



Humberside Group of LMCs
Annual Report
2016/17

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Chairs' Introduction

2016-17 was certainly a year that brought the winds of change to our LMCs and also to many practices.

We said goodbye to Dr Russell Walshaw, our Chief Executive for many years, whose hard work and dedication built a kitchen-table operation into the strong organisation we are today. Working together, our LMCs, Board of Management and staff team have carefully planned and developed a new structure to take us into the future. Our long-standing Medical Secretary, Dr Saskia Roberts, transitioned to the role of Medical Director and was joined by new team member, Dr Krishna Kasaraneni, in the same capacity. Our Business & Strategy Manager, Amalia Booker, stepped into the role of Director of Operations. Together, Saskia, Krishna and Amalia now form our Senior Management Team, responsible for all aspects of the day to day operation of our LMCs. Throughout the year, they have been supported by Amy Stathers and Sonia Barrett who form our excellent administrative team.

This year more than ever, we have seen first-hand the impact that increased workload, workforce shortages and restricted funding have had on our practices. We have worked hard to support individual GPs with personal and professional challenges and practices seeking to find their way through crises large and small. As well as practical advice and guidance, we continue to speak up for general practice, to defend your contracts and to strive to eliminate the unnecessary bureaucratic burdens heaped upon you.

As 'working at scale' has become part of our everyday vocabulary, some practices have gladly embraced what they see as an opportunity, some have felt forced to collaborate and others have steadfastly refused a path which they believe leads only to the erosion of general practice. We are clear that our role as an LMC is to stand apart from national and local NHS agendas. So, as we move forward, we remain resolutely independent and absolutely focused on helping practices to weigh up options and make their own judgements about the future.

Amongst so much uncertainty, this is a time for general practice to stand together, to recognise the strength in our diversity and to find a way to focus on what unites us rather than what divides us.

Dr Andrea Fraser, Chair, North & North East Lincolnshire LMC

Dr Anne Jeffreys, Chair, Hull & East Yorkshire LMC

Humberside LMC - What We Do

The Humberside Group of Local Medical Committees Ltd is a statutory body that represents and supports GPs and their practices across Hull, East Yorkshire, North Lincolnshire and North East Lincolnshire.

Advise

One of our key functions is to provide essential support and guidance to GPs and their practice teams.

Our Medical Directors respond to direct enquiries and offer advice by phone, email or in face to face meetings. They are able to offer advice on a diverse range of issues including:

- Remuneration
- Contractual and workload obligations
- Performance concerns
- Premises
- Disputes

Support

Our team offers personal and confidential support for individual GPs and practices who find themselves in need of information or guidance in relation to quality or performance issues.

We also support general practices in our region through providing information, newsletters and advice sheets, along with events focusing on current issues of concern.

Represent

The LMC is the professional voice for all NHS General Practitioners and practice teams across Hull, East Yorkshire, North Lincolnshire and North East Lincolnshire. We democratically represent the professional interests of all GPs working in these areas including Partners, Salaried GPs and locums.

Humberside LMC serves as the point of reference for other NHS bodies seeking the views of general practitioners as a whole. In addition, NHS regulations require that the LMC is consulted on many issues including the administration of the GMS and PMS contracts, GPs Terms of Service, Pharmaceutical Regulations and the Statement of Financial Entitlements.

Our two LMCs (Hull and East Yorkshire and North and North East Lincolnshire) are made up of GPs elected by their fellow doctors on a three yearly cycle. GP Partners are elected to represent the specific geographical constituencies whilst salaried and locum GPs are elected for the whole LMC area.

All GPs working in one of our CCG areas are eligible to stand for election and to apply to fill any casual vacancies which arise within the current three year term.

Did You Know? LMCs were first established in 1911 as Local Panel Committees. Over a hundred years later, LMCs remain the only elected and representative body for all General Practitioners.



Senior Management Team Report

“Leadership defines what the future should look like, aligns people with that vision, and inspires them to make it happen, despite the obstacles.”

