



LINCOLNSHIRE LMC NEWSLETTER

BY LINCOLNSHIRE LMC SECRETARIAT

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PERFORMANCE MATTERS: CQC CLINICAL SEARCHES PATIENT RECALL

It is that time of year when practices are focussed on those QOF checks.

As clinicians, we are well versed in trying to arrange those patient reviews and investigations to make sure that, not only do they have safety and high-quality care, but that the QOF targets are achieved to reflect the hard work of you and all your practice colleagues.

With more CQC inspections happening again, another aspect they monitor is similar to QOF indicators and are called the “CQC Clinical Searches”.

We hear of varying levels of attainment in these searches when CQC visit practices.

Are you and your practice aware of and addressing these clinical searches?

They include 32 searches which cover checks such as:

1. DMARD monitoring
2. Hypothyroid monitoring
3. SGLT2 risk counselling
4. Review of patients following rescue steroids for asthma
5. High-risk of dependency forming drugs

If CQC find lots of patients in these searches that are not having the expected reviews and checks, this could reflect negatively on your overall CQC inspection.

For clinicians unfamiliar with the CQC clinical searches, the challenge is that they do not show on the patient home screen like QOF indicators and so you may not even realise that there is one to address when you have contact with a patient or their record.

You and your practice need to have a robust system in place to regularly review and address the CQC clinical searches and we would advise every clinician is aware of them and how to see them using the advice in the linked article here: <https://www.lincolnmc.co.uk/cqc-suite-of-clinical-searches/>

Addressing these searches will help demonstrate that both you as an individual and your practice provide safe care.



Article by Reid Baker, Medical Director, Lincolnshire LMC.

WE ARE RECRUITING!

LMC VACANCY: ADMINISTRATIVE ASSISTANT

An exciting opportunity has opened up at Lincolnshire LMC!

We are seeking a highly motivated individual to join our small and very busy team where everyone pitches in to get things done.

This will be an important role within our organisation. We will rely on you to provide high quality administrative support to our Operations Officer, and to support the development and delivery of our services to GPs and practices.

This is a permanent post working 37.5 hours per week across 5 days.

Closing Date: 20th March 2025

For information including the job description and application form, visit:
<https://www.lincslmc.co.uk/vacancies/administrative-assistant-lincolnshire-lmc/>

For informal questions around the role or further information, please contact Rosa Wyldeman, Operations Officer on 01522 576659



PRACTICE WEBSITE

www.lincslmc.co.uk

LOCATION

Lincoln, LN2 4WJ (Moving to Bracebridge Heath LN4 2LE)

SALARY

£23,810-£27,300 dependent on experience

CLOSING DATE

20 March 2025

CONTACT EMAIL

kate.pilton@nhs.net

Lincolnshire Practice Vacancies

All Lincs general practice vacancies can be viewed on our vacancies pages, www.lincslmc.co.uk/vacancies

If you would like to list your practice vacancy please send details including, job overview, salary, how to apply, and closing date to info@lincslmc.co.uk

COLLECTIVE ACTION WEBPAGE & RESOURCES

General practices across Lincolnshire have been taking part in collective action to strengthen our voice in healthcare. This process is new, and we have started gradually, but practices are coming together to ensure both local and national systems listen to us. Our goal is to protect the future of general practice and the care we provide to our patients.

Visit our [Collective Action page](#) now for more details and resources to support you.

Suggested Collective Action Areas

The BMA has outlined several actions that practices can take without breaching the

GP contract:

1. Limit the number of daily patient consultations per clinician.
2. Stop engaging with Advice and Guidance.
3. Stop doing unfunded work.
4. Give notice on Shared Care Agreements (SCAs) that impact patient care.
5. Avoid long waits on the phone for acute referrals.
6. Stop using referral forms.
7. Protect yourself as a data controller.
8. Switch off Optimise RX / Medicines Optimisation Software.
9. Delay agreements to keep online triage tools active throughout core hours.

Available Guidance

Since the start of collective action, Lincolnshire LMC has provided webinars, events, and resources to support practices. Guidance is available for:

- Limiting daily patient consultations
- 12-Lead ECG
- Advice and Guidance
- Chronic Lymphocytic Leukaemia Diagnosis
- Letters to MPs
- PSA Non-Cancer Monitoring
- PSA MGUS Monitoring
- Shared Care
- Treatment Room

If your Practice would like to discuss how you can support Collective Action or would like us to visit and discuss in-person, please contact us on 01522 576659 or info@lincsllmc.co.uk

Details and resources are on our [Collective Action page](#).



Article by Nick Turner, Practice Support Officer, Lincolnshire LMC.

A GOOD NEWS STORY!

Congratulations to Empi Pywowariw of Greyfriars Surgery for receiving the Apprentice Champion Award from Damar Training!

Empi is currently undertaking the Lincolnshire General Practice Level 5 Operations Manager Apprenticeship and was nominated for "his exceptional dedication and his ability to navigate challenging situations with composure and grace".

