



GLASGOW LOCAL MEDICAL COMMITTEE LIMITED

13th October 2023

To All GPs and GP Practices

Welcome to our October newsletter. The full committee meetings resumed in September after the summer recess with an in person meeting in the LMC office building. It was also good to see so many GPs and practice managers from across GGC at our GP & PM Meeting/AGM on 13th September. We hope that you found the information from the LMC and Dr Andrew Buist, Chair of SGPC, useful.

DDRB / GMS Uplift

The details of the GMS uplift for 2023/24 were distributed by the LMC on 26th September. The elements of the uplift were- 6% increase for GP earnings, 6.5% increase for practice staff earnings and 6% for other practice expenses. We are aware that GPs and practices will likely find the uplift disappointing and would draw your attention to the [blog](#) from Dr Andrew Buist, Chair of SGPC.

BMA Scotland Safe Workload Guidance for GPs

Last month, BMA Scotland updated its safe workload [guidance](#) for GP practices. This has a number of recommendations for practices to consider which aims to bring GP workload to safe manageable levels. We encourage GPs and practice managers to read the guidance which we think will have useful elements for all practices.

We are currently working with the health board on more specific guidance for GGC practices around winter pressures and workload.

We would also encourage practices to think about their business continuity plan. A template is available on our [website](#).

List Closures

Owing to various factors, there are a higher than normal number of practices with closed lists. We would like to remind practices with closed lists that they should be reviewing their circumstances with their HSCP. Lists should be re-opening when the practice list size has dropped to a pre-agreed level or if other circumstances discussed, such as recruitment or sickness absence, improves to the extent that the practice now feels that it is in a position to reopen its list. Please contact the office if you need any advice on List Closures.

LMC GP Resignation/Retirement Survey

The LMC sends out a survey to GPs leaving a practice or retiring. This is to help us understand why GPs leave and the factors influencing their decision. It is also a valuable opportunity for retiring GPs to reflect on their time in practice. We collate the responses anonymously and can utilise these in discussions with the board and with national bodies. We are in the process of developing a database with a view to being able to review trends over time. The overall aims of the survey seek to discern:

- Factors that influenced a GP's decision to leave the practice
- Factors that contribute to GP job satisfaction

- Factors that lead to GP job dissatisfaction
- Factors in relation to encouraging doctors to remain in general practice.

Thank you to all the GPs who have participated in the survey. Your responses are valuable and informative.

LMC Election

There will be an election at the beginning of 2024 for the GP Subcommittee/LMC. We welcome GPs from all backgrounds to the committee as we work to represent GPs from across GGC, and seek to provide a welcoming and consensual way of working. 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.

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-supportservices/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 \(rmbf.org\)](#)

Yours sincerely,

Dr Maureen Byrne
Chair

Dr John Ip
Medical Director

Dr Patricia Moultrie
Medical Director

Marco Florence
Policy Officer

Elaine McLaren
Administration Officer