

19th September 2024

Good morning!

Enjoying the last throws of summer exploring the beaches of South Wales after a busy first year as Chair of GPDF has given me plenty of time to reflect on our 2024 AGM. I wanted to thank you for your participation and contributions, I was grateful that the virtual formal was able to facilitate a great deal of the constructive dissent we always encourage, and I will be writing to you soon to discuss potential changes to our levy and the related vote adjournment. During our AGM As well as detailing what we have been doing over the past 12 months, I also outlined our vision and plans for the future, which I have summarised below.

Withdrawal of benefits:

Whilst we are delighted to welcome almost all LMCs back into the GPDF community following changes made in response to our members concerns there are still 4 LMCs not in good standing in our community:

- Bury
- Lincolnshire
- Northumberland
- Kirklees

Our members have made it clear that the changes we have made as an organisation are in keeping with the reforms which were demanded and that it is time to look forwards rather than focus on the past. We hear a strong message from this that those not contributing to this community will not be able to benefit from it and in response to this message, we will be withdrawing benefits from non-paying LMCs.

We have ratified our policy at our Board Meeting on 5th September 2024 and will be implementing it from 7th October 2024. Our policy is available on our website [HERE](#) and will be clearly communicated to the relevant LMCs.

Equality, diversity and inclusivity

It has been raised on many occasions that GPDF could better reflect the diversity that is in the GP community and is a recurring theme when I attend LMC meetings throughout the UK. Presently we have an all-white male Board, and despite a real variety of experience, will inevitably have some unconscious bias. This isn't in the best interest of the community we seek to serve.

Equality, diversity & inclusivity is a key component of GPDF's Business Plan and isn't about just meeting obligations under equality law or having a visibly diverse workforce, it's about creating a culture where diversity is highly prized, where people feel respected and valued, and where everyone knows that they will get the opportunities, support and resources that they need to succeed.

As part of our ongoing work on our business plan we will be presenting our thoughts around Equality Diversity & inclusivity at our EGM in March 2025 and as part of this we will be looking at some key questions:

1. Are there things structurally that make us struggle to be more inclusive, particularly as elected directors?
2. Could we present or do things differently to encourage more diversity on the Board?

We welcome your thoughts and questions as we progress on this journey and will keep you updated throughout.

And finally:

It is with great sadness that we lose a valuable member of our team, Dr James Booth who has resigned in order to become Policy Lead for Contracts and Regs at GPC England. Dr Booth has played a significant role in shaping our strategic direction and advancing our goals. We are grateful for the expertise and perspective he brought to the board. Dr Kalindi Tumurugoti has been appointed by the Board to replace Dr Booth, having received the highest votes of the two unsuccessful candidates from the AGM in 2023. His impressive track record and wealth of experience will undoubtedly be an invaluable asset to GPDF. We eagerly anticipate the insights and strategic guidance he will bring to the table as we navigate future challenges and opportunities together. His appointment will be ratified by our members at our EGM in March 2024.

As I emphasised in my AGM speech, we continue to listen, we continue to support GPs, we continue to give General Practice a voice and we continue to be united as a profession. We want you to be part of GPDF, and we truly are stronger together.



Dr Phil Cox
GPDF Chair