



STAY CONNECTED

THE OFFICIAL NEWSLETTER OF

designated
medical

Hello and welcome to the July edition of our newsletter.

It has been a busy few months here at Designated Medical, and we are very much looking forward to the warmer summer months to re-charge the batteries.

On the Medical PA side of the business, we have received an average of **4100 calls per month** (over the past three months) and consistently **answered 90% of these calls**. Medical PA's can be a lifeline to busy consultants and healthcare workers, by taking away the long list of necessary but time-consuming administration tasks. This free's up crucial time to offer extra support and care in the areas that really make a big difference to you and your patients.

In this month's newsletter, we put the spotlight on one of our valuable clients, Richard Lee, Clinical Lead for the Ophthalmology service at Chelsea and Westminster. Richard is supported in his work by a Designated Medical PA.

It's no secret that the pandemic has taken it's toll on healthcare workers, so this month we look at how you can nurture your teams' mental well-being, an insightful piece written by our Managing Director, Jane Braithwaite and originally posted on Independent Practitioner Today, we encourage you to click through to read the complete article on our blog.

As always, we are here to help you. Should you have any thoughts or questions regarding the content in this newsletter or ideas for upcoming features please don't hesitate to let us know by contacting our friendly team.

Designated Medical Team.

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CLIENT SPOTLIGHT: RICHARD LEE

Clinical Lead for the Ophthalmology service at Chelsea and Westminster.

Richard Lee is a Consultant Ophthalmic Surgeon based at Chelsea and Westminster Hospital NHS Foundation Trust with a special interest in Glaucoma, Cataract and General Ophthalmology. He is the Clinical Lead of the Ophthalmology service at Chelsea and Westminster. He is also the lead clinician of the Cataract and Glaucoma service with expertise in the medical, laser and surgical management of all adult glaucoma, including more complex and secondary glaucomas.



Richard has an active interest in research and surgical innovation. He has published over 50 papers including several book chapters and he has delivered over 25 presentations at local, national and international level.

Richard undertook a MSc in Surgical Technology at Imperial College London and was awarded a distinction award for his thesis to optimise an artificial cornea device. He subsequently undertook a clinical research fellowship funded by the National Institute for Health Research to develop a new surgical glaucoma device leading to the award of a PhD in Ophthalmology at the UCL Institute of Ophthalmology and a prestigious international Association of Research in Vision and Ophthalmology translational research award.

His particular interests are:

Glaucoma, Cataracts and Glaucoma surgery

Please feel free to contact Richard to discuss his practice in more detail.

He would welcome the opportunity to work with other consultants in the Designated Medical community and to support your patients when appropriate.

Designated Medical PA: Kylie Mahomed

Email: pa@richardlee.org.uk **Telephone:** 020 7952 2274

Private Practice: Chelsea and Westminster Hospital, The London Clinic, The hospital of St John & St Elizabeth and The Lister Hospital.

NURTURE THE WELL-BEING OF YOUR TEAM



Managing Director Jane Braithwaite writes monthly for Independent Practitioner Today. Here is her latest article on the effects of mental health in the workplace.

From the start of the Covid pandemic, we have been very aware of concerns relating to mental health and the increased number of people suffering from mental health problems. This has largely been due to lockdown and the impact that has had, and we have heard how it has affected everybody, both young and old. More lately, we are hearing about the enormous toll on healthcare workers and some very concerning discussions relating to this. As people who work in healthcare, we need to be very aware of the mental health issues employees – and we ourselves – may be experiencing. It is important that we gain the best understanding so that as leaders, managers and role models, we can help and support our people – and to know what support is available for those who need it. Before Covid, we knew mental health-related issues were the most common cause of long-term sickness in UK workplaces.

Surveys performed by the Chartered Institute of Personnel and Development (CIPD) in 2019 reported that the impact of stress, in particular, had increased, with 37% of respondents saying that stress-related absence had increased in the last year. They concluded: **‘Evidence has shown that Work-related stress, depression or anxiety accounts for 44% of work-related ill health and 54% of working days lost in 2018-19.’** As well as sickness absence, poor mental health at work can lead to increased staff turnover, reduced engagement and high absenteeism.

Mental health problems affect around one in four people in the UK in any given year.

As we recover from Covid, there is much evidence to suggest that the pandemic and measures taken to manage it, such as lockdown and social distancing, will have a significant impact upon the mental health of employees and the impact may be felt for months or even years.

[Read more >](#)

FURLOUGH GOING FORWARD, WHAT YOU HAVE TO PAY FROM JULY 1ST.



Furlough has been somewhat of a saving grace to both employers and employees since the beginning of the pandemic. Now as coronavirus cases begin to ease, with the help of the nationwide vaccination programme, the UK government has announced changes to the scheme which come into effect July 1st, 2021, with subsequent changes also from August 1st, 2021.

The current scheme: The Furlough funds that are currently available to businesses in the UK allow for a grant of up to 80% to cover an employees pay, up to a maximum of £2,500 per month. Employers can choose to top up to 100% if they wish.

Flexible Furlough is also an option. An employee will work only some hours, which their employer will pay them for in full, the grant will cover 80% of pay for the employees unworked hours subject to a cap of £2,500.

What will change for employers as of 1st July 2021?

From the 1st of July 2021, the Government's grant will reduce to pay 70% of a Furloughed employees wages instead of 80%. However, monthly pay for Furloughed staff must remain at 80%, (at a cap of £2,500) so employers must contribute 10%, up to £312.50 each month.

What will change for employers as of 1st August 2021? From 1 August 2021 until the scheme ends, the Government's grant will reduce a final time to 60% of Furloughed employees' wages for their unworked hours (capped at £1,875 per month).

With the 80% pay still required for employees, the employer's contributions will increase to 20% (up to £625.) [Read more >](#)

WORKING FROM HOME ALLOWANCE



If like many private practices you have had to take some work online, remotely with your staff from home during 2020 and 2021, they can submit a tax claim of up to £125.00 for 2021/22 tax year. If they also worked from home last year (tax year 2020/21) then they could be eligible for up to £250.00 tax relief for both years.

Are they eligible?

- They will need to have started working from home during the pandemic.
- Encountered higher costs due to home working.
- Working from home costs not already been covered by you, the employer.

How can they claim?

With so many of the UK population still working from home to some degree, the government set up an easy to use website making it easier than before to claim back tax relief: <https://www.gov.uk/tax-relief-for-employees/working-at-home> If their application is successful their PAYE tax code will be changed and they will be able to take home more of your income tax. The tax relief they will receive depends on their income tax band. All taxpayers can get a flat-rate of tax relief on £6 a week; basic-rate taxpayers will gain £1.20 a week (20% of £6), which equates to £60 a year. Higher-rate taxpayers can gain £2.40 a week, which is 40% of £6. This equates to £125 a year. They can claim more and submit evidence if they have incurred more costs working from home.

Business owners and self-employed.

Self-employed workers can claim for more costs when working from home, such as a proportion of the costs when lighting, heating, cleaning, insurance, mortgage interest, water rates and general maintenance are used for work. To work out the proportion, you'll need to account for the amount of time you're using your home for work, and in some cases the size of the area within the home that's used for work purposes. For example, if you work in a study you'd only be able to claim for the costs of heating that room while you work. [**Read more >**](#)

Our qualified accountants are always on hand to help with your finance requirements, contact us at E: info@designatedgroup.com or T: 020 7952 1437