

Code A

The PC 5b

PORTSMOUTH AND SOUTH EAST HAMPSHIRE HEALTH AUTHORITY

OUT OF HOURS MEETING

To be held on Wednesday 21 August 1996 at 12 noon in the Small Meeting Room,
Finchdean House

A sandwich lunch will be provided

AGENDA

- 1 **Apologies for Absence**
- 2 **Report on 1995/6 Expenditure** **Enclosure A**
- 3 **Expenditure to date 1996/7** **Enclosure B**
- 4 **Issues for Further Consideration**
 - a) Payment of partners/spouses
 - b) Equipment purchases funded over 2 years
 - c) Homes used as surgery premises, inc phone rental
- 5 **Priorities for use of Unallocated Funds (£19,909)**
 - a) Fair shares
 - b) Innovative Bids **Enclosure C**
 - c) Fund 3 GPs in post since 1 April (successors to £4.4K vacancies, ie not new posts)
 - d) Fund 2 GPs - new post since 1 April
 - e) Fund any late submission of bids
 - f) Combination of a - e
 - g) Any Other
- 6 **Any Other Business**

Enclosure A

Out-of-Hours

Introduction

During 1994 the Government began to implement changes to the arrangements through which family doctors provide 24 hour access to general medical services for their patients. The changes made were as a result of GMSC/Government discussions.

The two basic changes that occurred as a consequence were (a) that GPs were absolved from the clinical responsibility for their deputy when the deputy was on the FHSA list, and (b) it was clarified to patients that GPs were to decide whether and where the patient needed to be seen by a doctor.

Other changes have since taken place to enable General Practitioners to be more flexible about the way the 24 hour commitment is resolved.

This includes:

- (1) Enabling General Practitioners to take time off after demanding night calls by varying surgery times in response to night duties.
- (2) The provision of Out-of-Hours development money.
- (3) The "Help us to Help You" campaign to draw public attention to sensible use of family doctor services.
- (4) To change the payment system so that doctors who make other arrangements are not penalised, and to remove the disincentive for sharing Out-of-Hours duties.
- (5) Financial support at the rate of £2,000 per principal.

The Development Fund - 1995/96

£45m was allocated nationally and devolved to the Health Authority based on GP principles in each Authority at 1/10/94.

- In November 1995 Health Commission representatives met with LMC representatives to agree the format for bids to the Out-of-Hours allocation.
- A sum of £420,598 was made available to the Portsmouth and South East Hampshire Health Commission.
- Bids for an allocation of the Out-of-Hours money were received from individual General Practitioners, Groups of Practitioners and Cooperatives.
- The bids received were discussed with a group of LMC representatives.

- The bids fell into five main categories:
 - (a) Healthcall (deputising).
 - (b) Cooperatives (HDOC/GOSDOC (weekends only)), North Wessex.
 - (c) Enhanced practice provision using surgery premises.
 - (d) Communication equipment/telephones/faxes.
 - (e) Telephone answering (staffing).

- A surplus of £27,568.41 is to be allocated evenly to doctors who produced bids over the original £1,432 that was received. This sum will be allocated in August 1996.

A.