John Kotter

We embarked upon our first year as a Senior Management Team with energy and enthusiasm and a clear goal – to lay a solid foundation of teamwork, efficiency and knowledge on which to build the future of the LMC. We recognise that Local Medical Committees have not existed for over 100 years by standing still. They remain part of the general practice landscape because they understand change, stay focused on their core purpose and remain relevant to the practitioners they represent. Our collective aspiration is to take our LMCs forward in a way that ensures that every GP and every practice feels represented, informed and empowered.

Inside the current vortex of change, it can sometimes be the practical interventions that make the most difference. To that end, we have actively supported practices in a concerted campaign to push back against inappropriate workload using the BMA templates and produced down-to-earth practical resources such as our ‘Practice Guide to Funding & Support for General Practice’ which set out to de-mystify the different threads of investment promised in the General Practice Forward View.

With the emergence of Sustainability and Transformation Plans (STP) during the course of the year, we relentlessly pursued the obligation of these developing structures to ensure that general practice was not sidelined whilst others discussed the future of health provision in the region. In doing so, we became one of only a handful of LMCs to successfully negotiate formal, remunerated roles for GPs.

We continue to work hard to build and maintain good relationships with our practices and hope that most of you know us (by email if not in person) and feel comfortable and confident in approaching the LMC about issues of concern to you. We work closely with our elected Committee members to progress a wide range of issues of interest to GPs and liaise frequently with agencies including NHS England, our four local CCGs, secondary and community care and local authorities on behalf our GP constituents.

Looking ahead to 2017/18, we have plans to expand our staff team and in particular, to provide additional resource to support practices on a one to one basis with developing their business plans, addressing their workload challenges and planning effectively for the future.

As ever, we welcome any feedback from GPs and practice managers and look forward to continuing to work on your behalf in the year ahead.

Saskia, Krishna & Amalia

LMC Performance

Humberside LMC is committed to providing a quality service to general practices.

109 GPs and Practice Managers across the East Riding of Yorkshire, Hull, North East Lincolnshire and North Lincolnshire took part in our annual survey, conducted in March 2016

109

92% strongly agree or agree they can rely on the LMC to speak up for GPs

92%

“Without doubt, my working day is made easier knowing that there is support and guidance available during these changing and difficult times.”

“The LMC are a very important, effective support to general practice. Their knowledge is very reassuring.”

83%

83% strongly agree or agree that the LMC knows and represents their views

84% rate the LMC newsletter as a good or excellent source of information.

84%

84% strongly agree or agree the LMC is very visible within the local health economy.

84%

“Always well thought out and supportive responses whenever I have needed advice or information.”

Of those who had contacted the LMC for information or advice over the past year, 92% were very satisfied or quite satisfied with the quality of response.

92%

“Excellent at representing GP opinions and giving guidance. The members of the board are prominent in the GP community and readily contactable for advice. They readily step forward and take the lead when new issues arise.”

Advise

We are a first port of call for practices in need of support and they look to us for relevant and meaningful advice, tailored to their circumstances. If in doubt, always contact us first and we will be able to guide you to the help you need.

Did You Know? We represent over 600 GPs and 144 practices across Hull, East Yorkshire, North Lincolnshire and North East Lincolnshire, covering a total patient population of over 900,000.

Queries come to us via email and telephone and we also offer one to one appointments. We have a commitment to reply to all queries within three working days.

Being a GP is increasingly complex in today's NHS. We provide advice on a wide range of issues and the queries we deal with are incredibly varied: regulations, practice management, data, patient records, and the interface with secondary care are just some of the topics that come up.

“Thank you for this considered response and advice. You have captured the essence of the issue and suggested a way forward. This is most helpful.”

Providing pastoral support to GPs who are going through the performance management process is a key part of our work. It can be a stressful time for the GP involved and these are some of the most complex cases we deal with but we're here to provide impartial, confidential support and advice.

The LMC is well-connected with people and organisations across the health arena – policy makers, commissioners, providers, regulators - and these relationships are an essential source of information enabling us to advise you appropriately.

“I am grateful you found the time to write such a long but to the point e-mail for me.”

Support

The LMC produces a wealth of information including Newsletters, Advice Sheets and Email Alerts which are sent directly to GPs and Practice Managers. Our aim is to ensure that practice teams in our area are informed, consulted and involved. Our communications cover a wide range of topics both clinical and business related.

