REVERSAL OF MANDATORY COVID-19 VACCINATIONS – GUIDANCE FOR GPS AND PRACTICES

Last year the Government made new legislation which means that health and care employers in England will not be allowed to deploy anyone who hasn’t had at least two doses in a patient-facing CQC-regulated role, unless they are exempt. This therefore applies to all practices and almost all those who work in general practice.

This week Sajid Javid announced a reversal of Government policy to implement mandatory vaccinations throughout much of the health and social care sectors. He was explicit that he was:

“Announcing that we will launch a consultation on ending Vaccination as a Condition of Deployment in health and all social care settings”

Health and social care providers are in the midst of processes to enable compliance with the regulations including arranging formal meetings with staff on their future deployment if they remain unvaccinated.

In his response to questions in Parliament yesterday, Sajid Javid made clear that his intention is that no further steps should be taken by healthcare providers to implement the regulations pending the conclusion of the consultation.

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**LMC UPDATE**

Dear colleagues,

Our current Chair, and long serving LMC member, Dr Stephen Kaye from Boughton Medical Centre, Chester, will be retiring from general practice and leaving the LMC on 31 March this year.

Stephen has supported colleagues in Cheshire as both LMC Chair and Vice-Chair. Over the years he has also held other roles including company director and as one of our leads for the former West Cheshire PCT and CCG area. His final meeting will be our county meeting on 9 March.

Dr David Ward, a GP partner (Middlewood Partnership) will succeed Stephen from 1 April. We are currently inviting expressions of interest from LMC members to take over from David as the LMC’s Vice-Chair.

Dr Branwen Martin, our current Medical Director will also be retiring on 30 November and we have therefore recruited Dr Daniel Harle as Medical Director (designate) to take over form Branwen in due course.

Branwen and Daniel will work together from 1 April for a handover period. Daniel is one of our two Associate Medical Directors and has also served on the LMC for a number of years.

Our office team and your local representative members are still available to help you with any questions or advice on contract or practice issues. Please get in touch with us if we can help.

William Greenwood
LMC Chief Executive

**FACE COVERINGS IN PRACTICE PREMISES**

Following the Government announcement that from 27 January face coverings will no longer be mandatory in public places, it is important to be aware that the UK Health Security Agency’s infection prevention control (IPC) guidance remains in place for all staff and patients, in GP practices. Patients should therefore wear a face covering to keep staff and other patients safe. [IPC Guidance](#)

In relation to anyone attending your premises you may wish to carry out a risk assessment for such attendees and if necessary, use this to encourage visitors/ patients to use a face covering for everyone’s safety.

**LMC RACISM SURVEY IN PRIMARY CARE**

It was agreed in June last year that Cheshire LMC would carry out a survey of all local practices (and GPs on our sessional GP database) in October and November 2021.

The results and proposals have already been shared with LMC members and the issues identified were debated at the January LMC meeting.

An LMC task group was established which has overseen the work to date and drawn up the proposals below. Contributors to the group included

- Dr Shukti (GP Partner)
- Dr Lieke (Sessional GP)
- Dr Shana Tam (LMC Education group Lead)
- LMC Chief Officer William Greenwood

A proposed action plan which has been agreed by LMC members and includes the following initial actions -

a) reviewing the make-up of LMC committee to encourage more people to stand for election

b) with the CCG/ICS extend any existing equality training

c) reviewing well-being stream to include anti-racism

d) developing a Freedom to Speak Up Guardian role within the LMC, or with system partners

e) developing an anti-racism charter for the LMC

f) signing up to the Race at Work charter and undertake its recommendations

- g) incorporate sessions on unconscious biases in upcoming training programmes or commission separately

Cont. From page 1

NHSEngland and Improvement wrote to NHS organisations this week stating that “This change in Government policy means we request that employers do not serve notice of termination to employees affected by the VCOD regulations.”

Once we know the nature and extent of any repeal or changes to the Regulations, we can then judge how to proceed and will be in touch to update you.
**DRAFT MOTIONS FOR NATIONAL CONFERENCE OF LMCS (DEBATE WITH GPC TO INFORM POLICY NEGOTIATION WITH NHSE)**

The 2022 UK LMC Conference will be held on 10 and 11 May and motions from LMCs have been invited.

We would be happy to receive any outlines of motions from Cheshire GPs/practices to help shape any potential motions from Cheshire. LMC members have already been asked for their potential topics.

There is a required style for motions (Julie Hughes can provide details on request) but, as the motion must be submitted via the LMC, we would wish to review and agree any edits with you before submission. The national LMC Conference motions database will be closed at 12 noon on Wednesday 2 March 2022 and no further motions will be accepted once the database is closed.

We are asked to avoid last minute submissions if possible so early drafts would need to be with Julie Hughes no later than 18th February to allow time for discussion with the author and then agreement by the LMC.

