



Chief Officer's Corner

Teething Troubles?

One month since the new GMS Contract started I can honestly say that clarity has still not appeared through the mist and fog! PCTs are trying to assist practices by applying the agreements reached between the LMC and all 8 PCTs so that cash flow is protected to the extent that all practices should receive, as a minimum, at least what income they had from the NHS last year plus 5% on a monthly basis for the first quarter of the financial year. If income streams are still uncertain then we agreed to examine whether it would be feasible to extend that for a further 3 months. Of course, once figures cease to be indicative there would

have to be an adjustment in whatever direction is needed and if it is the practice that has to repay funding that should be done over as long a period as possible. Well Global Sums and Global Sum Equivalents are still indicative. Extra cash due to come via PCTs for the additional 7% for the employer's superannuation payments has not yet arrived and neither has the 14% for "partners" "employer's superannuation". Despite that some salary packages used by practices appear to be trying to draw these payments from practices to send them on to the PCTs when in fact the money hasn't yet been given to practices. In one case a system failure appears to have led a practice to fear that they would have insufficient funds to pay the staff in May but that was rapidly dealt with by a PCT CEO and the LMC. In fact all the issues so far seem to be "cock-up" rather than conspiracy and if you are worried a call to either the LMC or your primary care lead in the PCT will probably solve most problems.

How are GPs feeling? From the numbers of practices and individual GPs currently receiving some sort of unusual assistance from the LMC I would suggest that the answer is "Confused, anxious and feeling more than a little bruised by circumstances beyond our control". The New Contract was supposed to be the cavalry coming over the hill to the rescue of general practice. It was supposed to bring a better income at the same time as control over workload. It was supposed to reward practices for the work they do and, in many cases, have been doing unfunded or partially funded for years. Yet the common experience so far is that Sitting Bull has not run away, the accountant is saying you will have to work harder to earn the same income and the PCT has not sufficient funds to create a LES in this financial year to reward/recompense you for the secondary care type service that got dumped on you years ago as hospitals searched for efficiency savings! However most GPs are "The glass is half full" type of people and therefore it is not all doom and gloom. PCTs are increasingly recognising that General Practice is part of the solution to their problems in providing appropriate health care within the limited resources that they have. For example North Devon held a meeting last week inviting all their GPs to hear how they would like to engage more closely with them to gain real understanding as to why patients are referred into hospital and how many are so referred

when doing things differently might be better for patients, cheaper for the PCT and both financially and professionally interesting for GPs. East Devon is looking towards setting up locality commissioning, Exeter's PCT/GP forum listens to their GPs and tries to implement their shared ideas. South Hams & West Devon's GP Council has real influence on PCT direction. There are lots of good examples. Of course there are also things that PCTs are getting wrong – that is inevitable as they are faced with central "must dos", statutory duties and ludicrous deadlines that could not be achieved by an organisation with twice their



Devon
News
LMC

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numbers of staff. That is particularly the case in most of the finance departments where one Finance Director was advised, in the run up to the contract, to wear a neck brace just in case of a rear end shunt in his car as if he went sick chaos would reign! Indeed FDs have absorbed a mad amount of work in the last few months and they should be commended for having coped as well as they have. Individuals are making a difference but I sincerely hope that they are given a break soon when the centre finally distributes the funds that they have promised.

Particular issues that worry both me and many in PCTs include: PCO administered funds where so far it appears there is barely enough cash to cover seniority let alone all the other issues such as sick and maternity leave, prolonged study leave and the retained doctor scheme; GP appraisal; annual QoF assessment visits (175 in a three month period from October!); the viability of small practices, particularly in the inner cities; the issue of possible underperformance by stressed professionals, both clinical and managerial and in all organisations; that as the next General Election draws near politicians will make mad promises that the NHS will be ordered to make a reality! But despite all that I have hope as within each PCT there are committed and honest people who want to get it right and who approach the profession for help when it is needed. There is a shortage of experience in many of these people but they are having to learn fast and, happily, many of them are doing just that.

Secretariat Manager – John Baker – john@devonlmc.org
Conference Motions

We have recently submitted our motions for inclusion, discussion and negotiation at the annual LMC Conference, which will be held in London on the 17/18 June. This is where all LMCs gather together and motions are robustly debated. Once agreed, the issues then become GPC (General Practitioners' Committee) policy and form the basis of their negotiating position.