Advice Sheets

These cover some of the issues we are contacted about most frequently and provide a summary of relevant guidance and regulations to help answer practices' queries. We're continually adding to our extensive list of Advice Sheets which cover a huge range of topics relating to prescribing, contractual and regulatory issues, partnership agreements and general practice management matters.

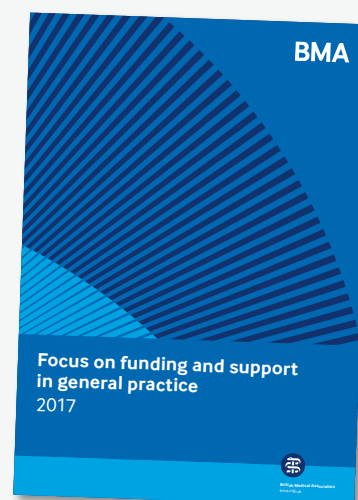
Did You Know? Our advice sheets for general practice cover a range of topics including funding, patient records and entitlement to NHS services – find and search them all at www.humbersidelmc.org.uk

Case Study - Funding and Support Guide Achieves National Recognition

Created as a reference tool for practices to keep track of what funding is available and how to access it, A Practice Guide to Funding and Support for General Practice was published in August 2016 and soon gained attention across the general practice community.

The guide summarises the different funding streams available, what they can be used for, criteria that must be met and finding more information. Download the guide at www.humbersidelmc.org.uk/lmc-advice-sheets.

As well as being replicated by other LMCs in England, the guide was adopted by the BMA as the model for their new online funding and support guide, first published in September 2016 and later updated and re-issued in February 2017.



Communications

The regular LMC newsletter continues to be a popular method to find all the latest news, updates, opportunities and resources.

Our website www.humbersidelmc.org.uk is where you'll find lots of information on:

- LMC Committees and meetings
- LMC services and how to access support and advice
- LMC resources including advice sheets, publications and guidance

“It is incredibly informative and well done. Your site is excellent and I would recommend anyone in general practice to read it.”

Services

In 2016/17 Humberside LMC became part of the LMC Buying Groups, enabling all of our levy paying practices to take advantage of discounts on a range of services and products.

Savings can be made on goods such as office equipment, pharmaceuticals and vaccines, along with services including insurance, confidential information shredding and DBS checks.

Membership is free to LMC practices so it's worth taking a look at the products and services you can save money on from 24 approved suppliers. The service also offers a free cost analysis by a procurement specialist which will show what savings your practice could make if you switch suppliers.



New Service in 2016/17 - Bidding Support Sessions

Are you planning to bid for funding or for a contract/service? Would an external perspective and another pair of eyes be helpful?

The LMC can support practices with the sometimes lengthy and challenging process of obtaining funding or securing contracts, from generating ideas for a bid to helping with your pitch to funders or commissioners.

Contact us to take advantage of our bidding sessions.

Events

The LMC holds regular events for local GPs and Practice Managers with a specific focus on filling identified gaps. Our 2016/17 event calendar included:

Making Appraisal Pain-Free: A Practical Guide to Appraisal and Revalidation for the Busy Sessional GP - aimed at salaried and locum GPs, this event provided tips to complete the process and explored the national picture for sessional GPs.

Accountable Care in North and North East Lincolnshire – focused on developments so far in creating an Accountable Care Partnership and what this means for general practice. The event explored the local situation, legal implications and presented a detailed case study from Hampshire.

Did You Know? In 2016/17 a total 250 people attended our events for GPs and Practice Managers.

BMA GP Contract Roadshow. The first time one of these events had been held in our area. This event gave an update from the BMA on negotiations for the 2017/18 contract as well as an opportunity to discuss current issues such as the GP Forward View and the primary/secondary care interface.

Case Study – Question Time: The Present and Future of General Practice.

