



LINCOLNSHIRE LMC NEWSLETTER

BY LINCOLNSHIRE LMC SECRETARIAT

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FEATURED ARTICLE: PERFORMANCE MATTERS – RADIOLOGY SEDATION

Practices have reported that they are seeing an increase in requests for them to prescribe sedation for patients due to have radiological investigations such as MRI scans. Sedated patients should be regularly monitored, and we are aware of a case where a GP-provided sedative was given, the patient not monitored, and subsequently had a respiratory arrest in an MRI machine.

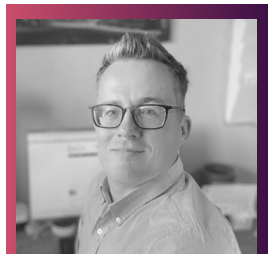
Practices are not required to prescribe this, and we would highlight the following:

1. Benzodiazepines such as 2mg diazepam are probably sub-therapeutic for most adults for any effective sedation. Conversely anxiolytics can have an idiosyncratic response in patients, and even very small doses can cause increased agitation in some subsets of patients.
2. A patient may take a sedative 'an hour' before their assumed procedure, to then attend the hospital to find their procedure has been delayed, therefore the timing of the anxiolytic being sub optimal.
3. GPs are not regularly involved, skilled, trained or appraised in sedation skills.
4. Hospital consultants, both those requesting imaging and those providing it, have access to the same prescribing abilities as GPs. If a patient needs a certain medication to enable an investigation to go ahead, they are best positioned to provide a prescription, either through the hospital pharmacy or a hospital FP10.
5. The Royal College of Radiologists' own guidelines on sedation for imaging makes no mention of GP involvement or provision of low dose anxiolytics and stresses the importance of experienced well trained staff involved and the monitoring of sedated patients: "Safe and effective analgesia and sedation should be delivered by an appropriately trained and credentialed team with good access to anaesthetics, pre-procedure assessment, sedation plan and checklist, with appropriate monitoring and availability of resuscitation equipment and reversal agents." [The Royal College of Radiologists: Sedation, analgesia and anaesthesia in the radiology department](#)

To help patients avoid situations where they are not adequately sedated for a procedure or are unmonitored due to the procedure team being unaware of consumed sedation provided by general practice, we would advise practices may wish to decline requests by secondary care for prescribing in those circumstances. Where the referral for imaging is made by general practice, it may be useful to highlight that an assessment for support during the procedure by the radiology team may be beneficial on the referral form.

All Performance Matters articles can be viewed on the [LMC website](#)

Article written by Dr Reid Baker, Medical Director, Lincolnshire LMC



RECOGNISING AN EXTRAORDINARY GENERAL PRACTICE TEAM



Lincolnshire LMC sometimes gets to hear when a practice has gone the extra mile to do something incredible.

We would like to recognise the team at Willingham Surgery for doing just that. Their continuing support and dedication to one of their staff members is extraordinary and proves that care in general practice goes well beyond patients.

The Willingham Surgery Team have been supporting Louise, and her young family while Louise has been receiving treatment for cancer. The team have been sending daily messages, cooking and delivering meals, as well as delivering books for the kids.

"I have been so fortunate to have my work family. Keeping abreast of what is happening in the world of primary care has given me brain food outside of chemo and home"

Louise recently received the devastating news that the cancer has spread and is now incurable. In response, the Willingham Surgery Team have again stepped up their support by helping to promote a Just Giving page and by creating their very own Calendar-Girls style team calendar; "[Calendar Friends](#)"! The proceeds will go towards a bucket list which will provide quality moments and lasting memories for Louise's family.

"They're all truly amazing and deserve a special mention"

To read Louise's story or to donate to the just giving page, go to:

https://www.justgiving.com/crowdfunding/aman-da-odell-2?utm_term=GgEnzqaer

You know about Calendar Girls-well now make way for Calendar Friends.
In support of Lou's Bucket List her friends and work colleagues have got together to produce a unique 2024 Calendar.

See your Willingham Surgery Staff with new 🧐 eyes!

Just £12.00 for this amazing piece of 'art 🧐' that changes with every month and brings new meaning to the phrase...'Your Caring Sharing NHS'

To pre order please telephone
Bernadette 07884 472 117
Sam 07778 647 845



GP PRACTICE STAFF PAY UPLIFT 2023/24

GPC England (GPCE) and the Royal College of Nursing (RCN) and have issued a joint statement to alert their respective members to the details of the recently announced 6% pay increase for salaried general practice staff.

