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# Cambs LMC

*Representing · Supporting · Advising*

Preparing for Practice: Life after GP Training

Tuesday 4 June 2019

## Partnership

### What Do I Need To Know?

**Dr Katie Bramall-Stainer**

**Deputy Chief Executive Officer, Cambridgeshire LMC**

General Practitioners Committee & BMA Council

Deputy Chair of UK Conference of LMCs

Retainer GP, Hailey View Surgery, Hertfordshire

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# LIFE AFTER CCT:

## The Essential Toolkit for New GPs

### *Everything You Need to Know for General Practice in the Real World*

One day conference: TUESDAY 9 JULY 2019, CAMBRIDGE HILTON CB2 3DT

FREE ENTRY – BOOK NOW

<https://cptraininghub.nhs.uk/event/gp-essential-toolkit-conference/>

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# About me...

- Trained at UCL
  - Failed VTS Application! -> O&G, GU/HIV
  - Shortened VTS Pan-London scheme
  - GP ST3 in North London, CCT August 2008
  - Clinical Assistant in Gynaecology, Whittington
  - Salaried GP in North London practices 2008-10
  - Partnership 2010 - 2016
  - LMC Medical Director, Londonwide 2016-2017
  - Deputy CEO Cambs LMC 2018-
- 
- BMA roles along the way – portfolio interest

# After your training – now what?

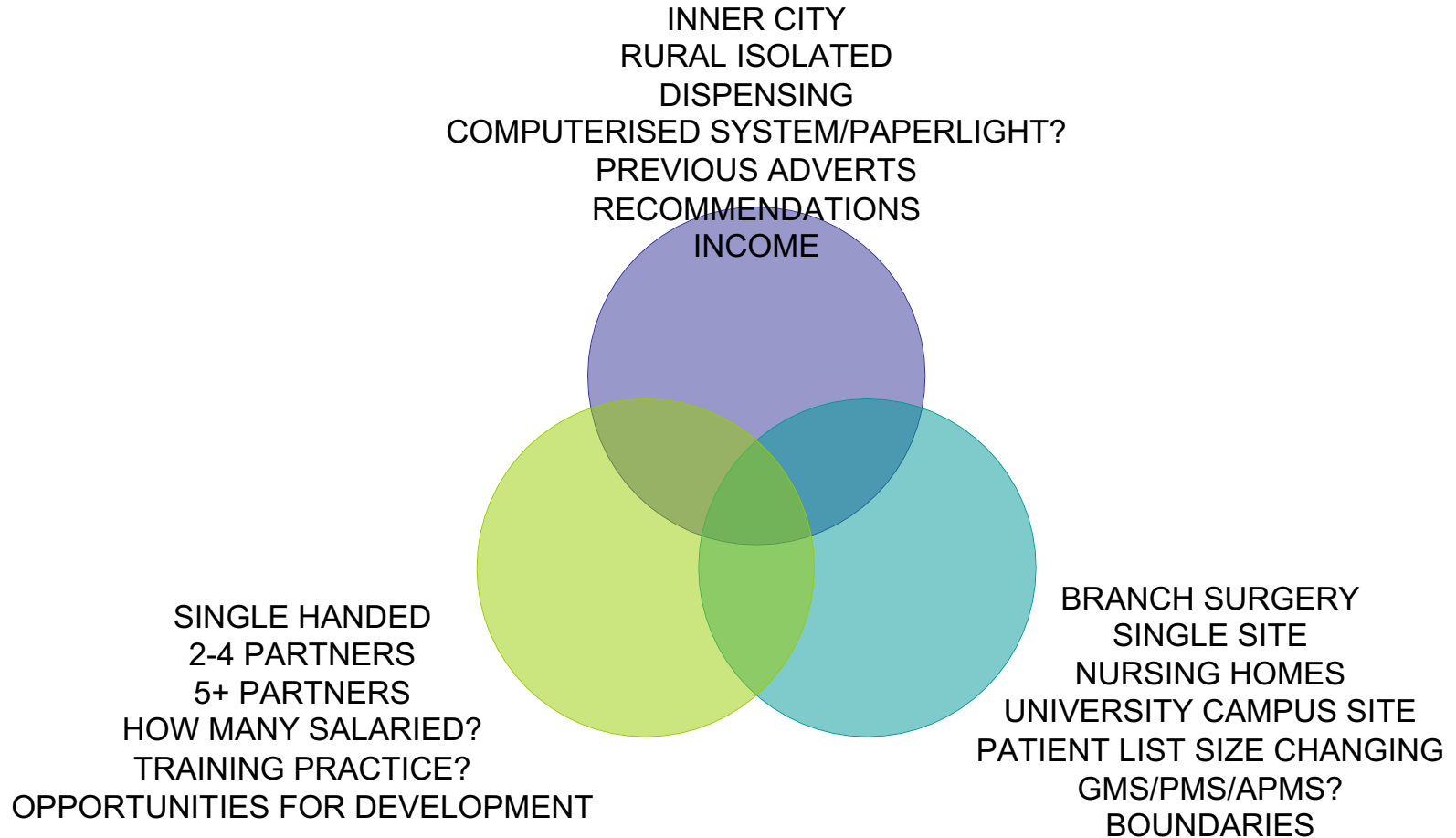
- Time out to decide
- Locum: flexibility
- Salaried post: stability
- Partnership: are you ready?
- What other factors will help decide?
  - health, relationships, children, money, mortgages...

