



Devon Doctors Ltd  
10 Manaton Court, Manaton Close  
Matford Business Park  
Exeter  
EX2 8PF

2nd April 2015

Dear Colleague,

## Access Health Care Occupational Health Service (AHCOS)

As you are probably aware, there have been many changes in the structure and delivery of GP and dental occupational health services over the last few months. This has culminated in the cessation of funding for most elements of the service by NHS England, effective from 1st April 2015. However, Devon Doctors Ltd (DDOC) has agreed to fund the service out of its reserves for a further two months. This means that DDOC will finance a continuation of the current service until the end of May at no cost to the professions. Anybody requiring occupational health services should contact the teams in the usual way until that date.

This leaves open the serious question of what is to happen beyond 31st May 2015. Practices will continue to have a requirement to provide occupational health services to their staff, and individual practitioners may still require support from the specialist psychological service (SPS) led by Drs. Ben Charnaud, Anne Read and Linda Barry. NHS England have confirmed that they will continue to fund a needlestick injuries service and will pay for assessments on practitioners that come before the Performance Advisory Group (PAG). Any services beyond those will henceforth need to be funded by the profession on an open commercial basis.

Access Health Care Ltd (AHC) is a subsidiary of DDOC and has drawn together all current providers of occupational health. Our aim has been to present the profession with an option for continued occupational health provision at minimum sustainable cost. This letter represents our offer to the professions and explains the services that will be available and the costs associated with these.

We are also very grateful to the consortium of peninsula GP Private Provider Companies for their support, help and advice in constructing this offer. These include Kernow Health, Sentinel, Devon Health, Exeter Provider Group and Haytor Health.

The service we have agreed with our highly valued subcontractors will run in two parts: there will be continued access to the OHS provided by BHSF, and; the specialist psychological service (SPS) will remain available to those who wish to become members.

### Occupational Health Service (OHS)

This has been run by BHSF, a not-for-profit organisation with extensive national occupational health provision, from their base at Plymouth Science Park. The service that will be on offer into the future is the same high quality service provided to date by Sue Bond, Linda Jarvis, Sarah Lewis and Sharon Trevarthen and is led by Dr. Philip McCrea, a specialist Occupational Health Physician.

### Specialist Psychological Service (SPS)

This has been run and led by Drs. Ben Charnaud, Anne Read and Linda Barry. It provides a full psychological assessment where this is needed and offers highly specialised treatment for psychological issues.

### Pricing

The service offered to you by AHC comes in two parts. Either element may be bought separately or together by a practice, while individual practitioners may buy membership of SPS on an individual basis. Membership of the OHS is offered to practices in order that practice staff may continue to have access or be referred to the highly qualified staff and structure maintained by BHSF.

A practice that wishes to sign up to the OHS service will be asked to buy blocks of five memberships at £170 for each block. The practice then simply fills out the application form, giving the details of staff to be covered and

pays the appropriate multiple of £170. This works out at £34 per employee for the period from 1.6.15 to 31.3.16. Practices have the option of including one membership slot marked as "Locum" which AHC and BHSF recognise will relate to different people at different times, in order that locum staff are covered while working for the practice. Any new staff joining the practice will not need to be notified to AHC or BHSF unless they take the total staff numbers into the next block of five, in which case a mid term payment will be due.

AHC and BHSF will simply ask for a reconciliation of the staff list on a periodic basis, in order to minimise the paperwork involved. All staff, including partners, should be included in this list. This system is based on trust and honesty and we are certain that practices will respond positively.

The pricing for SPS is slightly different. We have decided that the fair and proper way to offer this is on an individual basis. Therefore each named individual can buy membership of the service offered by SPS for £150 for this financial year (i.e. up to 31st March 2016). For this price each practitioner will have access, free of charge at the point of delivery, to

- a full psychological assessment plus written report as needed
- follow-up assessment plus report
- a treatment block of up to 10 sessions as required
- a specialist physical assessment and report, where necessary, for the completion of applications for early retirement on ill-health grounds

If members require further ongoing treatment after the initial 10 sessions this would need to be self-funded but is offered to members at the marginal cost of £1,372 per 10 treatment course. Spot purchasing this treatment on a non-member private basis would be subject to a surcharge that we must levy in order to maintain the machinery of the service. Such private spot-purchasing of treatment will cost £2,469 for each block of 10 sessions.

Non-members spot-purchasing an assessment and written report will be charged £1,440. Therefore, if a member requires an assessment and a course of 10 treatment sessions they will consume £3,909 of services for the membership cost of only £150, which translates to £90 net for higher rate tax payers. Almost 5% of current members use the service each year, and with the professions under such strain this figure is likely to rise. We therefore believe this is a highly competitive offer, providing vital support to hard-pressed clinicians.

