



GLASGOW LOCAL MEDICAL COMMITTEE LIMITED

10th November 2023

To All GPs and GP Practices

Welcome to our November newsletter. Our committee members know from colleagues and their own direct experience how workload pressures in general practice continue to challenge the wellbeing of GPs and their staff. We are aware too that winter is likely to bring additional challenge for practices. The LMC is absolutely committed to finding solutions, working locally with the Board and HSCPs, and with SGPC nationally. We will also be engaging with LMC representatives from across Scotland at the upcoming Scottish LMC Conference to discuss the current position of general practice, and share thoughts on what can and should be done to improve the situation. This is an important forum to inform national policies and Glasgow LMC will be taking a full and active part in this event. The LMC is here to support GPs and practices- please do not hesitate to get in touch with the office.

BMA Scotland Safe Workload Guidance for GPs

Recently, BMA Scotland updated its safe workload [guidance](#) for GP practices. This has a number of recommendations for practices to consider, which aim to bring GP workloads to safe, manageable levels. We have been encouraged to hear of examples where practices have made changes following consideration of the guidance and found this beneficial. We would encourage GPs and practice managers to try to take time to read and consider the guidance in full, and consider whether there are changes which the practice can make which would support safe and sustainable workloads within their practice going forward. We think the guidance will have useful elements for all practices.

List Closures

The number of practices with closed lists in the board area continues to sit at record levels. We would like to remind practices with closed lists that they are likely to be reviewing their circumstances with their HSCP at agreed intervals and lists should be re-opening when the practice list size has dropped to a pre-agreed level or if other previously agreed circumstances, such as recruitment or sickness absence, improves to the extent that the practice feels that it is in a position to re-open its list. Please contact the office if you need any advice on process and the Regulations relevant to List Closures.

We continue to give thought to further means of tracking practice workload pressures, as we are aware that practice list closures are only one indicator of this and severe workload pressure is being experienced also in practices with open lists.

GP Practice/Sessional GP Weekly Mailings

We are pleased that the board has reinstated issuing the GP Practice and Sessional GP weekly mailings items as attachments. This is something which the LMC pressed the board for over a number of months.

Communications from MSPs/MPs

Practices may receive communications from MSPs/MPs on behalf of constituents. It is common for parliamentarians to write to organisations/service providers on behalf of constituents following a constituent contacting them. If it is a general enquiry about GP services, the LMC office can provide assistance with points for the practice to consider in its response.

Locum GP Pensions

We would like to draw locum GPs' attention to the pension rate changes and the updated form B to be used. More information can be found [here](#).

LMC Election

There will be an election at the beginning of 2024 for the GP Subcommittee/LMC. In this election we welcome GPs working as GP Partners and in Salaried roles within practices, and seek to provide a representative committee working in an inclusive and consensual manner. Further information will be issued at the start of 2024, including the details of the vacancies in each area but if you would like to know more about being on the committee, please contact the office. Please note that we do have seats for Sessional GP representatives and elections for these seats will be held in 2026.

Email Mailing List

If any GPs would like to receive our communications direct to their own inbox, as well as their practice's, please do [let the office know](#).

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-
[Occupational Health - NHSGGC](#)

The Workforce Specialist Service-
[The Workforce Specialist Service \(WSS\) - National Wellbeing Hub](#)

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
[Working Health Services Scotland \(WHSS\) - Health and Well-being \(nhsinform.scot\)](#)

The Cameron Fund
[The Cameron Fund | The GPs' Own Charity](#)

Royal Medical Benevolent Fund

[Royal Medical Benevolent Fund - Help for Doctors in Need \(rmbf.org\)](http://rmbf.org)

Yours sincerely,

Dr Maureen Byrne
Chair

Dr John Ip
Medical Director

Dr Patricia Moultrie
Medical Director

Marco Florence
Policy Officer

Elaine McLaren
Administration Officer