

**First 5**

**Lincolnshire**

## **Life as a Newly Qualified GP**

Dr Leke Oyedotun & Dr Cheryl Mensah  
(First5 Lincolnshire Clinical Leads)

# First5 Lincolnshire Story

A few newly minted Lincolnshire GPs came together in the middle of November 2018 with the sole purpose of providing a warm supportive community for GPs in Lincolnshire.

We identified there was nothing locally available in Lincolnshire after the significant support we received during GP training and looked to creating a support group we could all benefit from and thus First5 Lincolnshire was born.

This was a reiterative process as a Group. We developed clearer understanding what we needed to develop. Identified our priorities and jointly and gradually delivered our aims. We have created our own branding including logo, marketing and other materials to promote this important Group and our aims.



# First5 Lincolnshire Story

We use our dedicated First5 Lincolnshire WhatsApp & Facebook groups to communicate with our 91 members.

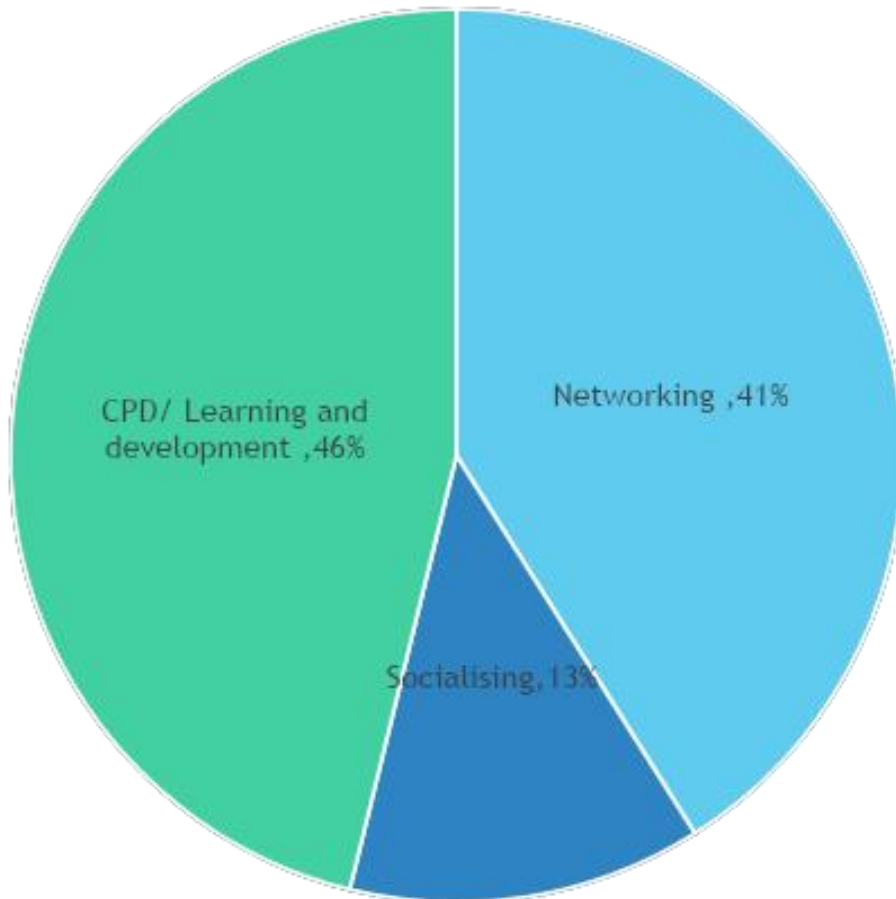
Our meetings are held every second Wednesday of the month previously we offered a free hot buffet meal. This has now changed to being completely remote until the pandemic settles.

Since November 2018 until today we have met every month and the feedback collated after every meeting has been very encouraging. We went a step further to formally survey the Lincolnshire First5 group; the results obtained were fascinating enough to be granted a place as a poster presentation at the annual RCGP Conference in Liverpool.





