

Good Practice content

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SPPA – Employer Contribution Rate Change - Update

In last month's GOOD PRACTICE, ISSUE 110/APRIL 2019, we included an item on the 6% Employers contribution rates rise and advised that we were working on a mechanism(s) to enable us to refund Practices in respect of both Practice Staff and Practitioners alike, and further advised that we would update you on our progress, as and when. Please refer below for our update.

PRACTICE STAFF: General

May we firstly thank all those Practices who returned the necessary details we requested, as that information was/is vital to the way in which we will deliver Practice Staff refunds. Our request was made to you by email on April 8th, and distributed to every e-Statement recipient. Unfortunately not every Practice has as yet made that return, and we would ask that those specific Practices do so as soon as practically possible as without both your 'Practice Ref No' and associated 'SPPA Employer No' being notified to us, we will be unable to effect any refund payments.

PRACTICE STAFF: Payment Mechanism

Every month Practices who have Practice Staff in the NHS Pension Scheme are requested by SPPA to report their contributions via the SPPA website, and to do so by the 19th of the month following collection. So e.g. Contributions in respect of April 2019 will be expected to be reported to SPPA by 19th May 2019. **NB** reporting your superannuation contributions to SPPA "**by the 19th of the month**" is a date Practices really must adhere to if they wish to be refunded going forward.

Given the SPPA reporting timeline, Practitioner Services has made an arrangement with SPPA that, once the 19th has passed, for them to provide us with the appropriate month's file which in turn will identify, by 'SPPA Employer No', your Practice's superannuation contributions, and from which we will be able to calculate what 6% refund value is due.

Following that logic, we will be refunding April's actual 6% refund in June, and following that, May's in July, June's in August, July's in September etc, and will therefore allow you to check for yourselves that our Practice Staff refunds are correct. However, if for whatever reason you believe there to be an issue with our



payment calculation, once you have received it please do not hesitate to contact **Maria Coppola, either by phone on 0141 300 1301 or by email: mcoppola@nhs.net** who will be happy to assist.

In the meantime, and in recognition of the fact that you will have physically paid contributions at 20.9%, this month April and will do so again in May, we are looking to make an estimated refund to you, so that you are not entirely out of pocket before June 2019 when we will have received your actual April 2019 contributions from SPPA. These estimates will be based on February 2019 contributions, reported by the due date of 19th March 2019 and will be paid as part of your April 2019 Medical payment, and on March 2019 contributions, reported by the due date of 19th April 2019 as part of your May 2019 Medical payment.

You will find all such payments on your e-Statement under the heading of **Other Payments** and referenced as **REFUND 6% ERS - PRACTICE STAFF**.

PRACTICE STAFF: Lastly and unfortunately

There are a number of practices who albeit have returned the appropriate information to ourselves, did not report their Feb 2019 contributions to SPPA by the due date, and as a result we do not have any means of calculating a refund for you this month. This only goes to reinforce how important it is that Practices adhere to the due by date ie "**by the 19th of the month**" equally and as unfortunately there are a number of practices who whilst having submitted their Feb 2019 contributions in time and therefore for whom we have the necessary monetary value to work with, have not returned the information we sought for by email on April 8th. We are therefore unable at this time to provide those practices with any refunds. So please check and if you find you still have not responded to our email request, please attend to this asap.

PRACTITIONERS: Payment Mechanism

Turning to the means of calculation for Practitioners, importantly given until we receive the 2019/2020 GP Annual Certificates (GACs), which as we know is still some considerable way off, means that currently superannuation contributions for 2019/2020 are all based on estimated earnings.

That also means that we will have to base the 2019/20 Practitioner 6% refunds on estimates too, until such time as the 2019/20 GACs are with us and we can reconcile what we've refunded against actual Practitioner earnings.

To do this we will use either the most up to date GAC Earnings which have been submitted to us (should be 2017/18) or where appropriate the earnings notified to us on an Estimated Pensionable Profits form (or NoPP if you are reading this in the East) whichever is the more current. Using those values we will make estimated refunds, and will refresh the earnings values each monthly, so that we capture any changes which might occur throughout the year.

Similar to the above, you will locate these refunds on your e-Statement under the heading of **Other Payments** and referenced as **REFUND 6% ERS - PRACTITIONER**, and you will note it will be a single refund value for the practice as a whole.

We do hope this explains sufficiently what we are trying to achieve here. We have adopted the PRACTICE STAFF approach to minimise adding any additional workload on Practices themselves. However should you have any queries or issues re any of the above, please do not hesitate to contact Maria Coppola via the contact details provided in this article.

