

### **GP earnings threshold**

Further to the GPC advice regarding contractual requirement to ensure [GPs earning over the earnings threshold \(£150k\) to declare their income](#), please see some further information below.

**IMPORTANT NOTE: the new regulation applies to practices who have had their contracts varied to include the new rules, by the service of a 14 day contract variation notice. The legal advice GPC have received is that no practice has a contractual duty to comply with these new rules until it is served with a 14 day contract variation notice and the period of the notice has expired. Therefore, practices should check whether they have received a contract variation notice and the period of the notice has passed. If so, then you must comply with the new regulations. We understand that a number of GP practices have not received any such notice of variation and therefore the 12 November deadline would not apply.**

### **Dispute**

The BMA is in dispute over the pay declaration regulations in the contract. However, the act of being in dispute does not mean that individuals or practices are able to not comply with their contractual requirements without consequence, nor does it permit the BMA to induce/advise individuals or practices to not comply.

### **How to submit the pay declaration**

While the regulations do not outline how the declaration should be made, [NHSE/I has published guidance](#) on this and created a process for it.

Regulation 94 of the GMS regulations requires the practice to “have regard to all relevant guidance issued by the Board, the Secretary of State or local authorities in respect of the exercise of their functions under the Act”.

Although practices would not be under a strict legal obligation to comply with NHSEI’s guidance, they are under an obligation to ‘have regard’ to it. This means that they must have in place a management structure which ensures that proper consideration is given to guidance before any relevant decisions are taken. A practice who chose not to comply with such guidance should be in a position to demonstrate that they had regard to the guidance before deciding not to comply. A practice should also be able to demonstrate why it has deviated from the guidance, and the reason should be rational and guided by the practice’s broader obligations under the contract. Otherwise, the Board could argue that adequate ‘regard’ had not been given and therefore take some sort of action.

### **Date of disclosure**

According to the relevant regulations (27A paragraphs 3(a) and 4) which outline the disclosure date, the information must be received by 12 November 2021.

Note that declarations only apply to GP partners, GP subcontractors or locum GPs operating under the core contract and earning above the income threshold, and if they fail to declare their earnings, then the practice will be in breach of its core contract. It does not include salaried GPs and those who are employed by a contractor or sub-contractor. If the practice refuses to deliver a service that is required within the contract/regulations, the practice will be in breach of its core contract.

If the practice breaches its contract, the Commissioner can take action against the practice and the BMA cannot prevent them from doing this due to the inadequacy of trade union laws in protecting GP Partners.

Through the act of self-declaration, the individual will be consenting to publication. Individuals should, therefore, carefully consider the implications before self-declaration. GPC believe this policy provides no benefit to patients, but will potentially increase acts of aggression and abuse toward GPs and practices. It will be damaging to morale among the profession and wholly counterproductive in terms of the ability to recruit and retain GPs. GPC have already received reports of GPs reducing their hours to remain under the threshold which will therefore impact patient access to services at a critical time for the NHS. GPC believe the position the government and NHSEI have taken on this matter, singling out GPs alone rather than applying this requirement to all other healthcare professionals, is completely unacceptable. GPC will continue to do all they can to address this.

Read more about the consequences of taking this action or not [here](#)

GPC have also updated their [guidance on income declaration](#) with some further detailed FAQs including: Compliance with this new regulation, if/how it applies to salaried GPs, portfolio GPs, locums, subcontractors, how it might be policed/enforceable.

### **COVID-19 vaccination - condition of deployment for health and social care workers**

The Government has announced that health and social care workers who have face to face contact with patients, will need to provide evidence they have been fully vaccinated against COVID-19 in order to be deployed unless they are exempt, under [new measures announced](#).

Although the majority of NHS workers are already vaccinated (93% have had their first dose and 90% have had both doses) the government are urging the remainder to get vaccinated, to keep themselves and those they care for safe.

The requirements will come into force from 1 April 2022, subject to the passage of the regulations through Parliament, and there will be a 12-week grace period between the regulations being made and coming into force to allow those who have not yet been vaccinated to have both doses before the measures are introduced.

In response to this, Dr Chaand Nagpaul, BMA council chair, said: "While the BMA has serious concerns about making vaccination mandatory, we're pleased that the Government has, as we recommended, decided to delay the policy of mandatory vaccination for Covid-19 until spring next year, and released both its workforce impact assessment and it's equality impact assessment." Read the full BMA press statement [here](#)

### **COVID-19 vaccination fee increase for the housebound**

NHSEI have now agreed to increase the supplementary fee detailed in the phase 3 general practice enhanced service specification to £20 per visit (increased from the current £10 supplementary fee) to a housebound patient for each vaccination dose given to a housebound patient, by PCN-led and CP-led LVS sites. This supplement is on top of the £12.58 Item of Service fee. This increased supplement will apply for Covid-19 vaccinations (booster and third primary dose only) administered to housebound people from 16 September 2021 until 5 December 2021. On this basis, LVS sites should seek to maximise the number of boosters and third primary dose vaccinations given to eligible housebound patients by 5 December. From this date the standard £10 supplement will apply.