Allocation Summary

1995/6

	AGREED BID	ALLOCATION (HDOC)	ALLOCATION (GOSDOC)	ALLOCATION (North Wessex)	PAYMENTS								Total	
					Communication Equipment	Primary Car Centres	GP Rotas	Locum Costs	Deputising Deputising	Premises Premises	Staff Staff	Computers Computers	Expenditure/ HDOC Allocated	
Doctor/Practice														
Allcock A C	1,432.00									1,548.82				1,548.82
Wilson M S	1,432.00									1,548.82				1,548.82
Anandan C W R	1,432.00				851.53					697.29				1,548.82
Anderson J T H	1,432.00				349.79					1,199.03				1,548.82
Young D A	1,432.00				438.31					871.84				1,410.15
Erskine D O	1,432.00				395.81						1,153.01			1,548.82
Anderson J L	1,432.00				83.93									83.93
Asbridge M S	1,432.00				438.31					1,110.51				1,548.82
Askew M G	1,432.00		23.31		300.78					1,093.81				1,417.90
Reid R M	1,432.00				324.78						1,224.04			1,548.82
Evans D A	1,432.00		23.31		180.00					811.80				1,015.11
Cavanagh M C	1,432.00		23.31		893.27					67.65				984.23
Ayling C J	1,432.00										1,548.82			1,548.82
Glasgow M C	1,432.00										1,548.82			1,548.82
Foley C A/ James S P	1,432.00										1,548.82			1,548.82
Thomton J N D	1,432.00										1,548.82			1,548.82
Bada A O	1,432.00	1,548.81												1,548.81
Bassett J H	1,432.00				223.05						1,325.77			1,548.82
Bell I S	1,432.00				223.05						1,325.77			1,548.82
Ashby G H	1,432.00				167.28					1,056.55	324.99			1,548.82
Beale E A	1,432.00									1,548.82				1,548.82
Bellenger R A	1,432.00									1,548.82				1,548.82
Jordan B L	1,432.00				90.10					1,211.84				1,301.94
Lewkowicz N M	1,432.00				758.72									758.72
Griffiths S J	1,432.00				90.10					1,211.83				1,301.93
du Feu G J C	1,432.00				90.10									90.10
Collins D C	1,432.00				90.10									90.10
Biddle A	1,432.00									1,548.82				1,548.82
Cooper A F A P	1,432.00									1,548.82				1,548.82
Cole A M	1,432.00									1,548.82				1,548.82
King A P U	1,432.00									1,548.82				1,548.82
Chaudhuri M	1,432.00									1,548.82				1,548.82
Timms D P	1,432.00									1,548.82				1,548.82

Allocation Summary

Collins B G	1,432.00										1,548.82				1,548.82
Grocock J H	1,432.00										1,548.82				1,548.82
Morgan S R E	1,432.00										1,548.82				1,548.82
Lloyd J P	1,432.00										1,548.82				1,548.82
Lynch S M E															0.00
Collins E	1,432.00										1,548.82				1,548.82
Hughes R M	1,432.00										1,548.82				1,548.82
Smart D J G	1,432.00					170.97					1,377.85				1,548.82
Morris I H	1,432.00										1,548.82				1,548.82
Marnell M B	1,432.00										1,548.82				1,548.82
Gaught F J	1,432.00										1,548.82				1,548.82
Coonan B	1,432.00					280.70					1,268.13				1,548.83
North D	1,432.00					280.70					1,268.12				1,548.82
Lynch D N	1,432.00					280.70					1,268.12				1,548.82
Garratt P P	1,432.00					280.70					1,268.12				1,548.82
Corbin M J	1,432.00										53.79		1,495.02		1,548.81
Chinn R H	1,432.00					147.90					630.06		770.86		1,548.82
Hughes J R	1,432.00												1,548.82		1,548.82
Magee D B	1,432.00													1,548.81	1,548.81
Willcombe P R	1,432.00												1,548.82		1,548.82
Anderson R B	1,432.00														0.00
Balf N A	1,432.00													1,548.81	1,548.81
Croker G H	1,432.00													1,548.82	1,548.82
Van Arentthals A J S	1,432.00													1,548.82	1,548.82
Cummins J C	1,432.00														1,548.81
Pearson R N	1,432.00														1,548.81
Robinson B S	1,432.00														1,548.81
Allen P	1,432.00														1,548.81
MacLean M J	1,432.00														1,548.81
Allan T C	1,432.00														1,548.81
Kennedy-Cooke C J	1,432.00														1,548.81
Bedford F J	1,432.00														1,548.81
Melville D H	1,432.00														1,548.81
Dale B J	1,432.00					329.86					1,030.04			-0.01	1,359.89
Sizer K A	1,432.00					329.86					1,030.03				1,359.89
Daniel R J E	1,432.00					29.96					1,518.66				1,548.82
Dempster R E M	1,432.00														0.00
Dow W I M	1,432.00													1,548.82	1,548.82

