



GLASGOW LOCAL MEDICAL COMMITTEE LIMITED



13th December 2024

To All GPs and GP Practices

Welcome to our December 2024 newsletter. With the festive season fast approaching, we look back at another year of challenge for General Practice.

Our weekly Situation Survey, tracking the pressures in practices, has shown that workloads are continuing to increase. Lack of GP financial investment has unfortunately been a feature of 2024- a much-delayed confirmation of reimbursement for higher employers' superannuation payments, a wholly inadequate GMS Uplift, and now a spectre of an unfunded increase to Employers' NIC. The LMC's focus for 2025 will continue to be protecting practices from unsustainable demand and to push for more money into core practice funding.

Scottish LMC Conference

Twenty-three members of Glasgow LMC attended the Scottish LMC Conference on 29th November. A motion calling on the BMA to ballot GPs on industrial action options was passed by the conference. LMC delegates from across Scotland outlined calls for action to improve practice workloads, sustainability, and the financial situation facing general practice in Scotland.

The speech from Dr Iain Morrison, the Chair of SGPC, can be read [here](#). This includes information from the BMA Scotland GP pay survey carried out recently, with 86% of respondents saying this year's pay award is not enough. The Cabinet Secretary for Health and Social Care announced an additional investment of £13.6 million for [GMS](#) for this financial year.

Coverage of the conference from [The Herald](#) and [Pulse](#).

SGPC Position Paper

Last week, SGPC published a position paper and an associated [blog](#). This follows the motions and speeches at the Scottish LMC Conference. The position paper outlines what SGPC has set out as its short, medium and longer term workstreams, and has been shared with the Scottish Government.

GP Workforce Survey

The results of the [GP Workforce Survey](#) were published earlier this week. SGPC's response can be found [here](#). It is extremely disappointing to see a decline in both the headcount and WTE number of GPs in Scotland since last year. It is vital that this decline is reversed, and that the resources are provided to retain experienced GPs and to recruit new GPs.

BMA Scotland Safe Workload Guidance

We would remind practices to read and consider the use of the [BMA Scotland Safe Workload Guidance for GPs](#) considering their own practice circumstances. The Safe Capacity Exceeded Alert detailed within the guidance outlines a telephone message that can be utilised if a practice reaches its capacity on a given day. If a practice is in the position where it needs to utilise this, the practice should notify the GMS Contracts Team at the health board via email that it is taking this step.

Scottish Ambulance Service

Practices which have concerns about a particular incident involving the Scottish Ambulance Service should raise these directly with the SAS using this [feedback form](#).

Locum Reimbursement Claims

We would remind practices to file claims for locum reimbursement for sickness and maternity/paternity/adoption leave in a timely manner. This will help ensure that practices receive these payments without undue delay. The details of what is claimable under the SFE can be found [here](#).

One Year of LMC's GP Practice Situation Survey

The LMC has now been running its GP Practice Situation Survey for a year. We would like to thank practice managers for their ongoing support with our practice situation survey. We are receiving responses from around half of the practices in GGC each week. The survey is proving to be a useful barometer of how practices are feeling in terms of pressures, and we are finding it a good tool for sharing with the health board the picture of general practice in GGC.

GP Email Mailing List

As well as our newsletters, we communicate directly with GPs and practices with important updates. We are particularly keen to ensure that these reach as many GPs working in GGC as possible at this difficult time. To receive our communications direct to your own inbox, please contact the office to provide your email contact details [here](#).

Wellbeing Resources

The cumulative stress of the pandemic, the workload pressures, and patient demand is undoubtedly affecting people's mental health. We know that practice leadership, and a supportive and valuing culture in general practices is vital in maintaining the wellbeing of the practice team. These are some of the wellbeing resources available to GPs, PMs and practice staff-

National Wellbeing Hub- www.promis.scot

NHS GGC Occupational Health Service-
[Occupational Health - NHSGGC](#)

The Workforce Specialist Service-
[The Workforce Specialist Service \(WSS\) - National Wellbeing Hub](#)

BMA Wellbeing Resource-
<https://www.bma.org.uk/advice-and-support/your-wellbeing/wellbeing-support-services/sources-of-support-for-your-wellbeing>

Working Health Services Scotland
[Working Health Services Scotland \(WHSS\) - Health and Well-being \(nhsinform.scot\)](#)

The Cameron Fund
[The Cameron Fund | The GPs' Own Charity](#)

Royal Medical Benevolent Fund
[Royal Medical Benevolent Fund - Help for Doctors in Need \(rmbf.org\)](#)

Yours sincerely,

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