### **TPP access to records**

As part of the accelerated access to records programme, patient access to records held in TPP SystemOne is planned to go live in December, with EMIS and Vision to follow in 2022. GPC continue to be engaged in discussions on this and on 8<sup>th</sup> November, they wrote to NHSX to outline concerns over the impact to patients and doctors of rolling out access to records in TPP practices in December. The letter expressed support for the aims of the broader programme but questioned the timing and whether the necessary infrastructure and support for practices was in place. We will communicate with practices as soon as we know more.

### **Tees Valley Primary Care Training Hub: Nursing Clinical Supervision Opportunity**

Are you a practice nurse who is passionate about General Practice Nursing and want to support other nurses in their development? Perhaps you are a Practice Manager and recognise the need for a formal process of professional support and learning for your nursing workforce? In either case the current programme pilot could be for you!

Tees Valley Primary Care Training Hub are looking for nurses who want to enable other practitioners to develop competence and confidence through clinical supervision. There are limited fully funded places available on a clinical supervision course in March which will give you the skills and confidence to lead group clinical supervision sessions. There is also a commitment to conduct one supervision session per month for 6 months with backfill funding available to the practice to support this agenda.

The course is open to nurses from practices as well as GP Federations. [More details](#) and [Expression of Interest form](#).

If you have any questions or would like further detail, then please do not hesitate to get in touch [sam.cave@hee.nhs.uk](mailto:sam.cave@hee.nhs.uk)

### **Tees Valley Primary Care Training Hub: GPN Fundamentals course**

Tees Valley Primary Care Training Hub have secured 21 fully funded places on a GPN Fundamentals course to help support your Nursing Fellowship Workforce with their educational needs. Please [this flyer](#) for eligibility criteria and module content.

If you have any questions, please do not hesitate to get in touch [sam.cave@hee.nhs.uk](mailto:sam.cave@hee.nhs.uk)

### **North East & North Cumbria ICS Staff Wellbeing Hub**

The ICS have developed a staff wellbeing hub for all health and social care staff across the region, including primary care. This is another source of support for your teams. You can view the latest information [here](#) including articles such as:

Health and care staff have continued working to provide the highest standards of care to our communities, in the face of huge challenges. The pressures of the COVID-19 pandemic have affected every one of us, both at home and at work. It's normal to feel anxious, sad or overwhelmed in response to such stressful circumstances, but these feelings can be difficult to manage sometimes. There are some simple steps you can take to help prevent things from getting worse. There might be specialist support that can help with certain reactions to these pressures too. But it can be hard to navigate all the different offers of help out there. That's where the Staff Wellbeing Hub comes in.

If you work in health and care and don't know where to turn for help, Hubs the Word.

To Contact the Hub now, you can:

- Call our confidential helpline: 0191 223 2030
- Email us: [HubstheWord@cntw.nhs.uk](mailto:HubstheWord@cntw.nhs.uk)
- complete our online form by clicking the 'Get Support from the Hub' button on our website: [www.northeastandnorthcumbriaics.nhs.uk/staff-wellbeing-hub/](http://www.northeastandnorthcumbriaics.nhs.uk/staff-wellbeing-hub/)

### **Antibiotic prescribing by GPs in England has fallen**

Antibiotic Research UK has published [an analysis of new antibiotic prescription](#) data in England ahead of World Antimicrobial Awareness Week (WAAW), 18–24 November, and European Antibiotic Awareness Day (EAAD), 18 November. Key findings include:

- During the first 12 months of the COVID-19 pandemic (March 2020-February 2021), antibiotic prescribing in general practice in England fell by 17% compared to the previous 12 months
- The fall hints at the scale of over-prescribing in normal times which increases the risk of antibiotic resistance
- Prescribing remained steady throughout the year without the winter peak seen in normal years

### **Diabetes UK webinar - Diabetes and Kidney Care Seminar for healthcare professionals**

Registration is now open for Diabetes UK's free, online *Diabetes and Kidney Care seminar*. This free event, for healthcare professionals, takes place on 1 December 2021 from 1:30pm to 3:45pm. The webinar will cover innovative practice from fellow professionals, and real-life stories from people with lived experience. Please see the agenda on the link below. [Register now](#) to join live on the day, or to receive a copy of the event recording to catch up at a convenient time for you. If you have any queries about this event, please contact: [london@diabetes.org.uk](mailto:london@diabetes.org.uk)