In the past we have been particularly successful and Devon LMC, our speakers and motions have been prominent in the conference process and many local issues have been raised and presented at a national level. This year our conference speakers will be Doctors Andrew Paton (Torbay), Charlie Daniels (Chairman), David Jenner (Mid Devon), John Ackroyd (East Devon), Mark Wood (North Devon), Peter Jolliffe (Chief Officer), Preston de Mendonca (Plymouth) and Adrian Midgley (Exeter). A copy of the motions is attached to this newsletter for your review. The conference is widely reported in the GP press and we will include a summary in a future edition of Purple Pages along with an item in our Annual Report...

Devon LMC Annual Report

The LMC Annual Report has grown steadily in content and size over the years. Feedback on the last report from both local and national GPs has been very positive. Last year the content included over 40 articles from across the county, from a wide variety of organisations involved in delivering primary care. Please note the report continues to be fully-funded by our generous sponsors and advertisers.

We are now considering what we want to do and include this year and we will be writing to a number of key individuals whose work we feel would be of interest to the wider GP community. However, we would also like to extend the invitation to other individuals and organisations across the county. In the past items have come from the BMA, RCN, Peninsula Medical School, Practice Manager Groups, Post

North Devon PCT

I thought it important that readers were made aware that Kate Tompkins resigned last week from her post as CEO of North Devon PCT. I would like to express my thanks for her efforts made under very difficult circumstances and wish her the very best for the future. Her replacement is being sought whilst her duties are being temporarily cared for by Jack Kelly, the former CEO of Somerset Health Authority. She (Jack) introduced herself to North Devon GPs at a meeting at the Barnstaple Hotel where the PCT sought the views of GPs as to the best way forward. The PCT, and indeed the whole local Health Community, face a difficult set of issues, not all of which are financial. I wish her and her staff the best of luck. The LMC will do what it can to help.



Conference Reports, Sessional and Freelance Groups etc and articles are normally about half an A4 page.

If you would like to discuss any of these issues or how you could be included in the Annual Report, please contact either Dr Peter Jolliffe or John Baker at the office 01392 834020 or email admin@devonlmc.org

Attendance Rate 2004 – 2005

In with this newsletter you will find a sheet outlining the Attendance Rates for 2004-2005. In the past this rate has caused a certain amount of confusion and I would like to take this opportunity to clarify why it was created.

The Attendance Rate was initially used as a payment to reimburse GPs who carried out work on behalf of the LMC. Over time this rate was adopted by a number of organisations as a scale for paying GPs who do work for them outside of their normal duties. For example in some areas it is used as a rate for paying GPs with Special Interests (GPwSIs). It also forms the basis of payments for the appraisal process for both the appraisee and appraiser. The rate is based on the old BMA rate, which has been uplifted annually by the DDRB pay award (this year 3.225%). Once set, the rate is backdated to 1st April of that year.

This rate is not a locum rate. The LMC policy is that locum rates are an issue to be negotiated between the practice and the Sessional and Freelance GP. Where work is carried out by a GP on behalf of the LMC, we would pay either the Attendance Rate or the charged Locum Fee whichever is the greater.



Executive Officer - Debbie Galbraith - debbie@devonlmc.org

HOUSING, HOUSING, HOUSING – Oooh, the flood gates have opened!

Responses to the letters sent via the LMC office to Devon's Councils and Housing Associations have been interesting so to speak! We appear to have hit a nerve!

We hope that the penny will finally drop and it will be taken on board that GPs will no longer be filling in these numerous forms and responding to the multitudinous letters which arrive daily and also that patients will no longer take up valuable appointment time with these unnecessary requests.

As I type I have 15 letters on my desk just from this week's requests for help from practices. I see precisely why so many of you are heartily fed up with the merry-go-round!! I am feeling a little swamped too....! But we will continue with this battle for you and I will continue to respond to applications if you wish, or please continue to 'Bin' them if you have adopted that policy! Should you wish to send the letter we have devised, then you can find it on the LMC website: www.devonlmc.org for you to copy and personalise.