**LMC TRAINING AND DEVELOPMENT PROGRAMMES**

The LMC’s Education Group and full LMC Committee have discussed and agreed our key training and support areas for 2022/23.

This year will see a focus on GP and practice staff well-being along with supporting our action plan in response to the practice/primary care Racism survey we issued in October last year.

Our five key priorities this year.

In the interim the agreed priorities were –

- Wellbeing
- Racism/equality training
- Delivering a trial Shapes Toolkit Programme
- Identify programmes to aid GP and staff retention
- Identifying an ongoing LMC member development programme

**PRIMARY CARE COACHING - COMMUNICATIONS TOOLKIT**

Looking after you - Coaching for the Primary Care Workforce

Three coaching offers for the workforce to access, supporting psychological wellbeing, team development and career conversations. Highly skilled and experienced Coaches, and all coaching is free and confidential. The sessions are delivered virtually, preferably via a video platform, but telephone appointments are also available. A landing page hosts all three offers: [www.england.nhs.uk/lookingafteryou](http://www.england.nhs.uk/lookingafteryou)

**C&M PRIMARY CARE WORKFORCE SUPPORT FUTURE NHS PAGE**

This work-space communicates the latest NHSEI News, Events and Training Offers across C&M Primary Care. It also provides an opportunity to Network and share good practice, as well as learn about local Innovations.

You will find all the latest GP Career Support as well as information on the Mentor’s Scheme.

You will also be able to watch the ARRS Workforce Webinar Series & guide to workforce planning.

For more information on training also visit the [C&M Training Hub page](http://www.england.nhs.uk/lookingafteryou)

**SESSIONAL GPs**

In this newsletter: COVID review: have your say | annual leave guidance | BMA challenges NHS pensions cost fix | survey on doctors’ financial needs COVID memorial | winter wellbeing

[Download the latest Sessional GP newsletter here](http://www.england.nhs.uk/lookingafteryou)

**UPDATE TO CVP ENHANCED SERVICE**

NHSEI has agreed to extend the period during which the £10 supplement is attracted for vaccinations given to immunosuppressed people – this was due to end on 31 January but is now extended to 31 March.

The ES specification has been updated on the NHSEI website.
CHESHIRE LMC TRAINING PROGRAMMES 2022

Cheshire NextGen GP Programme (cohort 2)

Monday 7th February through to 21st June (5 sessions) via MS Teams

This national programme was started by 3 GP trainees in London 2 ½ years ago and is now in 21 other places across the country, with over 1500 participants to date.

We strongly believe that the success of any sustainable change in general practice will be based on the strength of the network of people behind it, and are really excited to kick off our endeavour to energise, engage and empower our generation.

Our first ‘Cheshire Next Generation GP’ programme delivered in 2019/20 was a huge success and we are excited to be able to bring cohort 2 again to Cheshire!

We only have a couple of places left so there’s still time to book your place! Email jhughes@cheshirelmc.org.uk

Programme 19:30 – 21:00

Monday 7th February with Prof Nick Harding OBE, Chief Medical Officer of Operose Health and former CCG Chair
Monday 7th March with Dr Tom Micklewright, Cheshire GP, GP entrepreneur, former LMC member
Monday 4th April StrengthsFinder coaching session with award-winning coach, Hannah Miller
Monday 9th May with Dr Rachel Morris, Host of You are Not a Frog, GP and coach
Monday 21st June Dr Fiza Salam, Liverpool GP, RCGP First5 member of the year award nominee

Each session consists of a workshop or lecture around topics that are not often covered in GP training (such as the structure of the NHS, influencing skills, learning to develop your strengths as a leader), and an interview with an aspiring senior leader (previous speakers have included Prof Helen Stokes Lampard, Chair of the RCGP, Sir Bruce Keogh, past National Medical Director of the NHS, and Dr Sarah Wollaston, Chair of the Health and Social Care Committee).

Cheshire LMC / Primary Care Commissioning (PCC)

New to general practice programme: personal and system leadership behaviours

**Free evening online training programme**

Tuesday 8 February to Tuesday 11 October 2022 (8 sessions) (19.30-21.00)

PCC will provide a programme of stimulating sessions, led by coaches and trainers with significant experience in delivering leadership development programmes for clinical directors and other GPs and leaders across the country.

The training aims to further equip you to develop personal and leadership styles and is delivered in a coaching style which ensures a safe learning environment for participants to share and learn from one another. Sessions are a blend of information sharing, for instance change models and theory, personal reflection and group discussion. The programme will run with an informal action-learning set approach and you are encouraged to identify and commit to a takeaway from each session and ‘report back’ at the next session. This method allows the whole group to benefit from each individuals experiential learning.

Please view the link below for further information and to BOOK YOUR PLACE!

The link to the booking website https://www.pccevents.co.uk/cheshirenewtogppracticeprogramme2022

Hold the date! - LMC/PCC GP Premises Event

Wednesday 27th April (venue tbc)

Agenda and registration details will follow in due course.