The way the expenses uplift is applied leads to some inequity amongst GP practices. This means some practices will not receive enough additional funding to cover an entire 6% uplift for all salaried staff members.

The RCN and GPCE welcome a pay uplift for General Practice staff, announced earlier this year by the Westminster Government. However, they recognise that this announcement does not go far enough to address the impact of the current cost of living crisis and workforce attrition across General Practice, including in the disparity between nurses and other general practice staff employment terms compared to other parts of the NHS.

It is well understood that nurses in general practice play a fundamental role in health promotion and prevention. Their role is essential to the provision of safe and effective care. Fair pay and attractive working conditions for all salaried staff are vital to secure and maintain the future of General Practice.



Article written by Dr Reid Baker, Medical Director, Lincolnshire LMC

PCSE SENIORITY PAYMENTS RECONCILIATION EXERCISE 2023

Some practices may recently have received letters from PCSE regarding the Seniority Payments Reconciliation Exercise 2023.

Seniority Payments were made to partner GPs only and were based on length of NHS services and received profit. The seniority scheme closed to new members on 1st April 2014, and was then phased out over a six-year period, with the last payments made prior to 31st March 2020.

Seniority funding was diverted to Global Sum, as part of the 2013/14 Contract Agreement.

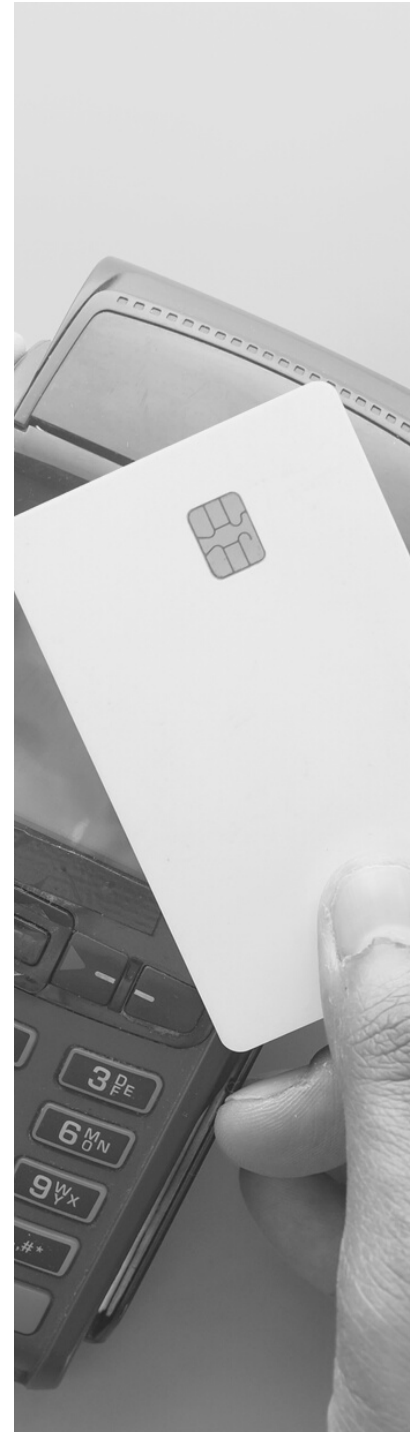
Seniority payments were based on thirds of average partner income, with no payment being made if a partner drew under a third of average income, 60% between one-third and two-thirds, and GP partners receiving over two-thirds income receiving a full payment.

Entitlement to seniority commenced after eight years' service, and payments were made quarterly on account, based in an interim estimate of Seniority entitlement. The actual entitlement to seniority pay depended on the Final Seniority Factor (FSF) and there was a significant time-lag, normally four years, in calculating this. The FSF for financial years 2017/18, 2018/19, and 2019/20 have now been published.

NHS England and PCSE Review

Because the entitlement to seniority pay can only be known once the FSF is calculated, this adjustment in actual pay may result in a potential under or overpayment. Practices are now being contacted with this calculation. The absolute sums involved are likely to vary considerably from less than £ten to £thousands.

NHS England and PCSE are now reviewing the adjustments made for years 2013/14, 2014/15, and 2016/17; this exercise is not completed but practices will be contacted once this has occurred.