A high profile event which gave an opportunity for GPs and Practice Managers to question a panel of experts on the current state of general practice and aspirations for its future:

- Dr Chaand Nagpaul, Chair of the BMA's General Practitioners Committee
- Rosamund Roughton, Director of Commissioning, NHS England
- Professor Nick Harding OBE, Chair, Sandwell and Birmingham CCG
- Dr Mark Purvis, GP Director for Postgraduate Education and Head of School for Primary Care in Yorkshire and the Humber
- Emma Latimer, Chief Officer, NHS Hull CCG
- Dr Dom Patterson, GP Partner and Deputy Director of GP Education for Health Education England in Yorkshire and the Humber



“I found the event to be very informative and supportive of general practice current issues faced and the event was also very well run and organised by the LMC.”

Represent

With such a fast changing agenda, 2016/17 was an extremely busy year for us with ensuring representation for general practice in local decision making and ensuring that the voice of general practice could be heard within the wider healthcare landscape.

Highlights included:

- Co-ordinating local action to support practices in managing inappropriate workload, including the use of template documents to respond to requests generated by secondary care
- Working with NHSE and CCGs to ensure that the 2016/17 Resilience Funding, whilst inadequate in terms of the support required by practices, was fully spent locally and allocated through a fair and consistent process
- Providing support to establish and facilitate the East Riding Fed of Feds
- Negotiating remunerated roles for GPs within the emergent Sustainability & Transformation Plan work-streams
- Highlighting at national level the local consequences of the disastrous mobilisation of the PCSE contract and working with GPC to put in place an escalation and compensation process
- Running an independent election process on behalf of Hull and East Riding CCGs to appoint to their GP governing body vacancies

“Thank you for your very efficient work in holding the Fed of Feds together and for facilitating GP representation within a changing NHS.”

Regular Meetings hosted by the LMC

Hull & East Yorkshire LMC Meeting

North & North East Lincolnshire LMC Meeting

North Bank Joint Liaison Meeting

South Bank Joint Liaison Meeting



Regular Informal Meetings

Chairs of Hull and East Riding CCGs

Chair and Assistant Director (Programme Delivery & Primary Care Strategy),
North East Lincolnshire CCG

Medical Director, North Lincolnshire CCG

Medical Director, NLaG

Chief Executive, Humber Foundation Trust

Head of Co-Commissioning, NHS England Yorkshire & Humber

Meetings regularly attended by Humberside LMC

East Riding Council of Members

Hull Council of Members

North Lincolnshire Council of Members

North East Lincolnshire Council of Members

East Riding Primary Care Commissioning Committee

Hull Primary Care Commissioning Committee

North Lincolnshire Primary Care Commissioning Committee

North East Lincolnshire Primary Care Commissioning Committee

East Riding Primary Care Development Group

North East Lincolnshire GP Development Group

Together Board (North East Lincolnshire ACP)

Hull & East Riding Prescribing Committee

STP Partnership Board

STP Primary Care Advisory Group

Yorkshire & Humber LMC Alliance

Paediatric Productive Elective Care

Maternity Productive Elective Care

Performance Advisory Group

Did You Know? The LMC operates as the link between local GPs and their national negotiating body, the General Practitioners Committee (GPC). The GPC is an established and permanent Committee of the British Medical Association (BMA) and is recognised as the sole negotiating body for all NHS GPs.

Sector Change

We have continued to work with and challenge CCGs around their plans for investment and transformation of care including their direction of travel with regard to accountable care. In North East Lincolnshire we have worked with GPs to ensure GP representation within the emerging Accountable Care Partnership in the area.

Case Study – Involvement in the STP

2016/17 saw the establishment of Humber Coast and Vale Sustainability and Transformation Plan, a development intended to help ensure services are joined up and planned across local areas rather than around institutions.

In the general practice community the development of STPs has led to concerns around transparency, funding, the evidence base for change, and the primary importance of ensuring good quality care for patients.

Our Committees have taken the view that whatever the concerns about the STP, it is important for general practice to have the opportunity to influence emerging plans.

The LMC worked with all six Clinical Commissioning Groups in the STP footprint to gain a commitment to GP engagement in the process on a remunerated basis – one of the very few areas nationally to achieve this.

Our Committees

2016/17 saw us move to a joint monthly meeting of our two LMCs – a reflection of the many shared concerns and desire to share knowledge and a consistent approach across our four CCG areas.

