



# Communique

The newsletter of the GPDF  
Issue 2 | July 2019

## 'You said...' – 'We did...' A Year of Progress

It is over a year since we embarked on a period of structured engagement with LMCs to better understand what you wanted from GPDF and where you wanted us to act and change.

So what were the main things that you asked of GPDF (as your organisation) and what have we done?

### **You asked us to operate with greater transparency and improve our communications.**

I hope that you have begun to see this in everything that we do. For example, our more extensive website [www.gpdf.org.uk](http://www.gpdf.org.uk) has been up and running for four months, has consistently been updated with news and policy material, and we will launch a further phase soon continuing to use our new focused brand identity. This is the second edition of our Communique Newsletter which we are now able to send directly to the correct people at every LMC, thanks to your collective assistance in updating our database.

### **You asked us to carefully consider the level of the quota (levy).**

We did just that and introduced a 10% reduction for 2019/20.

### **You asked us to review the level of reserves we hold.**

We have, and the Board has agreed that this will change. This is a significant change with considerable complexity. We are investigating the best mechanism to achieve our aims – but we are making progress.

### **You asked us to operate with greater financial transparency.**

Following on from last year, the next Annual Report & Accounts is currently in production, with the AGM taking place on 6th September in Glasgow. You can be assured that we will clearly set out our income and expenditure.

### **You asked us to support LMC Conferences as a key element of the medico-political year.**

We have continued to do that, funding the LMC UK Conference in Belfast with a far more visible GPDF presence. We will also be funding LMC Conferences in England, Scotland and Wales later this year and the LMC Secretaries Conference in March 2020.

### **You asked us to focus on activity that supports LMCs (in areas which don't overlap with other organisations).**

Our recent work in the creation of PCN Guidance Notes and Template Schedules was work that we commissioned for the benefit of all contributing LMCs in England, which no other organisation was doing. Our sponsorship of the PCN Conference and Masterclasses in June enabled them to be free of charge to all new Clinical Directors (regardless of BMA membership). We are delighted to have collaborated with the BMA on this issue and have received positive feedback from LMCs for this initiative.

### **You asked us to seek a broader and more representative balance on our Board.**

The Board has agreed to evolve, and need the assistance of LMCs to achieve this objective. The elected members of the Board are nominated by LMCs, and we would encourage you to consider that diversity when putting forward future nominees.

### **You asked us to seek better value for money in relation to the funds provided to the BMA for National Representation/GPCs.**

This is central to the discussions we are having with the BMA, and we have made considerable efforts to progress a medium term agreement on the top up grant funding to the BMA related to National Representation including support of the funding of GPC UK, GPC England, GPC Scotland and GPC Wales. Matters have not advanced as quickly as we would have liked, but we hope that now with a more settled team at the BMA, we can make progress over the coming months to reach a sensible agreement for our future relationship. The BMA has recently requested an extension to the 2018/19 transitional agreement, prior to agreeing a medium term arrangement. For GPDF to consider this request a number of items and issues have to be resolved to reassure us that 'value for money' is delivered for that funding. A number of meeting dates have now been agreed to take matters forward. We understand that this is a priority and further information will be shared as soon as it is available.



We know that there is much more work to be done to change and improve the GPDF but we have made substantial progress and are committed to maintaining this strong momentum into 2019/20 and beyond. Thanks for your ongoing engagement and support.

**Dr Douglas (Dougy)  
A Moederle-Lumb**  
Executive Chair



## Helping to understand PCNs

**The introduction of Primary Care Networks in England is a substantial and significant change and GPDF decided to sponsor two major events being conducted by the BMA.**

This included a Conference for new PCN Clinical Directors held in BMA House on 5th June, and two Masterclasses also for

Clinical Directors, held on 18th June.

GPDF's contribution towards the cost of these events ensured that the BMA could offer them 'free of charge' to Clinical Directors removing a cost barrier which could have resulted in some being unable to attend. In addition, GPDF has funded the preparation of a series of Advice Notes

and template Schedules for LMCs in relation to PCNs, enabling them to provide consistent guidance to their local GPs.

These Advice Notes have been circulated via the database held by GPDF and are available within the 'Library' section of the GPDF [website](#).

## GPDF's New Policy on Anti-Harassment, Bullying and Discrimination

**GPDF wants, and indeed needs, to be an organisation where all colleagues are valued and properly supported, so that they can fully participate in all aspects of our profession for the benefit of LMC's and the wider GP caucus.**

It is a fundamental right that all people should be able to exist and work in an environment, free from all forms of discrimination, bullying and harassment. However, we are simply not there yet.