# Reasons for joining First Five Lincolnshire



# First 5 Events

## ▶ Clinical

- ▶ Dermatology
- ▶ MSK Update
- ▶ Nephrology Update
- ▶ Women's Health
- ▶ Haematology update
- ▶ Diabetes
- ▶ Heart Failure and AF
- ▶ Minor Surgery course funded

## ▶ Social

- ▶ Meet & Greet
- ▶ Christmas Party x 2
- ▶ Gin Tasting
- ▶ Film night/Comedy Club
- ▶ Go Karting with GP Leadership
- ▶ Escapology



# First 5 Events

- ▶ **Careers/Wellbeing**
  - ▶ Talks from portfolio GPs
  - ▶ Job speed dating events
  - ▶ CV workshops/Contracts
  - ▶ Resilience (Meditation, Yoga, healthy cooking, Fitness groups)
  - ▶ Lincolnshire First5 Presentation & Publicity Stand at the Vale of Trent Regional GP Registrar Leavers Event in Nottingham
  - ▶ **Lincolnshire's first ever GP Leadership and Go-karting Event**

(we invited the LMC president, Past Chair of the RCGP, the Associate Medical Director and the Medical Director for NHS England and NHS Improvement - Midlands) It was both an educational and fun experience.

- ▶ Lincolnshire First5 GP's helping co-create and participate in an upcoming ADHD teaching Module for the RCGP via the Nottingham & Lincoln Universities
- ▶ RCGP Conference First5 Lincolnshire funded
- ▶ Dubai Family Medicine Conference funded



# Opinions of the First Five Lincolnshire group

## Overall opinion of First5

- Great stuff
- 8,5
- Great!
- V.good
- Brilliant
- Very good
- Very well organised..well done!
- Excellent. Great idea that has been lacking hugely in Lincolnshire. Hugely beneficial CPD and great networking opportunity.
- Outstanding
- Excellent
- good initiate, easily accessible
- Good endeavour
- Great initiative
- Very good
- Excellent idea
- Fab!
- Great opportunity to meet other GPs and encourages regular update to knowledge
- -
- Excellent
- Good
- Thanks for your hard work, it's great
- Very good
- Essential for the region. V well done!
- Great team, useful network.
- Very useful and we are better off for the opportunity of the group- long may it continue



# Agenda

- ▶ The Transition from GP Registrar to GP
- ▶ Understanding Medical Indemnity
- ▶ What to expect as a Salaried GP
- ▶ GP Partnership Track
- ▶ Working as a Locum & Setting up a Ltd Company
- ▶ Q&A



# Transitioning from GP Registrar to GP

- ▶ ARCP - Accept Outcome on 14 Fish
- ▶ Apply for CCT from RCGP through 14 Fish
- ▶ Apply to be on GMC GP Register - Fee for this - one off
- ▶ Apply for Medical Indemnity
- ▶ Update your status on the National Performance List (PCSE online)
  - ▶ Upload Medical Indemnity Certificate
  - ▶ CCT

# Understanding Medical Indemnity

- ▶ Considerations:
  - ▶ Role - Salaried - (How many sessions), Locum, OOH
  - ▶ Minor Surgeries/ Injections; Fitting coils/Implants
- ▶ State Backed Indemnity
  - ▶ Operated by NHS Resolution since 1 April 2019
  - ▶ Cover for GMS & OOH work under NHS
  - ▶ Covers for Clinical Negligence - on or after 1 April 2019
  - ▶ Does not cover
    - ▶ Non-NHS work - Death Certificates, Crem Forms, Inquests
    - ▶ Private work, Regulatory or Disciplinary Proceedings, Employment and Contract Disputes
- ▶ Providers - MDU / MPS / MDDUS
- ▶ Types of Cover
  - ▶ Occurrence based cover - protected for any claims which take place during your period of indemnity with that provider (even after your cease your membership)
  - ▶ Claims based cover - only covered for incidents which occur over specific time frame
  - ▶ May need to purchase additional run off cover to provide you with back-dated protection (if only claims based cover.)
  - ▶ Run off cover maximum of 7 years with MDU

# What to expect as a Salaried GP

- ▶ Sessions - BMA Contract defines a session as 4 hours & 10 min
- ▶ Agreeing a Job plan;
  - ▶ Number of patients (Face to face & Telephone)
  - ▶ Home Visits
  - ▶ Working hours
  - ▶ Total Hours worked vs. Number of Sessions
  - ▶ Admin (Tasks, Bloods, Letters)
- ▶ BMA contract - Sessional and Locum GP model contract
  - ▶ Contract checking service for BMA Members
- ▶ Salaried - £££ per session in Lincolnshire (DYOR)
  - ▶ Consider negotiating inclusion of MDU +/- GMC fees as you deem fit

# NHS Continuous Service

Under the BMA contract you will find two dates relating to employment rights:

- ▶ **The date you started your current salaried post**
  - ▶ The right to make unfair dismissal claims, must be over 24 months
  - ▶ Calculation of contractual
    - ▶ Adoption leave pay
    - ▶ Paternity leave pay
    - ▶ Parental leave
  
