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CHRISTMAS NEWSLETTER

BY LINCOLNSHIRE LMC SECRETARIAT

To look at our past newsletters please go to:
www.lincslmc.co.uk/newsletters

For more information on the articles published
in this newsletter, please contact:
info@lincslmc.co.uk

Follow us on
social Media:





Wishing you a

Merry Christmas

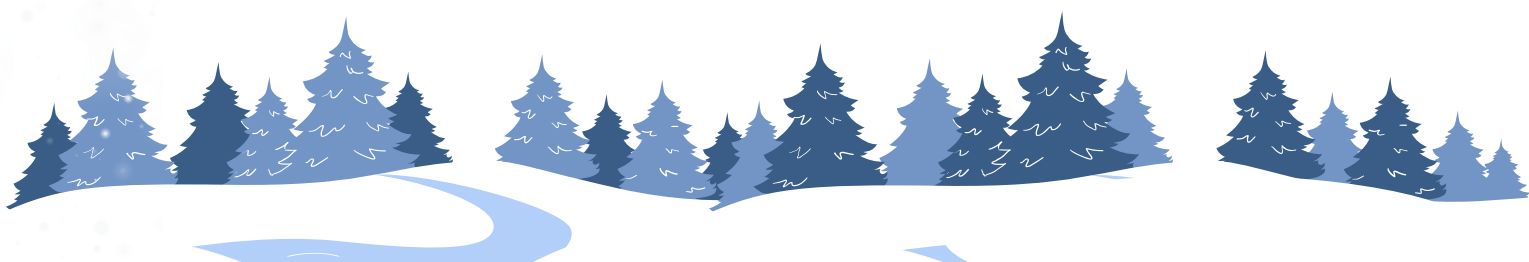
AND A

Very Happy

2024!

With love from,

Lincolnshire *lmc* 



REMEMBER YOURSELF THIS CHRISTMAS



There is a range of supportive wellbeing resources on the [LMC wellbeing webpages](#) with articles covering topics such as resilience, mindfulness, education, keeping connected and recognising burnout. We also have a variety of short wellbeing videos and lots of links to useful self-help exercises, educational sessions and much more.

You may be looking to the year ahead; our [Impact Lincs Mentoring & Coaching Service](#) is available for free to all practice staff. The service includes an initial conversation with one of our lead mentors followed by up to four mentoring sessions with a specially allocated mentor. Whether you are wanting to make some changes, build confidence, enhance leadership, or improve motivation, mentoring could be beneficial. If you would like to give mentoring or coaching a try, contact info@lincslmc.co.uk.

Looking for something specific? You can access our directory of support services:

- [Directory of support services for GPs](#)
- [Directory of support services for practice managers and their teams.](#)

If you are finding this season a challenge, then our [Take-30 service](#) might be just the thing you need. Have a friendly confidential conversation with a trained mentor. Don't bottle things up, talk things through, we are here to listen. To arrange a call email info@lincslmc.co.uk.

Take-30 is not an emergency service. The service is closed from 4pm on Friday 22nd December and reopens at 10am on Tuesday 2nd January. Take-30 is otherwise available between 10am and 4pm during standard open weekdays





LMC ENGLAND CONFERENCE

The Lincolnshire LMC attended the LMC England conference in London at the end of November.

LMCs submit motions to be debated at conference. These are then voted upon to form GPC England policy in national negotiations.

At each conference, a wide range of motions are debated. These can be both new and evolving issues or longer-term challenges to general practice. Though we all work in general practice, sometimes the motions are debated with very interesting opposing views.

Some motions at conference fail to be passed as they can only be voted on based on their exact wording. Sometimes very well meaning and seemingly sensible motions that we would all expect to agree on may fail to become GPC policy due to a single word that affects the overall interpretation.

This year subjects included ones such as workload capping, shared care medications, abolishing enhanced services, supervision of ARRS staff and covid vaccination funding.

Themed debates where LMC attendees have in depth discussions on major themes included:

1. The future of working at scale
2. Interface solutions

Both of these themed debates are very current and significant facets of general practice and how these are addressed nationally as well as locally could have both positive or negative impacts on general practice.

With the future longer term GP contract development being considered by GPC, there were breakout sessions to discuss:

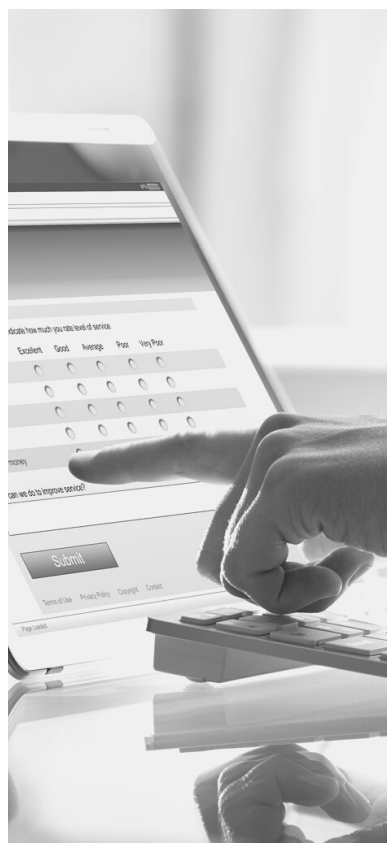
1. Slicing the pie – What should any replacement for Carr-Hill formula include?
2. Separation of planned/unplanned care.
3. Contractualising continuity.

These sessions reflected the funding and workload challenges we face in general practice and how the current access agenda is out of sync with the known benefits of continuity. The potential risks and benefits of separating planned and unplanned care as suggested in the Fuller Stocktake was keenly debated. This is a key example of the risk of a significant change of implementing a one size fits all model during a workforce and demand crisis, insufficient funding and estates while we also juggle both a political access agenda and an increasingly poly-morbid and frail population.