Allocation Summary

Tart C J	1,432.00			99.00		944.54		505.28		1,548.82
Warner J R	1,432.00							1,548.82		1,548.82
Patterson A J	1,432.00			286.83		629.62				916.45
Tenters M T	1,432.00			1,273.59		275.23				1,548.82
Rees J E	1,432.00			124.00		1,424.82				1,548.82
Hopkins P N	1,432.00							1,548.82		1,548.82
Drew S V	1,432.00			206.63				1,342.19		1,548.82
Harrison J R	1,432.00			206.63				1,342.19		1,548.82
Egerton D C	1,432.00							1,506.00		1,506.00
Hennelly M F	1,432.00							1,548.82		1,548.82
Fowie K M	1,432.00									0.00
Evans P W G	1,432.00					1,548.82			0.09	1,548.91
Taylor M E	1,432.00			99.64		963.57				1,063.21
Sinclair D J	1,432.00			34.52		835.66		678.64		1,548.82
Wade N R	1,432.00			208.01		956.84		383.97		1,548.82
Gibbons P M	1,432.00					1,548.82				1,548.82
Stanley S P	1,432.00					1,548.82				1,548.82
Walters H	1,432.00			332.53		1,216.29				1,548.82
Gould R A	1,432.00					1,548.82				1,548.82
Gould S E										0.00
Wilson C J	1,432.00					1,548.82				1,548.82
Cox P A	1,432.00			719.69		829.13				1,548.82
Hargreaves M D	1,432.00			239.60						239.60
Green R J	1,432.00	1,548.81								1,548.81
Bevan-Thomas M A M	1,432.00	1,548.81								1,548.81
Ludlam A M	1,432.00	1,548.81								1,548.81
Neal J P	1,432.00	1,548.81								1,548.81
Moate R D C	1,432.00	1,548.81								1,548.81
Mannings R A D	1,432.00	1,548.81								1,548.81
Gadd M C	1,432.00	1,548.81								1,548.81
Griffiths D G	1,432.00							1,548.82		1,548.82
Goulder T J	1,432.00			744.25				804.57		1,548.82
Warwick-Brown J M	1,432.00			550.31	23.79	188.72		786.00		1,548.82
Millard R V	1,432.00			304.65				1,244.17		1,548.82
Brownlie H A	1,432.00			537.21		48.00		841.38		1,426.59
Grindrod R M	1,432.00					1,548.82				1,548.82
Charlton B	1,432.00					1,548.82				1,548.82
Galloway A M	1,432.00					1,548.82				1,548.82
Kamath S S	1,432.00					1,548.82				1,548.82
Wemick S P	1,432.00					1,548.82				1,548.82

Allocation Summary

Hajiantonis N C	1,432.00							690.56	858.26			1,548.82
Harrison W A	1,432.00							690.56	858.26			1,548.82
Sumner M	1,432.00							690.56	858.26			1,548.82
Harris S G	1,432.00				133.31			1,119.99				1,253.30
Primrose K M	1,432.00				133.31			1,119.99				1,253.30
Lawson A	1,432.00				133.31			1,119.98				1,253.29
Hill J	1,432.00							1,548.82				1,548.82
Hillam G H	1,432.00							1,548.82				1,548.82
Southern K J H	1,432.00							1,548.82				1,548.82
Palmer L J	1,432.00				168.14			1,380.68				1,548.82
Barnard K D	1,432.00				186.84			1,361.98				1,548.82
Henry C												0.00
Coddington C A M	1,432.00							1,548.82				1,548.82
Webster E M	1,432.00								1,548.82			1,548.82
Chanarin L M												0.00
Ingram D L	1,432.00				227.70			812.30	508.82			1,548.82
Millen P J T	1,432.00							1,252.46	296.36			1,548.82
Tibbs P G	1,432.00								1,548.82			1,548.82
Sussex J E	1,432.00								1,548.82			1,548.82
Collings-Wells J S	1,432.00								1,548.82			1,548.82
Kenyon A J	1,432.00	1,548.81										1,548.81
Russell B N	1,432.00	1,548.81										1,548.81
Sanderson R A	1,432.00	1,548.81										1,548.81
Bagshaw H A	1,432.00	1,548.81										1,548.81
Gill R J	1,432.00	1,548.81										1,548.81
Dakin S M	1,432.00	1,548.81										1,548.81
Knapman A C	1,432.00							764.07	784.75			1,548.82
Beasley P A	1,432.00							992.17	556.65			1,548.82
Barton J A	1,432.00									1,548.82		1,548.82
Peters E J	1,432.00								116.82	1,432.00		1,548.82
Brigg M J	1,432.00				35.00	23.31				1,490.51		1,548.82
Brook S J	1,432.00				513.87			800.34			0.01	1,314.22
Knight R A	1,432.00							1,548.82				1,548.82
Riley A P	1,432.00							1,548.82				1,548.82
Khan T	1,432.00							1,548.82				1,548.82
Pollard H C	1,432.00							1,548.82				1,548.82
Lacey P A	1,432.00				266.51	23.31		1,142.18	116.82			1,548.82
Forster J E	0.00											0.00