Organisations may continue to "try their luck" and attempt to use the "get a letter from your doctor" as a tactic to delay making a decision which is rarely influenced by your efforts to respond, I am sure, but if you do not want to respond to these requests without a fee agreed in advance then I will continue to do battle. (*Imagine Joan of Arc type figure! Ed.*)

Executive Officer – Nicola Heywood – nicola@devonlmc.org

Devon LMC Practice Survey

We have produced an extract from this Survey covering the issues around contracting, LMC and general issues, a copy of which is attached for review. We are still to share and discuss the full findings with the individual PCTs and Partnership Trust. Once this is done a full report will be published on the LMC Website.

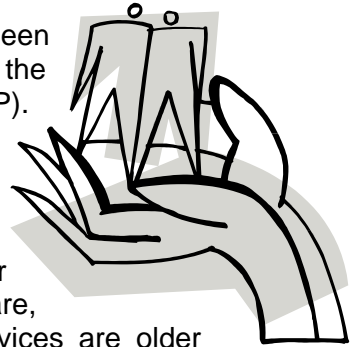
“SAP” Stands for Single Assessment Process

A key milestone in the National Service Framework for Older People has been reached. From 1 April 2004, health and social care communities needed to have the systems and processes in place to support the Single Assessment Process (SAP).

Implementation of SAP is intended to ensure a person-centred approach to assessment and care planning for older people, regardless of both organisational boundaries and the health conditions and circumstances of older people. SAP is of critical importance in the modernisation of services for older people, underpinning a wide range of other policy areas including continuing care, intermediate care, and reimbursement. As the majority of users of NHS services are older people, an integrated and effective response to their needs will also support the delivery of other key priorities.

The Devon, Plymouth and Torbay SAP Project encompasses the eight Primary Care Trusts, four Acute Hospital Trusts, three Social Services Departments and the Devon Partnership Trust. In consultation with Practitioners, Users and Carers, the Core Project Team have developed a home-grown tool set for use across Devon, Plymouth and Torbay. The first part of this, the Contact Assessment form, is already in use in acute settings to support Delayed Discharge procedures (Section 2 Notifications and Section 5 Withdrawals). Following the success of this, four Local Teams have been established to facilitate further implementations of the SAP.

For more information on the Devon, Plymouth and Torbay SAP Project log on to the website at www.swdhis.nhs.uk/SAP or contact your Local Implementation lead listed below.



Area	Contact	Email Address
Exeter, Mid and East Devon	Jan Ingram	Jan.ingram@eastdevon-pct.nhs.uk
North Devon	Sue Smith	sued.smith@ndevon.swest.nhs.uk
South Devon	Gerry Cadogan	Gerry.Cadogan@teignbridge-pct.nhs.uk
Plymouth and Area	Elaine Fitzsimmons	Elaine.fitzsimmons@phnt.swest.nhs.uk

3rd ANNUAL MIDSUMMER MEDICAL BALL

Friday 18th June
LORD HALDON HOTEL

A venue with stunning views just outside Exeter
Open to all GPs, Consultants and allied Medics.
Quicker than Speed Dating!

DANCING TO HONEST JOHN
Fund Raising for Exeter Hospice

Tickets from Dr Pip Hayes, St. Leonard's Surgery, Exeter
Dr Marina Morgan, RD&E

B&B for those who want to make a real night of it
limited rooms available at £42.50 pp.

Please contact Hotel direct - Tel: 01392 832483



Comings & Goings May 2004

Welcome to:

Dr Nicola Spicer, Withycombe Lodge Surgery
Dr Emma Stubbs, Dartmouth Medical Practice
Dr Sarah-Jane Seymour, Clare House Surgery,
Dr Ingrid Halfyard, Clare House Surgery, Tiverton

Goodbye to:

Dr David Grieve, Clare House Surgery, Tiverton

Plymouth Hospitals NHS Trust

WANTED

GP WITH DIPLOMA IN OCCUPATIONAL MEDICINE AND SENSE OF HUMOUR

We are a rapidly expanding Occupational Health Department offering a challenging mix of Occupational Health services to the NHS and a prestigious group of commercial, not for profit and public sector organisations from our crumbling facility at Derriford in Plymouth. Working in the environment that we do inculcates a philosophy of cheerful and effective delivery to all our customers, despite the leaking roof and rotten floorboards! A positive approach and willingness to be a team player is important to us.

