



GLASGOW LOCAL MEDICAL COMMITTEE LIMITED

16th December 2022



To All GPs and GP Practices

Welcome to our December newsletter. We are coming up to the Christmas and New Year period, and do hope that GPs and practice staff will manage to get a break over this period. This year has been an incredibly difficult year for GPs and practices, and we continue to work for you and support you.

In the run up to the festive period, to assist in providing the appropriate care in the OOHs period practices may wish to consider whether any patients would benefit from having “just in case” medications prescribed, or from having other information added or updated in their eKIS record to assist the Out of Hours to manage the patient optimally.

Scottish LMC Conference

Twenty representatives from Glasgow LMC attended the Scottish LMC Conference on 2nd December. There was an update from the SGPC Chair, Dr Andrew Buist (which can be read [here](#)) and a speech from Humza Yousaf MSP, the Cabinet Secretary for Health and Social Care.

We were pleased to hear from a large number of Glasgow LMC’s representatives, and to also have the chance to ask a question of the Cabinet Secretary. GP sustainability; recruitment and retention; and the implementation of the new contract were the main issues discussed.

SGPC Workload guidance

BMA Scotland has produced GP [workload guidance](#) for GP practices. The guidance sets out advice for practices to consider their own circumstances and options for ensuring safe workload. It also sets out causes of unmanageable workload in general practices.

CTAC and Pharmacotherapy Directions

Regulations will be updated, so that from April 2023 health boards will be responsible for delivery of CTAC and Pharmacotherapy services.

SGPC has agreed the Community Treatment and Care Services directions, and is reviewing the first iteration of the draft pharmacotherapy directions received from Scottish Government and will be providing comments.

GMS Uplift

The GMS uplift letter was issued to practices on 16th November. The uplift (backdated to 1 April 2022) is 4.5% for GP earnings, 5% for staff expenses, and 4.5% for non-staff expenses. This represents a 5.4% uplift to the Global Sum and Income and Expenses Guarantee. There is also an additional £6.8 million added for population growth in 2021/22. The total uplift this year is £44.2 million (5.6% increase in the total value of the contract). Last year the total uplift was £27.5 million.

GPs should note that this uplift has not been agreed with SGPC.

SGPC has made the following points regarding the uplift and we would support its position on these issues:

- SGPC has highlighted the professions dissatisfaction with a 4.5% pay award for doctors (based on this year's DDRB recommendation).
- SGPC has raised with the Scottish Government that the uplift for non-staff expenses is not adequate given increasing practice costs/inflation and that will mean, on average, contractor GPs will not receive the intended DDRB uplift received by other doctors in Scotland.
- SGPC's expectation is an adjustment is made for staff expenses once the final Agenda for Change staff settlement is known. SGPC expects that the practice staff expenses element should ultimately be uplifted as the same percentage uplift that AfC receive this year. Any deviation from that will not be acceptable to SGPC.
- SGPC encourages practices to pass on the uplift to their staff as soon as possible – noting the percentage applied by SG for staff expenses (5%) and any adjustment made by SG when the final AfC settlement is known.
- GP practices are reminded that GMS contracts and PMS agreements require salaried GPs to be on terms no less favourable than the model Salaried GP contract. This includes pay uplifts each year consistent with the Scottish Government's decision on the pay of general practitioners, which is 4.5% this year.

GP Workforce Survey 2022

Public Health Scotland recently published the GP workforce survey [2022](#). The data illustrates the concerning picture currently in general practice. Nationally, there has been a fall of 3% in the whole time equivalent GP workforce since 2019. We know that workload pressures and the pension tax issue, amongst other factors, are causing GPs to reduce their sessions. The Scottish Government needs to invest to retain and recruit GPs-at a minimum, the Scottish Government must deliver the extra 800 GPs by 2027 it has committed to-although we believe this will likely fall short of the required number of GPs. All of this is deeply concerning, especially at a time when patient demand is rising. SGPC's response can be found [here](#).

BMA Partnership Guidance

BMA Scotland has produced GP partnership guidance, which is aimed for use by GP partners in Scotland. Scottish partnership law is different in many respects from elsewhere in the UK. The guidance is now [online](#).

Letter from the Cabinet Secretary

We were extremely disappointed to read the Cabinet Secretary for Health's letter of 15th November regarding patient access, and we know that this caused anger amongst many of our GP colleagues. We are clear that there being too few GPs is the root cause of the difficulties in this regard-GPs and practices are doing all they can to care for their patients.

Wellbeing Resources

The cumulative stress of the pandemic, the workload pressures, and patient demand is undoubtedly affecting people's mental health. We know that practice leadership, and a

supportive and valuing culture in general practices is vital in maintaining the wellbeing of the practice team. These are some of the wellbeing resources available to GPs, PMs and practice staff-

National Wellbeing Hub- www.promis.scot

NHS GGC Occupational Health Service-

<https://www.nhsggc.org.uk/working-with-us/hr-connect/occupational-health/covid-19/>

[Covid-19 Staff Support Line](https://www.nhs.uk/111)- 0141 303 8968

The Workforce Specialist Service-

<https://www.practitionerhealth.nhs.uk/accessing-the-service-in-scotland>

BMA Wellbeing Resource-

<https://www.bma.org.uk/advice-and-support/your-wellbeing/wellbeing-support-services/sources-of-support-for-your-wellbeing>

[Working Health Services Scotland \(WHSS\) - Health and Well-being \(nhsinform.scot\)](https://www.nhs.uk/111)

Yours sincerely,

Dr Maureen Byrne
Chair

Dr John Ip
Medical Director

Dr Patricia Moultrie
Medical Director

Marco Florence
Policy Officer

Elaine McLaren
Administration Officer