Membership of SPS is open to any practitioner or member of practice staff on a named basis. Of course, some practices may wish to pay for membership to both parts of the service and may wish to name staff members for inclusion into the SPS membership list who are not doctors. Access will therefore be available to practice managers, nurses and other named staff who are signed up for SPS. It is perfectly acceptable for a practice to pay for membership to either or both parts of the service with a single cheque. Where a practice chooses not to buy membership to SPS for its clinicians those doctors or dentists may buy their membership independently.

Locum professionals do not have any responsibility for staff and will therefore not need to purchase the OHS, but may wish to buy their own individual membership to SPS.

Access Health Care recognises that the costs of occupational health have never previously been directly borne by the medical or dental professions, and that any such payment represents an extra unwelcomed business expense. However, we also believe that we have constructed a sustainable yet cost effective and high quality service that we offer to the professions across the peninsula.

If you would like to take advantage of this offer then please fill out the accompanying application form and return with remittance (full instructions included) by 1st May 2015.

Yours faithfully,

Dr. Mark Sanford-Wood

Application For Membership Of  
Access Health Care Occupational Health Service  
(AHCOS)

Name of Organisation: \_\_\_\_\_  
(Name of practice, or your own name if you are an individual doctor or dentist applying for membership of SPS)

Address: \_\_\_\_\_  
(Practice address or home personal address if you are an individual doctor or dentist)

Postcode: \_\_\_\_\_  
(Postcode of the above address)

Phone Number: \_\_\_\_\_  
(Please give the number we can most easily contact you on)

e-mail: \_\_\_\_\_  
(Please provide a functioning e-mail address that is regularly checked and that we can contact you on in the event of queries)

Contact Person: \_\_\_\_\_  
(The person to contact to pursue any queries regarding this application)

Occupational Health Service

(If you are a locum requiring only membership of SPS then leave this section blank.)

I would like to buy membership for my practice to the OHS offered by Access Health Care. I have enclosed Appendix A which lists all staff currently working at this practice.

I have included one membership for locum workers (please delete if you do not require this).

Total number of staff from Appendix A: \_\_\_\_\_

Total Remittance for OHS for all practice staff: \_\_\_\_\_ (Subtotal A)

Specialist Psychological Service (SPS)

(Membership to SPS may be purchased by practices on behalf of named individuals within their organisation, or by any doctor or dentist on a performers' list held by NHS England)

I would like to buy membership of SPS for the following named and documented individuals who are either employees or partners within my practice or, in the case of an individual practitioner, appears on the medical or dental performers' list held by NHS England.

Name in Full	Date of Birth	Registration Number	Registration Body
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC
			GMC / GDC / NMC

(For each named individual please provide the details above. Please indicate professional registration numbers and circle the registering body where appropriate. If no professional regulating body applies to a given individual please leave these fields blank.)

If you would like to register more than 10 staff for SPS then please provide their details on a continuation sheet.

Total Remittance for SPS for all named staff (number x £150): \_\_\_\_\_ (Subtotal B)

Total remittance enclosed (sum of subtotals A & B): \_\_\_\_\_

Please make cheques payable to "Access Health Care Ltd".

Return all cheques and fully completed forms with all contact details to:

Suzanne Kelman  
Devon Doctors Ltd  
10 Manaton Court  
Manaton Close  
Matford  
Exeter  
EX2 8PF

**Official closing date for applications - 1st May. Later applicants please contact [suzanne.kelman@nhs.net](mailto:suzanne.kelman@nhs.net)**

Appendix A: Staff Details for OHS

	Name	Position	Full/Part Time	Cost
1			Full / Part	
2			Full / Part	
3			Full / Part	
4			Full / Part	
5			Full / Part	<b>£170</b>
6			Full / Part	
7			Full / Part	
8			Full / Part	
9			Full / Part	
10			Full / Part	<b>£340</b>
11			Full / Part	
12			Full / Part	
13			Full / Part	
14			Full / Part	
15			Full / Part	<b>£510</b>
16			Full / Part	
17			Full / Part	
18			Full / Part	
19			Full / Part	
20			Full / Part	<b>£680</b>
21			Full / Part	
22			Full / Part	
23			Full / Part	
24			Full / Part	
25			Full / Part	<b>£850</b>
26			Full / Part	

27			Full / Part	
28			Full / Part	
29			Full / Part	
30			Full / Part	<b>£1,020</b>

(Please use a continuation sheet where necessary and make appropriate calculation based on £170 per block of 5)