We have increased our Nurse strength from three to eight in the last 12 months, doubled our Counselling capacity, regained ownership of our Ergonomic Advisory Service and taken on an additional Occupational Health Contract Support Doctor. Some of the work we do is recognised as national best practice. We are now seeking to consolidate our Occupational Health Physician strength by employing a Diploma qualified GP for two sessions a week to work here in the Department at Derriford.

The usual modest rates of remuneration are on offer for the right person and we may be able to arrange a training content for those who might want it – those curious enough to consider applying are welcome to call Dr Gerard Woodroof (Occupational Health Consultant) or Simon Hill (Head of Staff Health & Welfare) on 01752 763580 or send their curriculum vitae to simon.hill@phnt.swest.nhs.uk

VACANCIES	
<p>Okehampton Medical Centre, East Street Okehampton EX20 1AY Tel: 01837 52233 Fax: 01837 54950</p>	<p style="text-align: center;">Replacement Partner – Dartmoor, Devon</p> <p>8-Partner, forward-looking PMS Practice with 12,000 patients, seeks a replacement profit-sharing partner from 1 September 2004. Half to three-quarter time.</p> <p>Country town practice situated on the north edge of Dartmoor, 22 miles from Exeter. Dispensing practice. Full computerised. Full Practice Nurse Team.</p> <p>OOH–Co-op cover until Oct 2004 when Practice intends to opt out. Nearby is our modern, architecture-designed, 28-bed Community Hospital with MIU and telemedicine facilities.</p> <p>For more information or to apply, please contact Mr David Seward, Practice Manager.</p>
<p>Exe Valley Practice The Surgery Thorverton EX5 5NT</p>	<p style="text-align: center;">Practice Nurse</p> <p>Award winning rural GP practice seeks a part-time Practice Nurse, for approximately 6 hours per week plus holiday cover. We will be looking to expand this role when we move to our new premises in the near future.</p> <p>Wages according to experience.</p> <p>Please contact Richard Larouche, Practice Manager, on 01392 860273 for an informal discussion.</p>
<p>The Whipton Surgery 378 Pinhoe Road Exeter EX4 8EG</p>	<p style="text-align: center;">GP Principal from January 2005</p> <p>Three sessions per week, initially, as job share partner. New purpose built premises.</p> <p>Teaching practice for VTS and medical students.</p> <p>Friendly practice with stable population in “Whipton Village”, North East Exeter. 3,300 list size, likely to grow.</p> <p>For further information please contact Dr Guy Harrill Tel:01392 462770</p>