- ▶ **The commencement of your continuous NHS service**  
*(without a period of break greater than 3 months)*
  - ▶ Calculation of contractual sick pay
  - ▶ Calculation of contractual redundancy pay
  - ▶ Entitlement to maternity pay
    - ▶ You must have 26 weeks continuous NHS employment to be eligible
    - ▶ You must still be in the NHS's employ in the 15th week before your due date



# GP Partnership Track

- ▶ Definitely work as a Salaried for 6 to 12 months before committing
- ▶ Review the Partnership agreement and have an understanding that you can edit/ change parts of it if needed before beginning, ask the BMA to review it
- ▶ Buy-in, Property, Dispensing, Parity
- ▶ Partner ages and retirement plans
- ▶ Staff satisfaction, years of employment, surprise visit check
- ▶ Worth locuming there as well

# New to Partnership Payment Scheme

- ▶ Golden Hello for New Partners - from 1 April 2020 - April 2022
- ▶ GP, ANP, Pharmacists, Physio's
- ▶ Cannot have been a partner previously in England
- ▶ Commit to 5 years of Partnership - 2 sessions minimum
- ▶ £20K (FTE Pro-rata) +£4k (Tax and NI Payments)
- ▶ Training Fund £3k - support early partnerships training and development
- ▶ Full time = 37.5 hours (9 sessions)
- ▶ Pro-rata payment back to NHSE if leave partnership before 5 years
  
- ▶ LMC - Becoming a Partner Webinars - 4 Parts
- ▶ <https://www.lincslmc.co.uk/becomingapartnerwebinars>

# Locum

- ▶ Setting up a Ltd Company
  - ▶ Set up yourself or via accountant
  - ▶ Get an accountant
  - ▶ Save/ Don't touch 20 to 30% of all income to pay your taxes
- ▶ Email practices in your area, speak to the Practice Managers, Visit the practice, ask colleagues to share your contact details with their practice
- ▶ Arrive early, meet the staff, quick orientation, break room, toilets, store rooms, referral protocol, compose letters as tasks to the secretary and check that they received them
- ▶ Pack your bag similarly to OOH and H.V. - Have a few extra supplies e.g. Ear speculum
- ▶ Negotiating pay/hours
- ▶ Invoice
- ▶ Locum Agreement/Plan

## Visa General Questions, IMG & Sponsorship

- ▶ Start ASAP to locate practices that are Sponsors - Liaise with LMC
- ▶ If not Sponsors, they need to start application
  - ▶ 8 weeks minimum processing
  - ▶ Appropriate job advertisement RLMT
  - ▶ Application for COS (LMC help)



# Practices in Lincolnshire that Provide Tier 2 Sponsorship

- ▶ Market Rasen Surgery - Market Rasen
- ▶ Nettleham Medical Practice - Nettleham
- ▶ Glebe Park Surgery - Lincoln
- ▶ Swineshead Medical Group - Boston
- ▶ Tasburgh Lodge Surgery - Woodhall Spa
- ▶ Millview Medical Centre - Sleaford
- ▶ Bassingham Surgery - Bassingham
- ▶ Lindum Medical Practice - Lincoln
- ▶ Beechfield Medical Centre - Spalding

# OOH and CAS

- ▶ Face to Face or CAS Telephone Triage
- ▶ Bank or substantive roles - Apply directly to LCHS
- ▶ 4 hour, 5 hour, 6 hour sessions
- ▶ LCHS Substantive or Bank Positions
- ▶ Point of contact - Annette Sadler (*LCHS HR Advisor*)
- ▶ Documents required
  - ▶ NPL Clarification
  - ▶ MDU Certificate
  - ▶ Sepsis Course
  - ▶ BLS
  - ▶ Safeguarding Children & Adults Level 3
  - ▶ 2 Photo ID's
  - ▶ Proof of address
  - ▶ DBS Certificate
  - ▶ Proof of GMC registration

# E- Learning

- ▶ Clinical - RCGP, doctors.org.uk, BMJ, appraisal providers - Clarity, e-learning for health (including online safeguarding), Red Whale, Teamnet
- ▶ Non-clinical - Blue Stream, indemnity providers, GMC and defence organisations all offer e-learning modules and bulletins.
- ▶ GP Technology - e-GPlearning supports clinicians with technology-enhanced primary care and learning: <https://egplearning.co.uk>

# Podcasts

- ▶ Clinical - 2 Paeds in a Pod, RCGP Essential Knowledge, BMJ Podcast
- ▶ Non-Clinical - The GP Podcast by Ockham Healthcare for all the latest on changes in GP, BBC radio 4 Inside Health and You are not a Frog
- ▶ Acronyms of General Practice - with the GP Taskforce  
<https://egplearning.co.uk/?s=acronyms>