Minimum Earnings Expectation (MEE)

Practices may be aware that a Minimum Earnings Expectation was introduced on 1st April 2019, and formed part of the 2018 GP Contract offer agreed between the Scottish Government and the Scottish General Practitioners' Committee of the British Medical Association.

This Minimum Earnings Expectation will ensure that that no GP partner in Scotland will earn less than £84,630 (including pension contributions) of NHS income for a **whole-time equivalent** post.

Should you think that any of your GP Partners may be eligible for such a payment please be aware that, claims must be submitted to your normal Practitioner Services Regional Office by 31st July 2019.



As we have no sight of how many Practitioners may be eligible for this payment, and therefore little idea of how much work we will be required to do in calculating and making said payments, it would be greatly appreciated if you would advise your Regional Office as soon as possible, so that we can allocate resources accordingly.

Links to the relevant circular, claim form and guidance notes, for your convenience, are given below.

NB You should approach your Practice Accountant if you have any queries in this regard.

[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)05.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)05.pdf)

<https://www.gov.scot/publications/gp-partner-minimum-earnings-expectation-2019-guidance/>

Palliative Care Directed Enhanced Service 2019-20

Palliative Care DES – no change to annual payment process

Please disregard the line in the DES that says:-

1. This DES will be funded in the first instance for one year from 1 April 2019. Payments will be made on an arrears quarterly basis.

[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)06.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)06.pdf)

There is no change to the payment process and claims should still be returned to Practitioner Services, annually.

Global Sum Uplift Population Increase and DDRB 2019/20

As yet the Scottish Government has not advised Practitioner Services of the amount of uplift to the Global Sum for this year.

As usual the uplift, when known, will be backdated to April 2019.

Please be aware that the Global Sum payment will show on the practice statement this quarter as two lines **GLOBAL SUM MONTHLY ALLOCATION (SWF)** and **GLOBAL SUM MONTHLY ALLOCATION (SWF) ADJ.**

This is due to a loading error; however, the total is correct.

Please accept our apologies for any inconvenience caused.

Effective Prescribing and Therapeutics (EP&T)

The Effective Prescribing and Therapeutics (EP&T) branch is a small team that has responsibility for development and implementation of national medicines management work. Throughout May, the EP&T branch will be distributing a pack of literature to GP practices throughout Scotland. The focus of the pack is on polypharmacy as the care of patients with multi-morbidities is the greatest challenge now faced by the health service. To this end, EP&T has recently published "Polypharmacy Guidance 2018", copies of which will be in the pack.



EP&T have also published Quality Prescribing Strategies for diabetes, respiratory and chronic pain prescribing. These further complement the national Realistic Medicine agenda and the Scottish Patient Safety Programme for Primary Care.

The national approach to medicines management has produced the National Therapeutic Indicators (NTIs). These use prescription data to provide a measure of prescribing activity in specified therapeutic areas and a comparison across Boards and GP practices. The relevant NTIs are included in the prescribing strategies and further information is available on our website.

In addition to copies of the polypharmacy, diabetes and respiratory guidance, copies of a leaflet aimed at patients or carers explaining polypharmacy (medicines) reviews will be included.

Further printed copies are available – please e-mail: epandt@gov.scot

Our website is: <https://www.therapeutics.scot.nhs.uk>

2019 NHS Circulars, Guidance & Information

- 2019-01-14** Seasonal influenza: use of antivirals 2018-19
[https://www.sehd.scot.nhs.uk/cmo/CMO\(2019\)01.pdf](https://www.sehd.scot.nhs.uk/cmo/CMO(2019)01.pdf)
 - 2019-02-04** PCA(M)(2019)01- Primary Medical Services: funding for dispensing general practices.
<https://www.sehd.scot.nhs.uk/index.asp?name=&org=&keyword=%28M%29&category=7&number=10&sort=tDate&order=DESC&Submit=Go>
 - 2019-02-22** PCA(M)(2019)02 - The Primary Medical Services (GP Out of Hours Services) (Scotland) Directions 2019; Health Board Direct Provision of Primary Medical Services (Scotland) Directions 2019; Health Board Primary Medical Services Contracts (Scotland) Directions 2019
[http://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)02.pdf](http://www.sehd.scot.nhs.uk/pca/PCA2019(M)02.pdf)
 - 2019-03-18** PCA(M)(2019)03 - Transferred Services Residuals
[http://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)03.pdf](http://www.sehd.scot.nhs.uk/pca/PCA2019(M)03.pdf)
 - 2019-03-29** PCA(M)(2019)04 – GP Pensions
[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)04.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)04.pdf)
 - 2019-04-01** PCA(M)(2019)05 - GP Minimum Earnings Expectation
[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)05.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)05.pdf)
 - 2019-04-04** PCA(M)(2019)06 - The Primary Medical Services Directed Enhanced Services (Scotland) 2019 Palliative Care Scheme
[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)06.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)06.pdf)
 - 2019-04-23** PCA(M)(2019)07 - Application Form To Register Permanently With A General Medical Practice
[https://www.sehd.scot.nhs.uk/pca/PCA2019\(M\)07.pdf](https://www.sehd.scot.nhs.uk/pca/PCA2019(M)07.pdf)
- Historic circulars can be searched on:
<http://www.publications.scot.nhs.uk/>