Empi's employer also commented to the HE provider about the "profound impact the apprenticeship has had on his professional growth, confidence, time management and insight into different aspects of the organisation".

We would like to take this opportunity to congratulate Empi for this achievement and all his hard work throughout the programme so far. We would also like to wish all our students all the best for the rest of the course!

BUYING GROUP RECRUITMENT SUPPORT

The LMC Buying Group understand that recruitment is often an expensive and time-consuming business, so they created an eye-catching, easy to use recruitment page where any registered member can post their clinical and non-clinical vacancies at no cost. They also offer practices the opportunity to feature their vacancies with a featured package which comes at a small fee.

What they offer

As well as posting the job on their website, they also highlight any new job posting at least once across their social media platforms. This is a free service to any member practice interested in expanding their vacancy reach beyond their region.

They have also introduced a 'Featured Job' option for those members that want to draw more attention to their advert. The featured role will appear at the top of the Jobs page in a bright colour and be highlighted on their social media channels each week for a month. This service only costs £50+VAT.

To place an advert, visit the Jobs page and upload your vacancy using the application form template [here](#). If you choose the Featured Advert option, they will send you an invoice once the advert has been posted online.



WHY A CURRENT GP PARTNERSHIP AGREEMENT MATTERS

The Importance of a Current GP Partnership Agreement: Risks, Benefits, and Best Practices

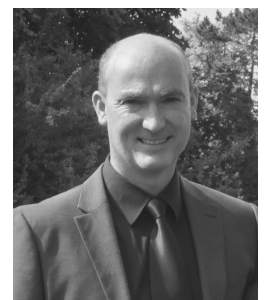
In today's fast-evolving healthcare landscape, General Practitioner (GP) partnerships operate in an environment full of regulatory, financial, and operational challenges. A robust and current partnership agreement is not just a formality—it's a safeguard. This article begins by highlighting the risks of not having a well-defined agreement, then explores the benefits such an agreement offers, and finally explains why keeping it up to date is essential.

Risks of Not Having a Current Partnership Agreement

Operating without a clear, comprehensive partnership agreement exposes your practice to a variety of risks:

- **Uncertainty and Instability:** Without defined roles, responsibilities, and protocols, partners may face sudden changes in the practice's structure. An absence of clear guidelines can lead to confusion and disruption, especially during critical events like the unexpected departure of a partner.
- **Legal and Financial Liabilities:** Without an agreement, disputes over profit-sharing, decision-making, or responsibilities may escalate into legal conflicts. This ambiguity can expose the practice to financial risks and prolonged legal battles that divert time and resources from patient care.
- **Operational Disruptions:** A lack of structured guidelines may hinder smooth operations. Unclear expectations regarding duties and processes can negatively impact patient care, staff management, and overall operational efficiency.
- **Risks Associated with Partnership 'At-Will' Arrangements:** In practices that operate on an 'at-will' basis (where any partner can leave at any time), without clear procedures, there is increased potential for instability. At-will arrangements can lead to sudden changes, disputes over liabilities, and difficulties in long-term planning, all of which can jeopardise the practice's financial and operational health.

Article continues overleaf...



Article written by the Nick Turner, Practice Support Officer, Lincolnshire LMC

WHY A CURRENT GP PARTNERSHIP AGREEMENT MATTERS

Benefits of a Comprehensive Partnership Agreement

A well-crafted partnership agreement provides numerous advantages that help ensure the smooth running of your GP practice:

- **Clarity and Structure:** Clearly defined roles, responsibilities, and decision-making processes prevent misunderstandings and ensure that all partners know what is expected of them. This clarity helps maintain a stable, efficient practice.
- **Defined Profit and Loss Sharing:** Establishing explicit guidelines for how profits and losses are distributed minimises conflicts and creates transparency in the financial management of the practice.
- **Dispute Prevention and Resolution:** A comprehensive agreement outlines procedures for handling disagreements, reducing the likelihood of prolonged disputes and potential legal action.
- **Mutual Assessment Period for New Partners:** Incorporating a trial phase for new partners ensures that both existing partners and prospective additions have a clear, mutually beneficial framework for evaluating the fit. This trial period, typically ranging from six months to a year, allows for periodic performance and compatibility reviews, ultimately safeguarding the practice's culture and operational integrity.
- **Exit and Succession Planning:** By detailing clear procedures for partner exits or transitions, the agreement helps protect the practice from unexpected disruptions and ensures continuity during periods of change.

To read the full article go to - <https://www.lincslmc.co.uk/why-a-current-gp-partnership-agreement-matters/>

LMC Partnership Webinars

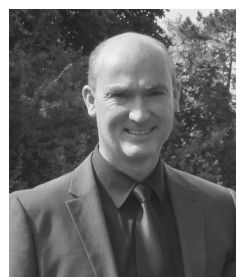
The following LMC Webinars are available for anyone considering becoming a Partner.