Our committees are both open to new members. Membership is available to GPs of all contractual status. Meetings are held monthly (except in August) on the first Tuesday evening of the month.

Did You Know? The LMC is a democratic organisation and our next elections will be in spring 2018. Whether you're a partner, salaried or locum GP you can stand for election to the LMC Committee – contact us for details.

Humberside LMC continues to work collaboratively with other LMCs in the region through the Yorkshire and Humber LMC Alliance.

Hull and East Yorkshire Local Medical Committee Representative Members as at 31 March 2017:

Name	LMC Constituency
Dr Ramzan Awan	West Hull
Dr Robert Blackburn	Wolds and Coast
Dr Paul Caldwell	West Hull
Dr Naushad Cassim	West Hull
Dr Ajay Choudhary	East Hull
Dr Alan Francis	Wolds and Coast
Dr David Garwood	Wolds and Coast
Dr Anne Jeffreys (Chair)	East Yorkshire
Dr Kah Lee	East Yorkshire
Dr Christiane Loch	Wolds and Coast
Dr Hisham Nobeebaccus	East Yorkshire
Dr Zoe Norris	North Bank Sessional
Dr Rajeev Raut	East Hull
Dr Anjali Saxena	East Yorkshire
Dr Fiona Scott	West Hull
Dr Gary Scott	Wolds and Coast
Dr Daniel Thompson	East Yorkshire
Dr Victoria Thompson	East Yorkshire
Dr Amy Turnbull	East Hull

Our two Practice Manager observer seats are filled by Robert Thompson and Jim Hickey. In addition, we had regular attendance as observers from Dr Andrew Green (GPC Representative), Dr Dan Roper (Chair, Hull CCG), Dr Gina Palumbo (Chair, East Riding of Yorkshire CCG) and Dr Ciaran Kelly (GP Registrar).

North and North East Lincolnshire Local Medical Committee Representative Members as at 31 March 2017:

Name	LMC Constituency
Dr Faisal Baig	South Bank Sessional
Dr Andrea Fraser	North Lincolnshire
Dr Robert Jaggs-Fowler	South Bank Co-opted
Dr Peter John	North East Lincolnshire
Dr Alan Lees	South Bank Sessional
Dr Salim Modan	North Lincolnshire
Dr Amith Paul	North East Lincolnshire
Dr Karena Platts	North Lincolnshire
Dr Ian Prentice	South Bank Sessional
Dr Pranab Ray	North East Lincolnshire
Dr Smarajit Roy	North East Lincolnshire
Dr Sanjedah Zaro	South Bank Sessional

In addition, we had regular attendance as an observer from Dr Andrew Green (GPC Representative).

Annual Accounts

Statutory Levy

Income	2017 (£)	2016 (£)
Required Levy	430,000	410,001
Other receipts	26,721	2,520
GPDF Funding for events	-	16,674
Interest	192	396
TOTAL	456,913	429,591

Expenditure	2017 (£)	2016 (£)
Salaries and honoraria	251,168	258,311
Employer's National Insurance	20,052	25,668
Pension Contributions	35,745	19,134
Locums	3,345	4,644
Travel & other expenses for meetings	5,554	7,657
Room hire	6,979	6,133
Secretariat for London LMCs	-	497
Seminars	9,513	18,005
	332,356	340,049

Establishment costs		
Office rent	6,750	30,162
Business rates	3,812	3,781
Electricity	1,231	1,034
Insurances	1,950	1,940
Leasing costs	1,290	1,829
Postage & stationery	1,983	2,308
Telephone	2,520	5,129
Advertising	20,208	4,019
IT support & software licenses	5,459	4,009
Depreciation of office equipment & fittings	3,709	3,448
	48,912	57,659

Administrative expenses		
Sundry expenses	6,076	4,893
Legal & professional fees	3,840	3,067
LMC Legal/Capsticks Legal	14,882	14,400
Accountancy charges	2,595	2,429
Bank charges	300	373
Bad debts	575	-
	28,268	25,162
TOTAL	409,536	422,870
Surplus	47,377	6,721