LMC England conference is crucial in shaping the future of general practice. [Do review the enclosed document summarising the motions and their results to see how the issues discussed resonate with your own.](#)

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

BMA GPCE FINANCE SURVEY



To those of you who don't know me my name is Adrian Down, I have been a Practice Manager in South West Lincs for approximately 20 years and am the IGPM area representative for Lincolnshire. During my time in my role general practice has changed dramatically, but what hasn't changed is that the Practice Manager is core to leading what have become steadily more complex organisations.

General Practice has come to the end of a 5 year deal with the government and at this point we would normally be ready for the next 5 year deal mapping out the expectations of the government of General Practice and our expectation of the compensation we will receive to be able to achieve (as we always do) their goals. Unfortunately the government are not in a position to negotiate a 5 year deal and the GPC, who negotiate on our behalf, are in the process of negotiating a 1 year interim deal.

It is absolutely imperative that they have all of the information and evidence they can to back up their negotiations and this is where we can all help.



LMCs in conjunction with the IGPM are asking all Practice Managers to complete a [finance survey](#) to demonstrate the impact that inflation and rising costs have had on English GP Practices and their ability to provide services to patients. The [survey](#) will probably take about half an hour of time that I suspect you really don't have spare but the strength of our voice at this time to speak up about the dangerous lack of funding we face will be incredibly important so I would ask that you do support our negotiators and complete this [survey](#).

Read the full article on the [LMC Website](#)

Article by Mr Adrian Down,
Practice Manager, Lincolnshire LMC PM
Representative and IGPM Representative.



Christmas Appeal 2023

"I want to thank you for your essential and kind support, over the last 2 years. It has been utterly crucial to my family."

Dear Colleagues

Every December, the Cameron Fund sends a small grant to each of our beneficiaries to help them over the Christmas period. This message of thanks is from one such beneficiary, who was unable to work following an acute Covid infection. She had used up her savings and accumulated credit card debt whilst trying to support her family. The Fund was able to help while the GP waited for her NHS ill health pension to start.

There are many reasons why our colleagues reach out to the Cameron Fund, including ill health, relationship breakdown and professional issues. We continue to assist colleagues who have been affected by Covid, as well as those struggling with mental health difficulties. Sadly, we are also receiving an increasing number of applications from individuals who have experienced domestic violence.

Applications for assistance continue to increase and in the first six months of 2023 we have already awarded grants totaling £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. Trustees have already agreed to use some reserves and are now taking the unprecedented step of considering whether we need to limit the amount of support we can give applicants.

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.

Please can I ask you to distribute this letter and ask your committee and constituent GPs to consider supporting the Fund? If your LMC has not given a donation in the past, or for some time, would you consider this an urgent appeal for funds? We also ask that, if you are planning to send Christmas cards by email instead of post this year, you consider making the Cameron Fund your nominated charity for any donations.

We gladly accept donations made directly into the Fund's Account (CAF Bank Sort Code 40 52 40, Account Number 00015215) or by cheque if you prefer. Thank you.

Wishing you, and your family, a happy Christmas and healthy New Year.

Dr Ian Winterton, Cameron Fund Treasurer

CONSIDER YOUR TEAM'S WELLBEING THIS FESTIVE SEASON



Lincolnshire LMC's Ten tips to help maintain your wellbeing and the wellbeing of your colleagues.

Engage with us

The LMC provides a wide range of support for all practice staff. Our wellbeing resources can be found at: www.lincolnlmc.co.uk/wellbeing



Take-30

Have a friendly confidential conversation with a trained mentor to talk through everyday challenges and worries. Call: 01522 576659



Mentoring & Coaching

Our trained mentors can support you to make positive steps forward in your career and personal life. Call: 01522 576659



Peer support

Attend our GP Society or join the Practice Management Support Network to connect with peers. www.lincolnlmc.co.uk/events



Take Breaks

No matter how busy you are, step away from your workspace and allow time for comfort breaks and replenishment.



Explore our 'Ways to Wellbeing'

Resilience, Physical Activity, Mindfulness, Continued education, Keep connected, Kindness & Giving. Resources on Lincs LMC website.



Be kind to yourself

You are human. It is normal to feel stressed or anxious at times, particularly in a pressured environment.



Check-in with each other

As a team, take time to come together and connect. Look out for signs that colleagues might need support.



Allow yourself to switch off

Sometimes a transition ritual can help to separate work and home life and allow yourself to switch off e.g. changing into 'home clothes'.



Look after yourself

Looking after your physical health by sleeping well, healthy eating and exercising will improve your general wellbeing.



lincolnshire
lmc
**TOP 10
WELLBEING
TIPS**





2024 TRAINING & EVENTS

BOOKINGS NOW OPEN:

- IGPM Accreditation Preparation Programme (Starts Jan 2024)
- Safeguarding training (multiple courses)
- F2F Basic Life Support (multiple courses)
- Practice Support Network – Is your Practice CARING and EFFECTIVE in CQC's eyes?
- Succession/retirement planning: What to do with your premises?
- Pensions for Primary Care – why is my pension ruining my life?

COMING SOON:

- Understanding prospective records access
- Care Navigation and telephone triage
- Clinical Coding
- Correspondence Management
- Receptionists in primary care
- Customer Care
- Lincolnshire Dispensing Practices Day
- Lincolnshire LMC Day

LOOK FORWARD TO:

- Lincolnshire Practice Management Conference
- Lincolnshire GP and ANP Conference

Visit: www.lincslmc.co.uk