Becoming a Partner (1/4): [Practice finance considerations](#)

Becoming a Partner (2/4): [Employment law & Partnership agreements](#)

Becoming a Partner (3/4): [Varying Partnership types](#)

Becoming a Partner (4/4): [Common Pitfalls](#)



Article written by the Nick Turner, Practice Support Officer, Lincolnshire LMC

LINCOLNSHIRE INTERFACE



Throughout this year we have been streamlining our approach to interface issues that arise across primary and secondary care.

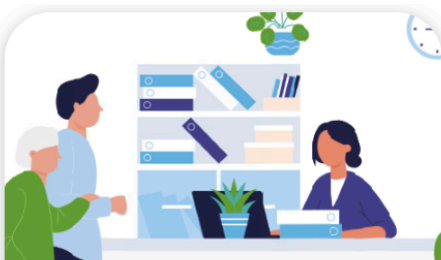
This has included creating a database to record issues that have been raised by practices, looking at trends and patterns and recording the support that we are offering. We believe this will allow our interface role to be proactive as well as reactive. As part of the developments within the interface we are aiming to strengthen our partnerships and relationships even further in providers within Lincolnshire and other trusts outside of the county as we feel this will enable us to better support you with your queries. This will lead to faster resolution of interface issues.

To enable us to support you with your query please can you ensure that the information that you share with us includes the organisation, site and department, if known, as this then enables us to initiate support more quickly and efficiently. If you could also include a brief overview of the query with the key points and if this has been an issue previously, please include a short summary of that. (Please also ensure that that you haven't included any patient identifiable details). If you would like to raise an interface query, please email jane.down4@nhs.net.

Article by Jane Down, Interface Officer, Lincolnshire LMC.

LINCOLNSHIRE LMC DEVELOPMENT CENTRE

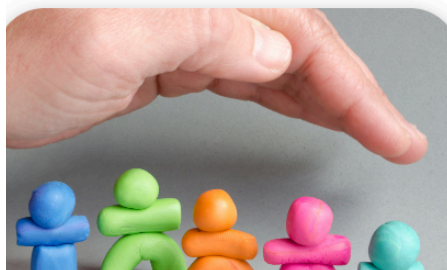
Upcoming training...



4 MARCH 2025, 11:30 - 13:00

MS TEAMS,

Receptionists in Primary Care – Tuesday 4th March 2025



11 MARCH 2025, 09:30 - 14:30

MICROSOFT TEAMS,

Safeguarding Children Level 3 Training



20 MARCH 2025, 14:00 - 15:20

MICROSOFT TEAMS,

Introduction to Chaperones In General Practice – 20/03/2025

Last chance to book! – www.lincslmc.co.uk/p-category/event

LINCOLNSHIRE PRIMARY CARE VALUING AND RECOGNITION EVENT

People Promise



Wednesday 26th March
2:30pm – 7:30pm
at Lincolnshire Showground.

Lincolnshire Primary Care People Promise Team are holding a valuing and recognition event to recognise and celebrate the commitment and dedication of our outstanding Primary Care staff across General Practice, Community Pharmacy, Dentistry and Optometry.

★ Inspiring talks, panel discussions and workshops

★ Celebratory afternoon tea

★ Lincolnshire Primary Care Staff Awards 2025

To get your free ticket and see the full agenda, [CLICK HERE](#)



Michael McGrath MBE, motivational keynote speaker and the first disabled person to have led expeditions to both poles.



Kay Keane, Director of the Institute of General Practice Management



Scarlett Webster, Thrive Therapies and Coaching

TO VIEW THE LATEST PEOPLE PROMISE BULLITEN
[CLICK HERE](#)



Mentoring & Coaching

Available free of charge for all Lincolnshire General Practice Staff



MENTORING & COACHING CAN BENEFIT YOU AND YOUR ORGANISATION IN MANY WAYS:



- Help to make improvements to your work life balance
- Allow you to manage transitions positively
- Create a positive focus on achieving your aspirations
- Improve your motivation



- Develop & enhance your leadership skills
- Improve your resilience
- Build your confidence

01522 576659 | INFO@LINCSTLMC.CO.UK

www.lincstlmc.co.uk/wellbeing

This service is available free of charge for Lincolnshire GPs, Nurses & Practice Managers .



Take - 30 Service

Don't lock your feeling away, call or email the Take-30 service to arrange a confidential conversation, we are here to listen.



Not quite 100% but can't quite put your finger on what is wrong? In need of a break but not able to switch off?... Take-30 and let's talk!



It may feel small and insignificant at first, but locking your feelings away can lead to them growing negative until your whole outlook on life changes, leaving you feeling overwhelmed and out of control. Talking is such a simple thing but it has the power to change perspective.

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www.lincstlmc.co.uk/wellbeing



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