# Ready to take the plunge?

- Settle permanently? Commitment & continuity
- Premises: 'buying-in'; leasehold/freehold; NHSPS, rent reviews, notional reimbursement; branch premises; ex-partners
- Capital investment and route to parity
- Practice/partner/staff ethos?
- CQC, LMC, former partners
- How hard will you have to work?
- What are your leave entitlements?
- What is the difference between this vs Salaried?

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# Type of Practice



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# Finding 'The One'



- Local grapevine
- Somewhere you have worked/trained?
- LMC – invaluable resource
- Trainer
- Google! FB eg RGP but – same for you!
- The Link, Epione, CPTH, BMJ etc
- BMA Deed checking/Accountant
- Mutual Assessment – try before you buy...BUT



# Make Yourself Stand Out!

- What can YOU offer THEM?
- Relevant and additional experience
- Managerial, Commissioning?
- IT, Financial, Legal
- Sessions/flexibility
- Clinical interests / GPSI
- Extra qualifications - trainer
- Fresh ideas and perspectives
- Flexible: time and location
- Just be you – don't be someone you're not
- Bespoke – sabbatical/term time

# What do they want?

- We are looking for a new partner with:
- Broad experience and excellent generalist skills
- Sessions fixed, timeframe fixed, ideas...fixed?
- Teaching and training experience/interest would be an advantage
- Strategic thinking – ability to bring new ideas/innovate for the long-term
- Energy and enthusiasm
- Commitment to continuity of care, patient-centred medicine, and professionalism
- Excellent teamwork and communication skills
- Ability to take on new partnership roles/challenges willingly
- Proven track record of personal development
- We encourage specialist interests
  
- DO YOUR DETECTIVE WORK!

# What do YOU want?

- Do you love being a GP but hate the toxic work pressures caused by Governmental chronic underfunding of primary care?
- Do you wish the job would fit around your interests and family responsibilities rather than having to neglect both?
- Do you wish you could choose your work hours, the number of patients you see, and, whether you do telephone calls and visits?
- Do you dislike being duty doctor and bemoan the erosion of continuity of care that previously made our job so interesting?