Article written by Dr Reid Baker, Medical Director, Lincolnshire LMC



When making an emergency referral to hospitals it is best practice to discuss the patient with the on-call specialist in advance of referral.

This has traditionally been difficult due to problems with switchboards and getting in contact with the specialist.

To facilitate this we have asked for and now been provided with a list of contact details for hospitals in and around Lincolnshire which practices can use when making referrals.

The full article and the list is available on the LMC website:

www.lincslmc.co.uk/fracture-clinic-gp-referrals



Article written by DrReid Baker, Medical Director, Lincolnshire LMC



NHS England have released some useful Comms materials designed to:

- 1) Better help patients understand GP practices
- 2) Help patients become more accepting of seeing someone other than a GP
- 3) Help patients help themselves

There are three main areas covered:

- 1) **Digital access** – using the online consultation facility. Likely to land in Q3 it will be a campaign possibly using the Help Us Help You brand
- 2) **Wider practice team** – socialise the notion that pts will be asked by reception / care navigators why they're calling so they can be referred to the most appropriate person, which may not be a GP. This will start later this month with a series of paid-for articles in national newspapers
- 3) **Wider care available** (alternatives to GP) – encourage the public to use other services. Likely to be NHS111 online focused and building on NHSApp capabilities.

You can view the full presentation and access the relevant materials by visiting our website: www.linclsmc.co.uk/category/news

Article written by Rosa Wyldeman, Operations Officer, Lincolnshire LMC

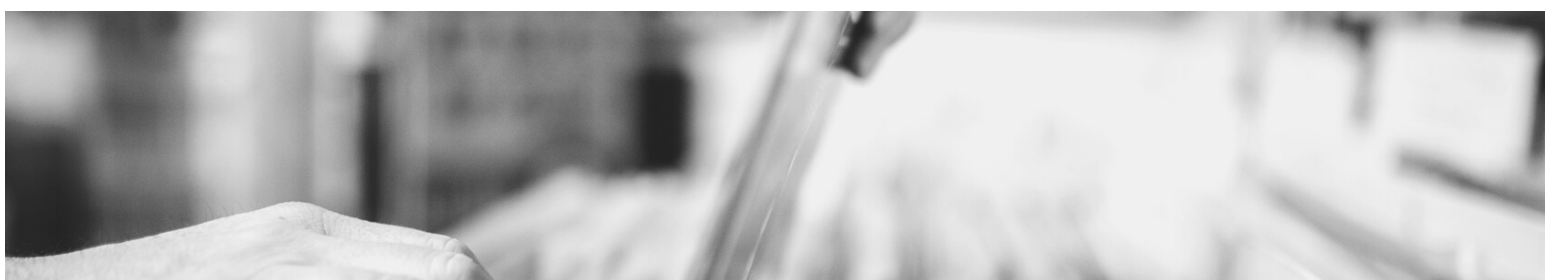


CHANGE TO HANDLING OF SCANNED LLOYD GEORGE PAPER RECORDS

You are now allowed to securely destroy Lloyd George paper record envelopes, along with their contents, once they have been scanned and electronically stored in line with national standards.

As data controllers of Lloyd George records, it is your responsibility to approve the destruction of these records and ensure it is done correctly.

You can access the full article here: www.linclsmc.co.uk/change-to-handling-of-scanned-lloyd-george-paper-records



Article written by Nick Turner, Practice Support Officer, Lincolnshire LMC

ARE YOU MAKING THE MOST OF YOUR BUYING GROUP MEMBERSHIP?

When was the last time you reviewed how much your practice is spending on the products and services you regularly buy?

The cost-of-living crisis is really starting to bite and even GP practices will be looking for ways to reduce running costs.