Allocation Summary

Cooper M P	1,432.00			265.51	23.31		1,142.17		116.82		1,548.81
Martin D J	1,432.00	1,548.81									1,548.81
Boyle P D	1,432.00	1,548.81									1,548.81
White M J	1,432.00	1,548.81									1,548.81
Morris J	1,432.00	1,548.81									1,548.81
Bateman A M S	1,432.00	1,548.81									1,548.81
McKenning S T	1,432.00						1,548.82				1,548.82
Mitchell B D	1,432.00			80.84			1,392.98		75.00		1,548.82
Price J P D	1,432.00			80.84					1,467.98		1,548.82
Robinson M	1,432.00			80.84			1,392.98		75.00		1,548.82
Russell L	1,432.00			80.84			673.82		794.16		1,548.82
Mitchell S W	1,432.00						1,548.82				1,548.82
Rogers D C	1,432.00						1,548.82				1,548.82
Sweatman C M	1,432.00						1,548.82				1,548.82
Franks S H	1,432.00						1,548.82				1,548.82
Moore I N	1,432.00						1,548.82				1,548.82
Morgan D L	1,432.00						1,548.82				1,548.82
McErlean P	1,432.00						1,548.82				1,548.82
McLaughlin N P	1,432.00						1,548.82				1,548.82
Wilkinson T J	1,432.00						1,548.82				1,548.82
Moss N H	1,432.00						1,548.82				1,548.82
Mowbray A H	1,432.00						1,548.82				1,548.82
Newman G	1,432.00								1,548.82		1,548.82
Taylor T M	1,432.00								1,548.82		1,548.82
Durrant D A E	1,432.00			160.00			284.14		720.00		1,164.14
Mowbray C J	1,432.00						1,548.82				1,548.82
Whitaker S G	1,432.00						1,548.82				1,548.82
Roope R M	1,432.00						1,548.82				1,548.82
Dennison ML	1,432.00						1,548.82				1,548.82
Munt D F	1,432.00						1,548.82				1,548.82
Barron G R	1,432.00						1,548.82				1,548.82
Tutte K P	1,432.00						1,548.82				1,548.82
Bennett J B	1,432.00						1,548.82				1,548.82
Norman J R	1,432.00								1,548.82		1,548.82
Gregori M	1,432.00								1,548.82		1,548.82
Johns M	1,432.00								1,548.82		1,548.82
Millen N J	1,432.00								1,548.82		1,548.82

Allocation Summary

Offord C A	1,432.00							1,548.82						1,548.82
Pai K S	1,432.00							1,548.82						1,548.82
Mushens E J	1,432.00							1,548.82						1,548.82
Wolpe A P	1,432.00				94.99			1,453.83						1,548.82
Allen N J	1,432.00				391.07					1,157.75				1,548.82
Panton D J	1,432.00									1,548.82				1,548.82
Parkin G T	1,432.00				223.51			1,269.74			0.01			1,493.26
Caiger M	1,432.00				223.51			1,269.74						1,493.25
Wakefield C J	1,432.00				223.51			1,269.74						1,493.25
Patel Y C	1,432.00	1,548.81												1,548.81
Pearson D G R	1,432.00				81.22			723.69		743.91				1,548.82
Anderson A M	1,432.00				68.33			945.47						1,013.80
Preston A P	1,432.00							1,001.06						1,001.06
Harper H R	1,432.00				167.35			342.42						509.77
Pennells R A	1,432.00				89.99	23.31		944.70		490.82				1,548.82
Traynor D B	1,432.00				89.99	23.31		944.70		490.82				1,548.82
Davis M C	1,432.00				89.99	23.31		944.70		490.82				1,548.82
Yeo H E D	1,432.00				89.99	23.31		944.70						1,058.00
Shaw F R	1,432.00				89.99			944.70						1,034.69
Proctor H L	1,432.00	1,548.81												1,548.81
Spruell D A	1,432.00	1,548.81												1,548.81
Roberts N J	1,432.00	1,548.81												1,548.81
Ryan P B	1,432.00	1,548.81												1,548.81
Reid H L	1,432.00	1,548.81												1,548.81
Clarke-Williams J E	1,432.00	1,548.81												1,548.81
Bowerman R D	1,432.00	1,548.81												1,548.81
Pryce D P	1,432.00				77.08			1,196.23		275.51				1,548.82
O'Donovan N D	1,432.00							813.14		735.68				1,548.82
Caiger B N	1,432.00				69.11			1,479.71						1,548.82
Randle M P	1,432.00				180.00			706.00		662.82				1,548.82
Fellows E J	1,432.00							1,460.29						1,460.29
Raw D S	1,432.00				307.61			183.08		1,058.13				1,548.82
Lewis C H	1,432.00				307.61			183.08		1,058.13				1,548.82
Oram D C	1,432.00				307.61			549.81		691.40				1,548.82
Tollast A R	1,432.00				307.61			183.08		1,058.13				1,548.82
Thompson J A	1,432.00				307.61			751.31		489.90				1,548.82