External Events & Publications

SPPA will be in attendance at the NHS Scotland Event 2019 which is to be held at the SECC in Glasgow on Thursday 30th and Friday 31st May.

There will be a colleague from the NHS Practitioner Team at this event to assist with any enquiries from General Medical Practitioners.

May 2019	SPPA	SPPA in Attendance at the NHS Scotland Event 2019
May 2019	RCPSG	Travel Medicine Roadshow: Manchester
May 2019	RCPSG	Travel Medicine Roadshow: Newcastle
May 2019	RCPSG	Medicine for all: Endocrinology
May 2019	RCPSG	Medicine for all: Neurology
May 2019	RCPSG	Critical Care Update – Cardiac 3: Adult Congenital Disease and Cardiac Arrest
May 2019	RCPSG	Visualising Medical Heritage and Virtual Reality
June 2019	RCPSG	President’s Leadership Lecture with Dame Parveen Kumar
June 2019	RCPSG	Travel Medicine Roadshow – Birmingham
June 2019	RCPSG	Critical Care Update – Burns, Skin and Ethical Dilemmas
June 2019	RCPSG	The Goodall Symposium: Great Minds – innovations in brain surgery
June 2019	RCPSG	Medicine for all: Cardiology
June 2019	RCPSG	Medicine for all: Palliative Care
June 2019	RCPSG	Travel Medicine Roadshow – Southampton

Important Dates

April 2019 Payment

Medical Payment date for April: Tuesday 30th April 2019

Earliest date from when e-Statements may be available: Thursday 25th April 2019

May 2019 Payment

Medical Payment date for May: Friday 31st May 2019

Earliest date from when e-Statements may be available: Tuesday 28th May 2019

Regional Office Contact details

All Regional office contact details are available on the Practitioner Services website.

If you cannot find a member of staff or their contact details are missing, please let us know and we will update the lists accordingly.

<https://nhsnss.org/services/practitioner/medical/contact-us/>



Calendar of Important Dates 2019-20

		PAYMENT physically in the Bank today		EARLIEST date from which e-Statements may be available	
APRIL	2019	30	TUE	25	THR
MAY	2019	31	FRI	28	TUE
JUNE	2019	28	FRI	25	TUE
JULY	2019	31	WED	26	FRI
AUGUST	2019	30	FRI	27	TUE
SEPTEMBER	2019	30	MON	25	WED
OCTOBER	2019	31	THR	28	MON
NOVEMBER	2019	29	FRI	26	TUE
DECEMBER	2019	24	TUE	19	THR
JANUARY	2020	31	FRI	28	TUE
FEBRUARY	2020	28	FRI	25	TUE
MARCH	2020	31	TUE	26	WED
		PAYMENT physically in the Bank today		EARLIEST date from which e-Statements may be available	

Data Focus Groups

What Are we Doing?

We are currently working with AAB Consulting to develop a concept for a new **NSS Data Service**, that uses the data from across the organisation to provide better insight to end users. In the first instance the work will focus on researching the value that different types of data, held within NSS, might hold for different groups of users.

One of the concepts that we would like to research further is providing NSS data to Cluster Quality Leads and HSCP Managers to support Primary Care reform. There is a wealth of data across NSS that can be combined in innovative ways to help make better quality decisions, such as a better understanding of the differences in clinical needs in different geographic areas, and the workforce implications of this.



What do we need?

Before developing the concept further it is really important that we really understand the users and their needs, so we are organising focus groups to test out some ideas and get feedback on what would really help the CQLs and HSCPs.

We are looking for volunteers for each area to attend a **two hour session** to discuss where data could help address some of their key **pain points** and **problems**.

If you require further information regarding the focus group, or in respect of Locum cover, please contact: joseph.mckee@nhs.net