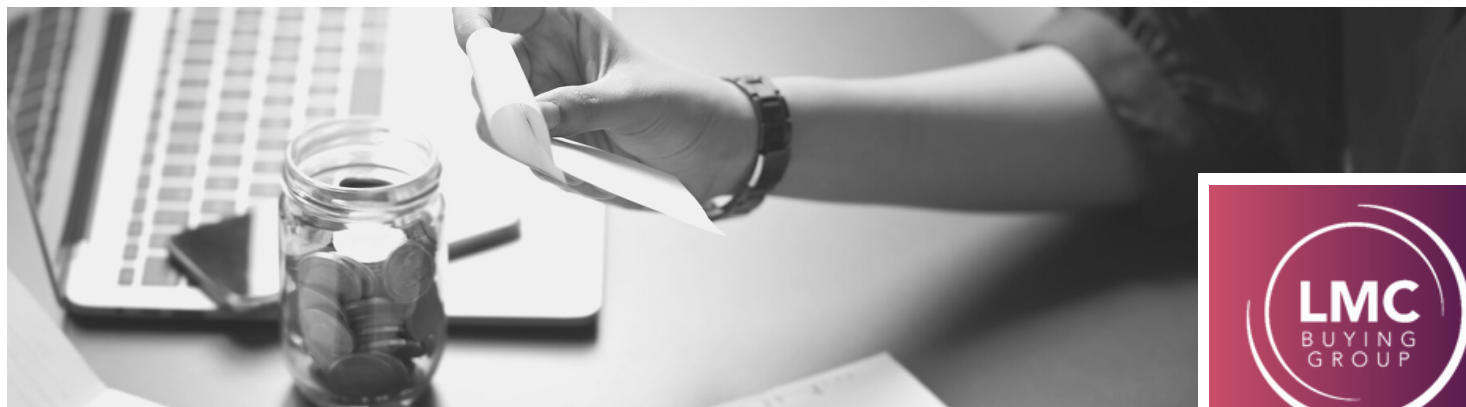
This is where your free membership to the LMC Buying Group can really come in handy as it offers practices access to discounts on a wide range of products and services. They can help you save money on the following areas:

- Medical consumables and equipment
- Stationery, Office equipment and furniture
- Workwear
- Insurance
- Confidential information shredding
- Energy
- Recovery Oxygen
- Trade Waste Management
- Telecoms
- Test and Calibration
- Online Training
- DBS Checks Processing



The Buying Group suppliers won't just offer you a great price one week and then ramp up the price the next so you can be assured that if you order from their suppliers, you'll get a great price every time you shop meaning you don't have to 'shop around' to find the best deal every month anymore.

If you're not sure whether you're a member and/or have access to the Buying Group website (this is where you can view the pricing/discounts and get quotes) then contact the Buying Group team on 0115 979 6910 or info@lmcbuyinggroups.co.uk. They can also help you with any questions you might have about your membership or the suppliers.



Article written by LMC Buying Group

IT LUNCH AND LEARN WEBINARS

Phoenix Software are delivering the following IT lunch and learn webinars over the coming months to help enhance your skills -

- Wednesday 6th December: Document Management [Click here to join the meeting](#).
- Wednesday 10th January: SharePoint [Click here to join the meeting](#).
- Wednesday 17th January: MS Word and General Computer Skills [Click here to join the meeting](#).
- Wednesday 24th January: MS Excel [Click here to join the meeting](#).
- Wednesday 7th February: Productivity Tools: One Note/Planner [Click here to join the meeting](#).
- Wednesday 14th February: One Drive [Click here to join the meeting](#).

All sessions are 1pm-2pm, no need to book – just click on the meeting link at the meeting start time.



THE CAMERON FUND CHRISTMAS APPEAL 2023

“Every December, the Cameron Fund sends a small grant to each of our beneficiaries to help them over the Christmas period.

There are many reasons why our colleagues reach out to the Cameron Fund, including ill health, relationship breakdown and professional issues.

Applications for assistance continue to increase and in the first six months of 2023 we have already awarded grants totalling £235,000 – 93% higher than in the same period last year. However, while the number of applications is growing, the number of donations that we receive has decreased. This year we are facing a deficit of income over expenditure.

As you know, we are dependent on Local Medical Committees, other medical organisations and individual GPs for about half of our income and, as always, I would like to thank all of you who continue to support the Cameron Fund. Your generosity really makes a difference to our colleagues in need.”



To read the full article please visit:

www.cameronfund.org.uk/media/dxvm5bug/2023-christmas-appeal-letter-lmcs.pdf

LINCOLNSHIRE GENERAL PRACTICE APPOINTMENT INFOGRAPHICS

Appointments in Lincolnshire General Practice September 2023



In Sep 2023 Lincolnshire's GP
surgeries completed:

469K
appointments

71% were face-to-face
appointments:

335K

46% of appointments were
offered within 24 hours

215K

hw | lincs healthwatch
Proud to deliver... Lincolnshire

Source of data: NHS Digital

lincolnshire lmc

Using the information provided by NHS digital we have created infographics detailing how many appointments were made each month by Lincolnshire General Practices, how many were face-to-face and how many were within 24 hours of contact.