<p>Holsworthy Health Centre Dobles Lane Holsworthy EX22 6GH Tel: 01409 253692</p>	<p align="center">GP Retainer/Flexible Careers Scheme GP</p> <p>Wanted for 2 - 4 sessions per week. This could also be more flexibly arranged for the latter scheme. Times are negotiable. We are a GMS Partnership of 5 full-time and 2 part-time doctors looking after 9,300 patients.</p> <p>We are located on the edge of Holsworthy, a small market town close to Bude.</p> <p>This is a friendly practice based in well equipped, new purpose-built premises adjacent to the local community hospital. No parking problems! We are a fully computerised EMIS practice and expect to achieve high quality points.</p> <p>For further information, or if you would like to come and pay us a visit please contact Peter McLean our Practice Manager on 01409 255 277. Email: peter.mclean@gp-L83069.nhs.uk</p>
<p>Beaumont Villa Surgery 23 Beaumont Road St Judes Plymouth PL4 9BL Tel: 01752 663776</p> <p>Closing date: 4 June 2004</p>	<p align="center">Locum - Plymouth</p> <p>Locum required for five months covering Maternity Leave from 1 July 2004. No out-of-hours.</p> <p>Fully computerised, EMIS, paper-light University Branch Surgery</p> <p>Engaged with Peninsula Medical School for teaching Please send written applications with CV to Mrs Janice Stabb, Practice Manager.</p> <p>Informal enquiries please telephone Dr Paul Hardy on 01752 663776. Email: janice.stabb@nhs.net</p>
<p>Chacewater Health Centre Truro Cornwall TR4 8QS</p>	<p align="center">Chacewater - De Voran Practice Vacancy Cornwall</p> <p>We are looking for a doctor, or doctors, to take on the work of our retiring senior full-time partner in October 2004. We are a 3.5 doctor GMS, MPIG, Microtest, paper-light, 90% dispensing rural practice working from two modern purpose-built village premises in Chacewater and Devoran with an excellent team of ancillary staff. The practice area, although rural, is adjacent to Truro and Redruth, and very close to the RCHT Treliske site. We hope to provide an opportunity for interested applicants to visit the practice informally prior to short-listing and interviewing. If you are interested in working with us please make contact, or apply with CV, references and letter of application, to Sue Gunn, Practice Manager, Chacewater Health Centre TR4 8QS.</p> <p>Closing date for applications: Friday May 28 with a view to short-listing and interviewing in June. If you wish to express an interest in confidence please contact Dr Mark Gripper or Dr Russell Bolton by telephone 01872 562200 or Groupwise email. We are flexible in our requirements, and whilst needing to replace a full-time partner, would consider a salaried doctor, or doctors, and job sharing, should this be appropriate.</p>
<p>Dr Ernest Archer-Koranteng Estover Health Centre Leypark Walk PLYMOUTH PL6 8UE Tel: 01752 789030</p>	<p align="center">PMS SALARIED GP</p> <p>Replacement assistant GP required for 3 sessions a week in a single-handed practice with a view to taking over a well-established practice and an excellent income in 2 years' time. Start date November 2004 (negotiable), "golden hello", no on-call but opportunity to work in local co-op. Very good salary.</p> <p>Informal enquiries – Please ring surgery: 01752 789030</p>

POSITIONS WANTED

Dr Angus Macdonald

Angus Macdonald MRCGP, recently of the North Devon VTS & Registrar to the Holsworthy Medical Centre, available for locum and part-time GP services in the North Devon & North Cornwall areas.

Please contact me on the following email address for further information and a copy of my CV

Angus.mac@ukonline.co.uk I am on the Devon Supplementary List.

Dr Shakeen Akhtar - Tel: 07767 350849

I will be looking for locum work in Plymouth/Devon/Cornwall area whilst seeking a full-time/three-quarter position in the area from June 2004. I will consider work before then if there is anything suitable.

Registered on South & West Peninsula Health Authority Non-Principal list but currently doing locum work in Yorkshire.

Dr Prue Peart - Tel: 07986 574823

I am looking for GP locum work in the Exeter area. I am in the process of applying for the flexible career scheme and will be looking for up to 5 sessions a week on completion of my application.

I completed the Exeter VTS and obtained MRCGP in Sept 1999. Since then I have been working in Dubai and Pakistan as a GP and doing some summer locums in UK.

I can be contacted at **pruepeart@doctors.org.uk** or on Tel: 07986 574823 for a full CV, references or any other further information.

Nurse Looking for Work in the Plymouth Area

I am currently working as a Lymphoedema nurse for St Lukes Hospice in Plymouth. I am interested in moving into a career in practice nursing as it is an opportunity to develop more expert skills. I am looking for part time hours (ideally in the Plymstock/Plympton area). I have experience in assisting in minor operations, managing my own clinic (Lymphoedema clinic at St Lukes) and all aspects of lymphoedema management and palliative care. I have also been involved in educating community nurses and ward colleagues. I have a good sense of humour, excellent communication skills and I am computer literate. Please email me if you have any further questions or for a copy of my C.V.