As you will be aware concerns over sexism and sexual harassment within our own profession, have been raised at the LMC Conference in Belfast in March – and widely reported in all aspects of the media subsequently. As a step in answering these challenges, GPDF has adopted a new

**'Anti-Harassment, Bullying and Discrimination Policy'.**

We wanted to share this Policy with LMCs, ([link here](#)) both to be clear that GPDF takes these matters most seriously, but also to share this approach with you as a potential template policy that could be adopted for your organisation. We are sending details of the policy to all LMCs and it is available to download on the GPDF website.

It is important that anyone with concerns in these areas feels free to raise them in the clear knowledge that they will be listened to seriously, the matter managed sensitively, and changes made wherever necessary.

We hope that is a positive step forward and a useful policy. We would like to thank Julius Parker from Surrey & Sussex LMC for his assistance in developing our thinking in this area. Needless to say, if you have any questions, do get in touch with Doug Moederle-Lumb or John Canning at any time.

## Advancing our Board Diversity

**The current GPDF Board has made a strong commitment to the evolution of Board membership to ensure a more diverse mix of individuals and adjust the current balance.**

As elected Board members are drawn from the LMC Nominees, for the Board to contain greater diversity it requires LMCs to put forward Nominees with greater diversity, willing to stand for election to the Board. The Board would very much welcome a range of applicants to stand for election to ensure an appropriate

mix of gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, race, and religion. Careful consideration will also be given to the background and experience of the non-elected individuals who are appointed to the Board specifically for their non-medical skills and experience.

If you would like more information on Board Membership ([which can be in confidence](#)) please email the Chair - Doug Moederle-Lumb [chair@gpdf.org.uk](mailto:chair@gpdf.org.uk)



## New 'Library' now on our website



### A new element recently added to our website is the 'Library' section

You'll find a number of reports and reference material of interest to LMCs, including the recent Guidance Notes and template schedules in relation to PCNs. [Please go to our library page here.](#)

We are constantly looking to add to this section, and if you have any material

which you consider would be appropriate and wish to share it with your colleagues in other LMCs, please submit a copy to John Canning, Director of Operations [do@gpdf.org.uk](mailto:do@gpdf.org.uk).

John is the person responsible for avoiding any duplication of content and determining appropriateness to include in the GPDF 'Library' section.

## Applications welcome for LMC Development Grants

### Applications would be welcome right now!

The purpose of this fund is to support the development and/or increase the effectiveness of LMCs (and therefore contribute to the effective support by LMCs to General Practice and GPs).

This is a fund for 'projects' over and above what might be considered to be 'normal LMC business' and is not intended to fund recurring expenditure or subsidise activity routinely undertaken by LMCs.

The scheme is focused on providing Grants (not Loans or Investments) to LMCs.

It is planned that there will be two opportunities each year, to apply for funding – July (for award in October) and January (for award in March), so if you wish to be included in this first phase of Grants, please do not delay in your application. Collaboration between LMCs would be particularly welcome.

Full details of this grant scheme are located [here](#) on the GPDF website.



## Grant Application Review Panel members



### As a first step in the assessment of any application for a LMC Development Grant, applications will be reviewed by a 'peer group' of individuals from other LMCs.

We are looking for people who would be willing to take part in the review process, which would be carried out individually (i.e. no meetings or travel required), with all comments being collated centrally.

The applicants will not be advised specifically who reviewed their application ensuring confidentiality of the process. A payment for time spent on assessments would be made.

If you would like to be considered to join the Peer Review Panel, please email your details to John Canning, Director of Operations [do@gpdf.org.uk](mailto:do@gpdf.org.uk).



## Future consultation with LMC Office Bearers

**The input from LMCs over the last 12 months has been invaluable to GPDF. It has allowed us to listen to your views, inform Board decisions and help to direct action.**

While we continue to act and progress our change agenda, we do have further consultation planned including an online survey in the next few weeks related to future LMC Conferences, and to follow up a series of Workshop discussions in September this year.

The Workshop sessions will include a series of group discussions on a number of current topics. These sessions are likely to take place in London, Manchester and Glasgow.

More details and the specific dates will be available in the next few weeks, but in the meantime, please watch out for and take part in the planned online survey on 'Conferences' available soon.

## GPDF Conference and AGM calendar

**One of the things you asked us for is to be given more notice of some of key events during the year ahead so that you can plan more effectively.**

So, with that in mind, here are the dates and locations of this year's GPDF Annual General Meeting and future LMC Conferences.

The GPDF's Annual General Meeting will be held on 6th September at the Golden Jubilee Conference Hotel, Clydebank in Glasgow.

Notice of the GPDF AGM will be sent out to members in Mid-August with the 2018/19 Annual Report.

The LMC conferences will be held as follows:

- Wales on 9th November in Llandudno at the St George's Hotel
- England on 22nd November in London at the Friends House
- Scotland on 29th November at the Golden Jubilee Conference Hotel in Clydebank
- The LMC Secretaries Conference March 5th 2020
- The 2020 Annual UK Conference will be held in York on 6th & 7th May