Allocation Summary

Loxton J E	1,432.00				307.61				299.90		941.31			1,548.82
Robinson G J	1,432.00								1,548.82					1,548.82
Hogan J P R	1,432.00				389.17				853.58					1,242.75
Plenty D R	1,432.00				89.99				1,448.53					1,538.52
Williams A I	1,432.00				119.39				887.38					1,006.77
Saunders M L	1,432.00				135.98				1,002.72					1,138.70
Scott-Brown A W	1,432.00				577.53									577.53
Ryle C A	1,432.00	1,548.81												1,548.81
Bell R S	1,432.00								1,244.10					1,244.10
Bell S J	1,432.00	1,548.81												1,548.81
Sutton R M	1,432.00	1,548.81												1,548.81
Thakrar P M	1,432.00								1,548.82					1,548.82
Sawyer R A	1,432.00								1,548.82					1,548.82
Schofield S A	1,432.00				397.46				747.14					1,144.59
Schofield T S	1,432.00				397.46				747.14					1,144.59
Sedgwick J R	1,432.00										1,548.82			1,548.82
Craig-McFeeley P M	1,432.00										1,548.82			1,548.82
Rushton B	1,432.00				300.00									300.00
Berry D J	1,432.00								16.97		1,531.85			1,548.82
Sheikh I M	1,432.00								1,548.82					1,548.82
Pringle J K	1,432.00								1,548.82					1,548.82
Penfold H M	1,432.00								1,548.82					1,548.82
Saville M A	1,432.00	1,548.81												1,548.81
Shrivastva D P	1,432.00								1,548.82					1,548.82
Patel R C	1,432.00								1,548.82					1,548.82
Randall V R	1,432.00								1,548.82					1,548.82
Silk N	1,432.00										1,548.82			1,548.82
Ellis B G	1,432.00										1,548.82			1,548.82
Cairns A W	1,432.00										1,548.82			1,548.82
Collins P A	1,432.00										1,548.82			1,548.82
Cox C M	1,432.00										1,548.82			1,548.82
Holden A F H	1,432.00										1,548.82			1,548.82
Buckley S J	1,432.00										1,548.82			1,548.82
Sissons A M	1,432.00								1,548.82					1,548.82
Emerson A C	1,432.00								1,548.82					1,548.82
Foord R D	1,432.00								1,548.82					1,548.82
Sommerville G P	1,432.00										1,548.82			1,548.82
O'Bryne J J	1,432.00										1,548.82			1,548.82
Cullen B	1,432.00										1,548.82			1,548.82