Louise Doddridge - **louisedoddridge@yahoo.co.uk**

Dr Nick Salzman 01837 52789 or 07771 803485

Experienced GP available for short and long term locums and part-time services in Mid & North Devon & Exeter. I have recently re-located to Okehampton from Oxfordshire where I was a GP principal. I am on the Devon supplementary list. For further information and CV please telephone Dr Nick Salzman

01837 52789 or 07771 803485. Email: **nick@nsalzman.plus.com**



C onferences, Courses and Information

University of Birmingham

Masters, Diploma and Research Degrees

-  MSc in Health Care Policy and Management – Penelope Mullen (0121 414 6212)
-  MSc in Primary Health Care Policy & Management – Kim Jelphs (0121 414 5461)
-  MSc in Health Economics and Health Policy – Stirling Bryan (0121 414 7706)
-  MSc in Managing Quality in Health Care - Shirley McIver (Tel: 0121 414 7050)
-  MSc in Managing Partnerships in Health & Social Care – Jon Glasby (0121 414 7068)

MBA for the Health Sector

-  MSc/Graduate Diploma (International Health Management and Development)
-  Postgraduate Research Degrees

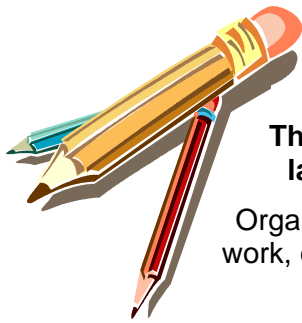
For general enquiries about Graduate Programmes on Tel: 0121 414 3174.



DIPLOMA IN OCCUPATIONAL MEDICINE **(South Western Training Course)**

The Diploma in Occupational Medicine (DOccMed) is awarded by the Faculty of Occupational Medicine. It is designed for medical practitioners who may already be undertaking occupational health sessions, be appointed doctors or doctors who have an interest in occupational medicine. One of the criteria for obtaining the Diploma is that candidates first attend an approved training course.

The Centre for Health in Employment and the Environment (CHEE) based at Bristol Royal Infirmary are running a 2 part training course on:



Monday 20th - Friday 24th September 2004 (5 days) and
Monday 1st - Friday 5th November 2004 (5 days)

The course covers the core syllabus for the Diploma in Occupational Medicine as laid down by the Faculty of Occupational Medicine and includes sessions on:

Organisation of occupational health services, occupational diseases, assessing fitness for work, occupational hygiene, ergonomics, occupational health law, toxicology, epidemiology and risk management.

There are also 2 workplace visits included. Cost of the course is £1,350.

For an information pack please contact:

Kay Swift, Course Administrator, Foxfields, Manor Farm, Crick, Caldicot, Monmouthshire NP26 5UW
or Tel: 01291 431091 (24 hour answer machine) Email: brikay@beeb.net

Exeter Primary Care Trust

A NEW PRACTICE in EXWICK!

**Tender for/or Expressions of interest to submit
for the provision of Personal Medical Services (PMS)
in Exwick, Exeter, Devon**

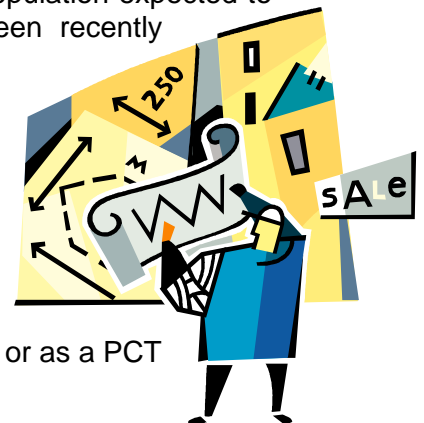
Background

Exeter PCT seek to establish a new "forward thinking" PMS practice serving the Exwick area of the city from October 2004, to enhance the delivery of our local medical services. The new service will complement the existing three medical centres in the area, and serve a population expected to rise to around four thousand by December 2005. Premises have been recently purchased by the PCT and are about to be fully refurbished.

Expression of Interest

This is a new and exciting opportunity and we seek "expressions of interest" from all disciplines. Ideally, the PCT is looking for an individual or team, someone with vision, service re-design skills and an ability to think innovatively in the way services are provided, to run this new venture.

We are interested to hear from GPs, Nurses, Allied Health Professionals and Practice Managers. This service can be provided either independently or as a PCT led service with a salaried option.



For further information or a service specification please contact:

Claire Yardley, Primary Care Strategy & Development Manager, Exeter Primary Care Trust,
Dean Clarke House, Southernhay East, Exeter EX11PQ.

Tel: 01392 687195 Fax: 01392 494726.

Email: claire.yardley@exeter-pct.nhs.uk

Closing Date: 27th May 2004