# Online Support/Resources/Networking

- ▶ Social Media
  - ▶ First 5 Lincolnshire GP Group - Facebook and WhatsApp
  - ▶ Facebook - Resilient GP, Tikos GP Group, Physicians Mums
  - ▶ Hello Lincolnshire Locum group - WhatsApp
- ▶ Webinars
  - ▶ Red Whale, NB Medical
  - ▶ Teamnet, Clarity

# Support & Extracurricular

- ▶ Next Gen-GP
- ▶ Impact Lincs
- ▶ Fellowship

# Appraisal and Revalidation

- ▶ Appraisal (Annual) - Revalidation (5 years)
- ▶ Electronic Appraisal Toolkit ‘GMC Approved’
  - ▶ Clarity - Discounted rates to RCGP members
  - ▶ FourteenFish
  - ▶ GP Tools
  - ▶ MAG form (Revalidation Website)
- ▶ Booking an Appraisal
  - ▶ Revalidation Team will contact re: appraisal month and appraiser (3-4 months post CCT)
  - ▶ Contact your appraiser to arrange a meeting
- ▶ Appraisal Prep
  - ▶ Log CPD as you do them
  - ▶ Submit Appraisal 2 weeks before Appraisal date

# GP Pension

- ▶ Every year GPs are required to submit forms to PCSE to ensure that correct pension deductions are made from Practice
- ▶ If off on maternity leave you may be asked to complete an additional maternity leave form.

Form	To be completed and submitted to PCSE by	Deadline for submission to PCSE
Type 2 Medical Practitioner Self-Assessment of Tiered Contributions Form	Salaried/Assistant GPs (Type 2)	28 February
Annual Certificate of Pensionable Profit Certificate	GP Partners and non-GP (Type 1) Limited company/partnership/single hander	28 February
Estimate of GP (and non- GP) Providers NHS Pensionable Profits/Pay	GP Practices	1 March



# Locums - Pension

- ▶ GP locums pensioning for GMS, PMS, APMS or appraisal NHS work should:
  - ▶ Submit A&B forms to the PCSE online enquiries form using appropriate reference number.
  - ▶ Complete part 1 of the GP Locum A form and send with invoice to the GP practice to sign and pay.
  - ▶ Locums should also complete Locum B form and make the appropriate payment using the specified reference number



Royal College of  
General Practitioners  
VALE OF TRENT FACULTY

Derby &  
Derbyshire  
LMC



Nottinghamshire General Practice  
Phoenix Programme

Lincolnshire  
lmc

Calling all ST3s and New to Practice GPs .....

## From ST to GP : Working in a Virtual Reality

Collaborative AIT leavers event between RCGP VOT, GPTF Derbyshire, Nottinghamshire Phoenix Programme and Lincolnshire LMC

Thursday 17th June 2021 6.30-8.15pm  
Free to attend via zoom

Aimed at ST3s and new to practice GPs, come and join us to find out about the great initiatives for new to practice GPs in the Vale of Trent region and hear from our keynote speaker Dr Hussain 'Dr Gandalf' Gandhi, who will be sharing his expertise on working in the virtual consultation room with his own 'geeky flair'!

**REGISTER HERE:**

<https://rcgpportal.force.com/s/lt-event?id=a1U1i000006DeP7EAK&site=a0d0Y00000AeOP6QAN>

Don't forget you can access our 'From ST to GP' series here:

<https://www.youtube.com/channel/UCcDJyG66yCkrLbMrOv7Q7fA>

Covering Transition to practice tips including, writing your CV, applying for a job and appraisals...  
and much more!

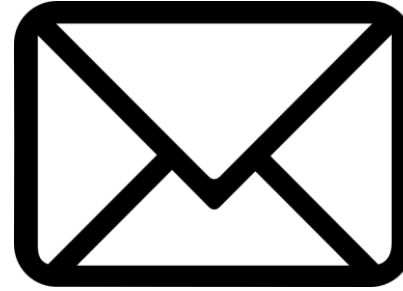
# Q & A

**First 5**

**Lincolnshire**

**Thank You**

# Getting Involved



- ▶ Social Media - Join our private Facebook group
- ▶ Chat - Join in the conversation on our WhatsApp group (Ask for an invite today)
- ▶ Email - Sign up for our mailing list via [www.firstfivelincolnshire.co.uk](http://www.firstfivelincolnshire.co.uk)
- ▶ Contact - [info@firstfivelincolnshire.co.uk](mailto:info@firstfivelincolnshire.co.uk)