### **Diabetes and Insulin: The essentials**

Diabetes UK have worked collaboratively with healthcare professionals and people living with diabetes in Leeds to develop a new resource for people using insulin to manage their diabetes. You may find this information useful for patients; whether they are new to insulin or have been using it for a while, *Diabetes and Insulin: The essentials*, sets out the care and support everyone using insulin to manage their diabetes should expect. You can download the [digital](#) or [print](#) versions of the insulin essentials and find out more about the project here: [www.diabetes.org.uk/in\\_your\\_area/northern\\_yorkshire/better\\_care/insulin](http://www.diabetes.org.uk/in_your_area/northern_yorkshire/better_care/insulin)

### **Curing the sickness in the system - understanding and eradicating bullying in the NHS – webinar**

The BMA's committee for medical managers (CMM) will be holding a [webinar at 12.30-2pm on Thursday 18 November](#), looking at bullying in the NHS as a systemic issue. The following will be on the panel:

- Dr Sonya Wallbank, leadership and organisational development consultant at the King's Fund
- Russell Parkinson, head of office and strategy at the National Guardian's Office
- John Drew, director of staff experience and engagement at NHSE/I.

The webinar will be looking at the causes of bullying, the impact of it, and how to address this through a series of short talks and a Q&A. More information and registration can be found [here](#)

### **BMA Webinar - The Health and Care Bill**

The BMA is holding a member [webinar on the Health and Care Bill: What it means for you and what you can do about it](#) – on Wednesday 17<sup>th</sup> November, 7-8pm.

The BMA believes that if this Bill is passed, it will usher in drastic changes to the NHS in England, impacting the working lives of doctors, and that urgent and significant changes must be made to it.

[Register now](#) to attend this event to learn more about the Bill and what you can do about it.

If you have any questions about the event, please contact [tbramwell@bma.org.uk](mailto:tbramwell@bma.org.uk).

For further information about the Bill and the BMA's work in this area, visit: [www.bma.org.uk/hcb](http://www.bma.org.uk/hcb)

### **GPC GP Bulletin**

Read the GP bulletin [here](#).

### **BMA COVID-19 guidance**

Read the BMA [COVID-19 toolkit for GPs and practices](#), which provides comprehensive guidance for practices to manage contractual issues and service provision during the coronavirus pandemic. You can access all the BMA guidance on COVID-19, including ethical guidance, [here](#). There is also guidance on the following topics:

- [Model terms of engagement for a GP providing temporary COVID-19 services](#)
- [Terms and conditions for sessional GPs](#)
- [Risk assessments](#)

### **Mental health and wellbeing – looking after you and your practice team**

**GP appraisal leads and GP tutors offer of telephone support conversations** remain for any GP who feels they would like to talk through any aspect of their professional/personal life that has been affected by Covid.

To organise a telephone support conversation, either with the appraisal lead or with a GP tutor, please contact the appraisal team, or email [di.jelley@nhs.net](mailto:di.jelley@nhs.net)

**Crisis Coaching & Mentoring:** [Coaching and mentoring sessions are available now](#) for all NHS and Health and Social Care leaders. Delivered by The Centre for Army Leadership and Meyler Campbell Coaching, these sessions are designed to support with the huge pressure on the ability of the NHS to deliver safe, high-quality care, sharpen focus on meeting the core needs of staff, ensuring wellbeing and sustained motivation to deal with this rapidly changing situation. The intervention will give leaders an understanding of crisis leadership that goes beyond what is necessary and focused on engagement and motivation through Covid19. Further information and how to register [see link here](#)

CLMC continue to offer [wellbeing services via Validium](#) for **ALL working in general practice within Tees** (including locums). We understand that a number of staff have accessed this confidential service and it has been well received.

The BMA's [report on the mental health and wellbeing of the medical workforce](#) which sets out ten recommendations to be addressed to protect staff during the pandemic and in the future. The BMA is here for you and offers supportive [wellbeing services](#) which include face-to-face counselling. You can access one-off support or, after triage, a structured course of up to six face-to-face counselling sessions. Call 0330 123 1245 today or [visit the website](#) for more information.

For all other support, speak to a BMA adviser on [0300 123 1233](tel:03001231233) or email [support@bma.org.uk](mailto:support@bma.org.uk)

[Read more about doctors' wellbeing during the pandemic](#) and on Twitter [@TheBMA](https://twitter.com/TheBMA)

There is also a wealth of [NHSE provided support](#) available to you and your team including a wellbeing support helpline, a 24/7 text alternative, [peer to peer, team and personal resilience support](#), free mindfulness apps and the [#LookingAfterYouToo coaching offer](#).

NHSEI have recently developed a new [communications toolkit](#) and resources to help promote their offers to the workforce. The toolkit has an overview of each offer, including bulletin, email and social media copy, and links to some case studies and posters. You can also follow this link [Primary Care Coaching – Link to Assets](#) to a range of resources, including social media assets, a video, PDF case studies and posters, website and email banners.