Allocation Summary

Munden A J	1,432.00										1,548.82			1,548.82
Tucker A J	1,432.00										1,548.82			1,548.82
Stratford A J	1,432.00	1,548.81												1,548.81
Uppal M S	1,432.00	1,548.81												1,548.81
Thomas T R	1,432.00								1,432.00		116.82			1,548.82
McNeill A I N	1,432.00								1,432.00		116.82			1,548.82
Toleman S E	1,432.00								1,432.00		116.82			1,548.82
Douglas T G C	1,432.00										1,197.58			1,197.58
Ross R J	1,432.00										1,197.58			1,197.58
Larmer S D	1,432.00										1,197.57			1,197.57
Tompkins J C R	1,432.00										1,548.82			1,548.82
Williams C V	1,432.00										1,548.82			1,548.82
Spolton E M	1,432.00										1,548.82			1,548.82
Morison S R	1,432.00										1,548.82			1,548.82
Torode N B	1,432.00	1,548.81												1,548.81
Tyrrell R F	1,432.00				276.45							1,272.37		1,548.82
Steger-Lewis V M	1,432.00										1,548.82			1,548.82
Walton J H	1,432.00	1,548.81												1,548.81
Mossman A D	1,432.00	1,548.81												1,548.81
Catterall G A	1,432.00	1,548.81												1,548.81
David S T	1,432.00	1,548.81												1,548.81
White A J	1,432.00				45.27						1,338.87			1,384.14
Winfield J	1,432.00										1,338.87			1,338.87
Plane A R	1,432.00				209.95						1,338.87			1,548.82
Whitwham M	1,432.00										1,465.27			1,465.27
MacConnell L E S	1,432.00										1,465.27			1,465.27
Wilders D J L	1,432.00				157.13						1,391.69			1,548.82
Douglas A R	1,432.00				157.13						1,391.69			1,548.82
Williams M	1,432.00										843.07		-0.01	843.06
Atchison D G	1,432.00										843.07			843.07
Brading LS	1,432.00										843.07			843.07
Lator A J M	1,432.00										843.07			843.07
Williams R H M	1,432.00	1,548.21												1,548.21
Mitchell J D	1,432.00	1,548.81												1,548.81
	415,280.00	78,988.71	69.93	0.00	23,983.50	186.96	0.00	0.00	202,713.31	0.00	104,283.39	10,372.11	0.09	420,598.00

Allocation Summary

TOTAL ALLOCATION	420,598.00		Remaining resources after payment of bids to £1432			27,953.52
			Total cost of 'GP's not reaching an additional £116 i.e. above £1432			385.11
TOTAL EXPENDITURE	420,598.00					27,568.41
			Remaining resources to be split equally			27,568.41
REMAINING RESOURCES	0.00		No of GP's 236			236.00
			Amount per GP			116.815

Enclosure B

1996/97

- A proforma has been distributed aimed at reducing paperwork for 1996/97 bids.
- Proformas returned to Health Authority 28 June 1996.
- LMC/Health Authority representatives to meet in August to consider 1996/97 bids which do not fall clearly into the SFA (Statement of Fees & Allowances) regulations, and to discuss general principles.
- A sum of £ 432,000 has been made available to the Portsmouth & South East Hampshire Health Authority.
- The general management and administration of the Out-of-Hours money will be processed by the Locality Managers this year.
- Practitioners bid and will be obtaining money from the Out-of-Hours development budget in accordance with SFA, up to £1469 per principal in post as at 1 April 1996.
- Any schemes that are in need of general consultation with the LMC will be discussed at the meeting between the LMC and Health Authority on 21 August 1996.

Summary of 96/7 Position

£432,000 allocation based on 294 GPs

No. of bids	281	
No. of GPs no bid submitted	15	
No. of GPs bidding less £1,469	4	- TOTAL VALUE £5278 instead of £5876
No. of GPs in post after 1 April	5	

On basis of £1,469 per GP (432,000 ÷ 294 GPs). Funding committed is £412,091, leaving uncommitted funds of £19,909.

Committed funding of £412,091 includes £89,609 paid to 61 GPs for partners' phone answering.

Potential areas of remaining £19,909.

- 1 Further 'fair shares' distribution
- 2 Innovative bids - see later
- 3 Fund 3 GPs in post since 1 April (successors to vacancies, ie not new posts)
- 4 Fund 2 GPs - new post since 1 April
- 5 Fund any late submission of bids
- 6 Combination of 1 - 5 above
- 7 Any other

Enclosure C

Innovative Bids Information

Havant Doc Information previously distributed Number of GPs 51

Gosdoc Information already supplied (Weekend only) Number of GPs 32

Wessex Doc Information supplied (note new arrangement still not started) Number of Doctors 14

Dr Raw and Partners Information already supplied Number of Doctors 6

Dr Drew, Harrison, Croker and Van Arethals Information attached No. GPs 4

Cox and Gould Number of GPs 2 Information attached

West Sussex Doc on Call Number of GPs 6. No information available flexible availability.

*Further copies of papers previously distributed can be obtained from Margaret