**SLMC Update – September 2018**

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# Negotiating issues and contracts

## SGPC

SGPC had its first of session meeting on the 23 August 2018 where Dr Andrew Buist took his position of Chair for SGPC. The following individuals were elected at the meeting: Dr Andrew Cowie and Dr Patricia Moultrie as joint deputy chairs, and Dr Chris Black, Dr John Ip, Dr Iain Morrison, Dr Denise Mcfarlane, and Dr Kirsty Robinson for the SGPC Executive subcommittee.

## Overarching Summary Contract Letter

The overarching summary contract letter was shared with the committee and contains all the aspects of the contract including the GMS contract framework and directions, and will be an evolving document with links and information to documents relating to the contract being added as they are finalised. The overarching summary contract letter is available on the [BMA website](https://www.bma.org.uk/collective-voice/committees/general-practitioners-committee/gpc-scotland/gp-contract-agreement-scotland) along with all other contract documentation.

GMS Implementation and Primary Care Development Oversight Group

The GMS Implementation and primary care development oversight group has senior representation from Scottish Government, Health Boards, Health and Social Care Partnerships and the BMA. The core function is to oversee the implementation of the new services across the 31 partnership areas to reduce inappropriate GP workload. The group had its first meeting to discuss the terms of reference and remit on 24 April and a second meeting on 13 June, the next meeting is scheduled for 25 September.

A [communications bulletin](http://www.gov.scot/topics/Health/Services/Primary-Care/GP-Contract/GMS-Contract-Bulletin-June18) was sent out to SGPC, GP Subcommittees, Chief Officers, Chief Executives and Primary Care Leads following the GMS Contract oversight meeting on 13 June. The bulletin will be a regular communication post-meeting to keep individuals appraised of the work.

## DDRB

The DDRB report was published on 24 July 2018 and is available online [here](https://www.gov.uk/government/publications/review-body-on-doctors-and-dentists-remuneration-46th-report-2018). Scottish Government announced its pay award for doctors in Scotland on 31 August. Its decision was to uplift GP pay (net of expenses) by 3%, as well as give an increase of 3% for practice staff pay and an uplift of 3% for non-staff expenses. For salaried GPs the 3% applies to those earning less than £80k, with those earning more than £80,000 receiving £1600.

For other staff groups in Scotland the decision was as follows:

• 3% increase to the national salary scales for all doctors who earn below £80,000 (full-time equivalent)

• £1,600 for medical staff earning above £80,000 (full-time equivalent)

• 3% for all junior doctors

• 3% for all Specialty Doctors and Associate Specialists who earn below £80,000 (full-time equivalent)

• Distinction Awards and Discretionary Points remain frozen

All uplifts would be backdated to 1 April 2018.

## GP Subcommittee

A proposal was agreed with Scottish Government that each Health Board area has been allocated £35,000 to resource GP subcommittees directly for the additional work created by the new GP contract and the requirements of the MOU. This funding is additional to any previous agreements to support the GP subcommittee except where additional support was agreed specifically for the new contract; in these cases, the additional funding may support those arrangements. Health Boards will receive their allocation letters this month – these will include details of the £35,000.

Scottish Government will review the funding of GP subcommittees as the new contract progresses with a view to extending support where necessary. As such this additional funding is not intended to limit the support the Health Boards provide going forward.

## Minimum Earnings Expectation Trial

NHS National Services Scotland (NSS) is running a trial in relation to the minimum earnings expectation with volunteer practices, to help inform the implementation of the Minimum Earnings Expectation from April 2019, and to ensure it is operated effectively.

We are in discussion with the Scottish Government about the implementation of the minimum earnings expectation including agreement of exactly which earnings are included, the specific treatment for employers’ superannuation, timings for claims and payment, and a variety of other aspects.

Once the complete process has been agreed between the Scottish Government and SGPC the details will be specified in the 2019/20 Statement of Financial Entitlements and guidance produced for practices. The current pilot will help to identify any potential difficulties and shape the final arrangement for the minimum earnings expectation. Additional details will be shared with all practices as soon as they are available.

# Workforce

## SGPC GP Vacancy Survey

The SGPC GP Vacancy Survey was sent out on 3 September and closed on 17 September, with a total of 515 responses received. The percentage of practices with at least one GP vacancy has dropped from 29.8% in June 2018 to 24.5% in September 2018. An email will be sent out to LMC secretaries containing a summary of the results for their LMC area.

## Safe Staffing Bill

The Health and Care (Staffing) (Scotland) Bill [news release](https://emea01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnews.gov.scot%2Fnews%2Feffective-and-safe-nhs-staffing&data=01%7C01%7CAMa%40bma.org.uk%7C8836eb569db54805aca908d5c225c6d4%7Cbf448ebee65f40e69e3133fdaa412880%7C0&sdata=P8ASJXLcCUNaQ3YKh%2BsMUcGp5zIS7HskTtvsBIRAmkg%3D&reserved=0) was published on 24 May. BMA Scotland have provided a [response](https://www.bma.org.uk/news/media-centre/press-releases/2018/may/bma-scotland-comment-on-publication-of-safe-staffing-bill) to the Bill. The Bill does not currently extend to doctors and should not include GP practices.