## **If so we have the solution**

**At the XXXX Surgery we are able to offer a bespoke working day to the right candidate. This person can choose their working hours, length of appointments and the structure of their day. Remuneration will be based on which elements of standard primary care they wish to take up. All aspects of the job are negotiable and for the right candidate any sensible work configuration is possible**

**Standard holiday, study leave, study budget, sick pay, maternity/paternity pay, top up indemnity and regular education meetings all included**

# First Impressions

- Get your CV/Application Form absolutely spot on
- Know the reason for recruitment
- How was it advertised? Local/national?
- Quiz reception! Access, patients in W/R, NHS Choices!
- Ask those in the know
  - Trainer
  - LMC
  - Locums/Sessional Group
  - Salaried GPs in house; are they going for it?
  - If not why not?
  - Make informal enquiries and visit
  - An informal visit is anything but informal!

# Shortlisting and Interviews

- Look around and speak to the staff beforehand
- All partners usually present – take it seriously, they will be
- Dress smartly - Secure social networking profiles!
- PPPPPP! Prepare – current topics, read GP/Pulse/BMA News
- Practice Boundaries; local housebuilding; PCN, Profitability, Viability, Staff longevity, Prescribing and Referrals, Extended Hrs, do they share your ethos? E.g. BDZs
- Be honest, they may appreciate you taking a different stance – you will not be expected to appreciate internal politics

# Interviews

- Highly variable:
- Viva voce with bells and stations to dinner down the pub
- Presentation/Business Case
- You are interviewing them too!
- Reason for the partnership? What are they looking for?
- Is it an equal partnership?
- Personal/Shared Lists? How often are meetings?
- What education is there? Training? Support? Sabbatical? Kindness?

ULTIMATELY:

Will you fit in?

Can they work with you for the next twenty years?

Can you work with them?

**Are you the right fit?**

# Accounts

- Should be provided
- Independent assessment vital
- At least three financial years needed
- How do profits get divided? Seniority?
- What income is pooled? Provisions for tax?
- Correction Factor and changing list size?
- Role of Practice Manager
- Is profit falling? How do they intend to futureproof?
- Zombie practice?

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# Buying-In

- Mutual assessment period 6m
- Route to parity
- You buy a share of the business - float
- Practice premises – owned/rented?
- Amount needed?
- Loan – tax advantage
- Future investment
- What you pay in goes out to the retiring partner

# Partnership Agreement

If you remember one thing, remember this:

**PARTNERSHIP AGREEMENTS  
ARE CRUCIAL**

You are entering into a business marriage  
with people you do not yet know. This is  
your pre-nup.

If they don't have one, **INSIST** on one being  
drawn up. If they refuse...

**CAVEAT EMPTOR**

# Partnership Agreement

- Should be redrafted with each new partner
- Get independent advice from BMA with free PA Checking Service
- Check sick/parental/compassionate leave
- Indemnity/Locum Insurance
- Green Socks Clause?
- If you are self-employed then usual employment law does not apply
- No EWTD! No Statutory Maternity Entitlement!
- Compulsory retirement

# In summary...

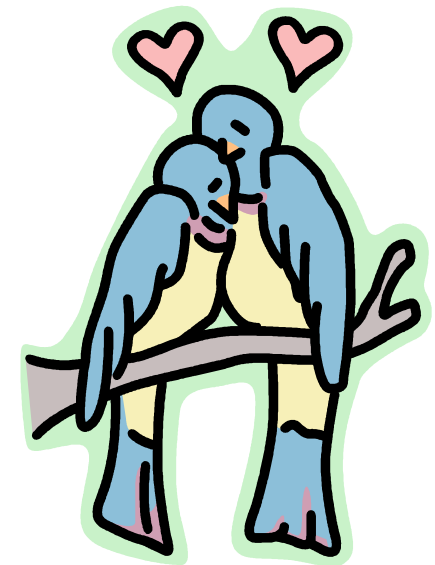
Marriage needs work – ups and downs

Marry in haste – repent at leisure

Happy ever after...?

Any questions?

Katie@cambslmc.org



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