Voluntary Levy

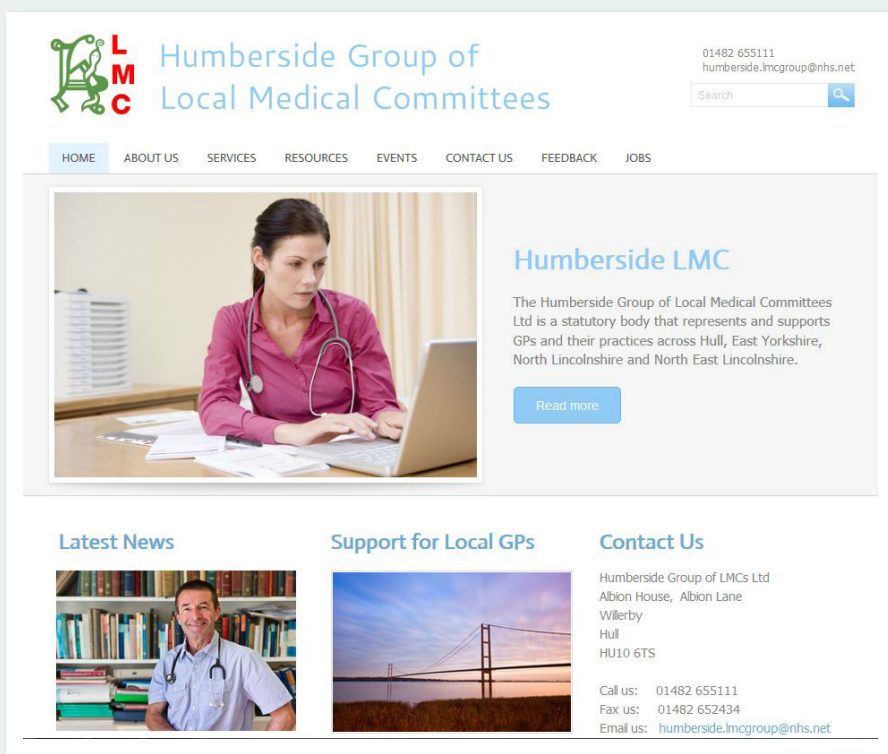
Income	2017 (£)	2016 (£)
Voluntary Levy	60,000	60,050

Expenditure	2017 (£)	2016 (£)
Contribution to General Practitioners Defence Fund (GPDF Levy)	55,800	43,011
Cameron Fund Christmas Appeal	2,000	1,200
Sundries	34	50
Bank charges	7	6
Seminars	4,961	-
Accountancy charges	528	522
TOTAL	63,330	44,789
Surplus/(deficit)	(3,330)	15,261

How to Get the Best from the LMC

Keep up to date with changes, developments and initiatives by:

- Reading our regular newsletter
- Visiting our website – especially our latest news page
- Following us on Twitter @HumbersideLMC



You can access our services and engage directly with us by:

- Contacting us if you need help, advice and support
- Checking whether your practice could save money on products and services through the LMC Buying Group
- Inviting the LMC to meet you or your practice, or arrange to visit our offices
- Attending an LMC meeting – find out what we have been doing on your behalf and meet the elected GPs on the committee
- Speaking up – tell us if you have an issue you want the LMC to get involved in
- Telling your GP trainees about the LMC and encourage them to find out more

“I would like to take this opportunity, once again, to thank you for your excellent work in enabling a resolution to this partnership dispute to be achieved.”

Contact Us

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Albion Lane
Willerby
Hull
HU10 6TS

Telephone 01482 655111

Email humberside.lmcgroup@nhs.net



Staff Team in 2016/17

Dr Russell Walshaw, Chief Executive
(Retired 31 May 2016)

Dr Saskia Roberts, Medical Director

Dr Krishna Kasaraneni, Medical Director

Amalia Booker, Director of Operations

Kiran Johnson, Liaison Officer
(Fixed Term Contract ended 1 Nov 2016)

Amy Stathers, Team Administrator

Sonia Barrett, Team Administrator

We were also supported during the year by
Karen Bumford and Elaine Calver who
provided maternity leave cover within the
administrative team.



Humberside LMC Staff Team



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