GP Nursing
NHS Education for Scotland have been commissioned by Scottish Government to manage a significant investment in GP Nursing education and development. The funding provided will support GPN role development in line with the Chief Nursing Officer’s Transforming Roles programme and the [*National Health and Social Care Workforce Plan: Part 3 Primary Care*](http://www.gov.scot/Resource/0053/00534821.pdf)(Scottish Government, 2018) enabling nurses to work in integrated teams to meet the changing health and care needs of Scotland’s population.Several educational and development opportunities are being funded in 2018/19 supporting nurses working in General Practice relevant to their current career stage, which is available for individual nurses working in General Practice and General Practice teams. Nurses will be targeted at all different stages of their career and with an additional 60 trained practice nurses by the end of 3 years. Please see[GPN advert](https://emea01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.nes.scot.nhs.uk%2Fmedia%2F4134087%2Fnesd0905_gpn_flyer__4_.pdf&data=01%7C01%7CAMa%40bma.org.uk%7C6b3bb5466fd2466d2ba108d5c7d6d743%7Cbf448ebee65f40e69e3133fdaa412880%7C0&sdata=7n%2FOAAsPR5UP2b0vr%2B3yBCIIjLzyJB70xJU%2FA5V1CyM%3D&reserved=0)for more information.

Innovative Undergraduate Training Courses
Scottish Government is funding 85 additional undergraduate medical student places at the Universities of Aberdeen, Edinburgh and Glasgow.
The new courses will focus on general practice, supporting the Scottish Government’s aim to increase the number of GPs by at least 800 over the next decade. A new route for experienced healthcare professionals to enter medicine will also be introduced. This is in addition to ScotGEM which is building to 60 places.

The Scottish Government’s National Health and Social Care Workforce Plan commits to creating additional undergraduate medical places and medical schools were asked to put forward proposals for new courses with a focus on general practice. The three successful bids are:

* + - * 30 places at the University of Aberdeen: all students will undertake an enhanced GP programme, with a set minimum of teaching time and an additional range of GP options.
* 30 places at the University of Glasgow: all students will gain enhanced exposure to primary care and students can opt for intensive experience of primary care in deprived and rural settings. on the new Community Orientated Medical Experience Track (“COMET”).
* 25 places at the University of Edinburgh: this innovative course will allow experienced healthcare professionals to enter medicine and combine part time study with their existing job, with large parts of the course delivered online. It is designed to target high calibre candidates who are more likely to be retained in NHS Scotland.

60 of the additional places will begin in 2019-20, 25 places will begin in 2020-21

Between 2015-6 and 2020-21 the Scottish Government will have increased the number of medical places in Scottish universities from 848 to 1038 (22%) including funding Scotland’s first Graduate Entry Medical programme and widening access places.

## NHS Scotland GP Coaching Service

The Scottish Government has funded 100 places for coaching for GPs working in Scotland. The service is confidential and has no association with any form of assessment or performance management. The coaches are all professionally qualified and experienced in coaching individuals from all professions within the health service. GPs will be offered four x 2-hour coaching sessions to be taken before end of March 2019. Sessions can be arranged to suit the individual GP in terms of both timing and venue. Please [click here](http://www.appraisal.nes.scot.nhs.uk/media/348629/GP-Coaching-Service-Flyer.pdf) for more information.

# Information Management and Technology

## IT Update

The Devolved Nations GP IT Committee held a meeting on 14 June, there was discussion over the Welsh approach to reprovisioning – moving to a centrally managed desktop for all, increasing security, efficiency and reducing variation.

A Joint GP IT Committee for Scotland was established, with representation from SGPC, RCGP Scottish Government and SNUG, SCIMP and NSS. Dr Carey Lunan, chair of RCGP Scotland, and Dr Andrew Cowie, joint deputy chair of SGPC, are the first co-chairs.
The remit of the group is to provide a coordinated joint approach to GP information management and communications technologies projects within the NHS and provide guidance on GP IM&T matters. The first meeting of the group took place on 16 August where the main topics discussed were: remit, membership, GP2GP, VISION, GPIT Reprovisioning, SPIRE, LIST, system choice, SNOWMED CT and joint Controller and data sharing agreements.

# For information

## SLMC Secretaries Meeting

The SLMC secretaries had meetings on 21 June and 29 August 2018 to support LMCs and GP subcommittees with the implementation of the new contract and the development of their primary care improvement plans. The outputs and themes of the meeting were shared with LMCs, the GMS Oversight group and Scottish Government. A further meeting will be taking place on the afternoon of 24 October 2018.

## Scottish LMC Conference

The SLMC Conference is on 29-30 November, a call for motions and representatives was sent out on 23 July, with a deadline for representation nomination by 28 September and motions by 12noon on 15 October. A further email was sent with further details on submissions of motions and 2017 resolutions early August. The agenda will be available on the BMA website from mid-November.

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| **LMCs are reminded they can contact Andrea Ma, SGPC secretariat for more information on any of these issues (**ama@bma.org.uk**).****Any emails for the SGPC negotiating team should be submitted to** info.gpscotland@bma.org.uk **your ideas about achievable measures to reduce pressure on general practice are always welcome. We can’t respond to every email, but all emails are read and considered by the team.** |