issue that needs a quick response from the LMC or DPO please do not rely on email alone.**

**In an EMERGENCY please contact Dr Eggitt on 07585 116115**

**Job Vacancies**

**Our monthly update is sent to all LMCS in the SY area.**

**We are happy to advertise any of your vacancies**

**For full details of these vacancies please see the separate attachment in our email**

|  |  |  |
| --- | --- | --- |
| Vacancy | Practice | Closing Date |
| Advanced Nurse Practitioner | **Edlington Practce** | **N/A** |
| Partner / Salaried GP | **The New Surgery** | **N/A** |
| Partner/Salaried GP | **St John's Group Practice** | **N/A** |
| Salaried GP | **West End Clinic** | **N/A** |
| Salaried GP | **White House Farm** | **N/A** |
| Partner/Salaried GP | **St Vincents Practice** | **N/A** |
| Advanced Nurse Practitioner | **The Ransome Practice** | **N/A** |
| Minor illness/Triage Nurse | **The Mount Group Practice** | **N/A** |
| Practice Nurse | **Rossington Practice** | **N/A** |
| Salaried GP | **The Mount Group Practice** | **N/A** |
| Part Time Receptionist | **Bessecarr Medical Centre** | **N/A** |
| Business Manager | **Conisbrough Group Practice** |  |

**Monthly Update**

**MONTHLY REMINDER TO ALL GPS THAT THE LMC OFFICERS ARE WILLING AND ABLE TO PROVIDE ADVICE AND SUPPORT (TOGETHER WITH REPRESENTATION, IF REQUIRED), TO ANY GP WHO MAY BE THE SUBJECT OF A COMPLAINT**

**Concerned about a colleague?**

NHS General Practice is under unprecedented pressure.  As such, we are all at risk of work related stress, burn out and depression.

Often, the symptoms of these are insidious and can be more obvious to those around us than to ourselves.

So, if you have concerns about a colleague and feel that they need our support, we’d like to hear from you.

Doncaster LMC has launched a confidential web based reporting tool where you can share your concerns about a colleague at risk of burnout and ask for our support.

[**http://www.doncasterlmc.co.uk/coleaguefbk.html**](http://www.doncasterlmc.co.uk/coleaguefbk.html)

This tool is designed to be supportive so that those identified can be helped by Doncaster LMC, signposted on to support services or be personally assisted through difficult times by officers of the committee.

We stress that the online tool must not be used for reporting safety concerns regarding a colleague’s clinical practice. Read more about the tool at:-

[**http://www.pulsetoday.co.uk/your-practice/battling-burnout/gps-given-chance-to-anonymously-raise-concerns-about-colleagues-burnout/20010472.article**](http://www.pulsetoday.co.uk/your-practice/battling-burnout/gps-given-chance-to-anonymously-raise-concerns-about-colleagues-burnout/20010472.article)

***All GPs on Doncaster Performers List (including medical students) are welcome to attend any LMC meeting as an observer. Please let the office know if you plan to attend.***

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| **Next LMC Meeting** |
| **When?** |  **Monday 29th April 2019** |
| **Time?** | **7:00pm** |
| **Venue**? | **Doncaster Golf Club****DN4 7NY** |