These can be shared via your practice's social media.
All of our general practice infographics can be found here:
<https://www.lincslmc.co.uk/infographics>

In addition to the Appointments infographics, we also create useful infographics with information to help your patients care for themselves at home and inform patients of key services.

Do you have an idea for a useful infographic?

If you would like us to create an infographic that will be helpful for Lincolnshire general practices to share with their patients, please email us at info@lincslmc.co.uk

MENTORING AND COACHING

Our trained mentors can support you to make positive steps forward in your career and personal life.

MENTORING & COACHING CAN BENEFIT YOU AND YOUR ORGANISATION IN MANY WAYS:



- Help to make improvements to your work life balance
- Allow you to manage transitions positively
- Create a positive focus on achieving your aspirations
- Improve your motivation



- Develop & enhance your leadership skills
- Improve your resilience
- Build your confidence

01522 576659 | INFO@LINCSLMC.CO.UK

www.lincslmc.co.uk/wellbeing

This service is available free of charge for Lincolnshire GPs, Nurses & Practice Managers.

USEFUL LINKS

Training resources:

- [Lincolnshire Training Hub](#)
- [E-Learning for Health \(e-LfH\) Programmes](#)
- [NB Medical Education](#)
- [GP Forum CPD Opportunities](#)

Wellbeing Resources:

- [10 Top Tips Wellbeing Poster](#)
- [Mentoring & Coaching Poster](#)
- [Take-30 Poster](#)
- [LMC Wellbeing page](#)

Networking:

- [Lincoln Medical Society](#)

Newsletters:

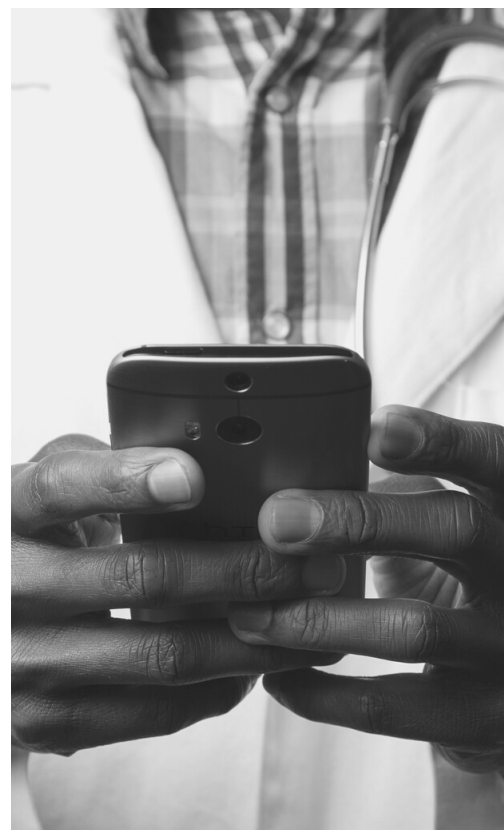
- [Sessional GPs e-newsletter](#)
- [GP Weekly Bulletin \(England\)](#)
- [GP Trainee Newsletter](#)
- [Practice Manager Association News](#)
- [The Cameron Fund newsletter Autumn 23](#)

Buying Group:

- [Latest LMC Buying Group Update](#)



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VACANCIES IN LINCOLNSHIRE GENERAL PRACTICE



[CLICK HERE FOR ALL LINCOLNSHIRE PRACTICE VACANCIES](#)

If you would like your job listing advertised on our website, please send the advert to info@lincsllmc.co.uk

Your advert should preferably be sent to us as a word document.

Additional attachments to be sent as PDFs.

Your advert should only be one A4 page and should include:

- Job title
- Location
- Practice logo or image
- Short overview of the role or the practice.
- Salary and any benefits
- Contact information & how to apply
- Link to your practice's website
- Closing date of job listing

TAKE-30 SERVICE

Take-30 Service

Our Take-30 phone support service is available for all Lincolnshire practice staff between 10am and 4pm, weekdays.

This is a great opportunity to talk through daily challenges with someone that understands what it is like working in a practice.

Don't bottle things up, offload! Take-30 and let's talk things through in a safe, supportive environment.

Have a friendly, confidential conversation with a trained mentor, contact us:

@ info@lincsllmc.co.uk

📞 01522 576659

