

GP Retention Scheme Top Tips

What we think might be useful:

WHY	This funded scheme allows GPs to work very part time in a supportive practice for up to 5 years. There is money for the doctor and the practice - this role is different to a regular salaried post.	
WHO	<p>The scheme is for doctors who are:</p> <p>1. Seriously considering leaving or have left general practice due to: Personal reasons – such as caring responsibilities for family members (children or adults) or personal health reasons Approaching retirement Require greater flexibility in order to undertake other work either within or outside of general practice.</p> <p>2. And when a regular part-time role does not meet the doctor's need for flexibility, for example the requirement for short clinics or annualised hours.</p> <p>3. And where there is a need for additional educational supervision. E.g. newly qualified doctor needing to work 1-4 sessions a week due to caring responsibilities or those working only 1-2 sessions where pro-rata study leave allowance is inadequate to maintain continuing professional development and professional networks. You can move from locum status to salaried in a practice You do need to have a current full GMC licence and be on the Performers list.</p>	<p>This scheme is not for:</p> <p>1. Doctors who require remediation or for doctors where the NHS England local Responsible Officer has concerns, nor for 2. GPs who haven't worked for more than 2 years 3. GPs who were trained in England but have worked abroad for more than 2 years GPs who have not trained / worked in England as a GP - they need I&R scheme</p>
WHAT	<p>Retained GPs (RGP) may work between one and four sessions per week on the scheme for up to five years with an annual review each year to ensure that they remain eligible. (1 session = 4hours 10mins) If you work more than four GP sessions per week, you will be classed as a part-time employee and not qualify. You can still undertake other work e.g. OOH specialist interest, educator appraiser, management. Ensure the HEE lead knows in advance. The annual expenses supplement is to offset professional costs e.g. indemnity and CPD. (Paid via practice and subject to tax and NI) The practice is reimbursed some money for each session worked (current - £76.92) to cover the cost of mentoring and educational support for, and to enable the practice to be flexible in its employment of the RGP. This allowance is paid for all sessions including sick leave, annual leave and educational leave where the RGP is being paid by the practice. The majority of RGPs are expected to stay on in their retaining practice after they finish their scheme, but this is not automatic or a condition of being on this scheme. Where the RGP is unable to secure a position then a dismissal process would need to be followed. The RGP has continuity of employment rights after 2 years. You do need to continue to undertake annual appraisal</p>	
WHEN	You can be on the scheme for up to 5 years.	
WHERE	Practices sometime advertise or individuals approach them directly. The local HEE EoE scheme may also know of interested practices. Practices don't have to be a training practice. They do need to be able to meet your educational needs and provide appropriate educational supervision.	
HOW	<p>Make sure you are on the GMC GP register / national medical performers list (NMPL) / sufficient indemnity cover as required by NHSE, contract with your practice State your reasons and provide supporting information e.g. – info from appraisal. Resignation letter – statement of intent. Accessing info re retirement Apply and make contact with your local HEE office or local GP tutor - for the East you can find these at https://heeo.ee.hee.nhs.uk/node/743 The NHSE LEAD is contactable at england.primarycareworkforce@nhs.net. They can direct you to local leads –or you can search on the HEE website Applications from practice and individual are reviewed by local GP tutor prior to local HEEoE lead You will have to send an annual renewal form to the local HEE team</p>	
LINKS	<p>National sites: https://www.england.nhs.uk/gp/gp/v/workforce/retained-doctor-scheme/ East of England HEE: https://heeo.ee.hee.nhs.uk/retainer GMC register: http://www.gmc-uk.org/doctors/registration_applications/join_the_register.asp NMPL http://pcse.england.nhs.uk/performer-list/#ChangingyourPerformersListsstatustoqualifiedorchanginghomeorworkaddress Employment: the BMA can advise on issues of continuity of service and employment rights: http://bma.org.uk/practical-support-at-work/contracts/sessional-gps Model contract (BMA) http://bma.org.uk/practical-support-at-work/contracts/sessional-gps General advice for non-members can be obtained by emailing info.gpc@bma.org.uk Induction and Refresher scheme (I&R): https://gprecruitment.hee.nhs.uk/</p>	