

Retainer scheme Top tips - what we think we know and might be useful

<b>NHSE Retainer scheme up till April 2017 – its about to be revamped</b>					
WHY	<p>This is a funded scheme to allow doctors to work very part time in a supportive practice. There is money for the doctor and the practice - this role is different to a regular salaried post. It's for GPs who currently in practice who are seriously considering leaving due to a need to reduce their working hours.</p> <p>If you haven't worked for more than 2 years – you will need to apply for the I&amp;R scheme</p>				
WHO	<table border="1"> <thead> <tr> <th><u>The scheme is for</u></th> <th><u>This scheme is not for</u></th> </tr> </thead> <tbody> <tr> <td> <ol style="list-style-type: none"> <li>1. GPs who may be thinking of leaving practice - You can resign as a partner and become a retainer – normally in a practice other than the one they were a previously a partner.</li> <li>2. GPs who can only undertake a small amount of paid professional work.</li> </ol> <p>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> </td> <td> <ol style="list-style-type: none"> <li>1. Doctors who require remediation or for doctors where the NHS England local Responsible Officer has concerns, nor for</li> <li>2. GPs who haven't worked for more than 2 years</li> <li>3. GPs who were trained in England but have worked abroad for more than 2 years</li> </ol> <p>GPs who have not trained / worked in England as a GP -they need I&amp;R scheme</p> </td> </tr> </tbody> </table>	<u>The scheme is for</u>	<u>This scheme is not for</u>	<ol style="list-style-type: none"> <li>1. GPs who may be thinking of leaving practice - You can resign as a partner and become a retainer – normally in a practice other than the one they were a previously a partner.</li> <li>2. GPs who can only undertake a small amount of paid professional work.</li> </ol> <p>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>	<ol style="list-style-type: none"> <li>1. Doctors who require remediation or for doctors where the NHS England local Responsible Officer has concerns, nor for</li> <li>2. GPs who haven't worked for more than 2 years</li> <li>3. GPs who were trained in England but have worked abroad for more than 2 years</li> </ol> <p>GPs who have not trained / worked in England as a GP -they need I&amp;R scheme</p>
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WHAT	<p>Retained GPs (RGP) may work between one and four sessions per week and may be on the scheme for up to five years with an annual review each year to ensure that they remain eligible.</p> <p>If you work more than four sessions per week, you will be classed as a part-time employee and not qualify for this scheme.</p> <p>The annual payment is to offset professional costs such as indemnity and CPD.</p> <p>The practice is reimbursed some money for each session worked (current scheme £76.92)</p> <p>The allowance covers the cost of mentoring and educational support for the RGP 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.</p> <p>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.</p> <p>You do need to continue to undertake annual appraisal</p>				
WHEN	<p>This scheme applies to England. You can be on the scheme for up to 5 years</p> <p>It is being reviewed - watch for updated scheme March 2017</p>				
WHERE	<p>Practices sometime advertise or individuals approach them directly. The local HEEoE scheme may also know of interested practices. Practice need to be able to support the retained doctor appropriately.</p>				
HOW	<p>Make sure you are on the GMC GP register</p> <p>Make sure you are on the national medical performers list (NMPL)</p> <p>Do make sure you have a contract with your practice</p> <p>Apply and make contact with your local HEE office or local GP tutor - for the East you can find these at <a href="https://heeo.e.hee.nhs.uk/node/743">https://heeo.e.hee.nhs.uk/node/743</a></p> <p>The NHSE LEAD is contactable at <a href="mailto:england.primarycareworkforce@nhs.net">england.primarycareworkforce@nhs.net</a>.</p> <p>They can direct you to local leads –or you can search on the HEE website</p> <p>Applications from practice and individual are reviewed by local GP tutor prior to local HEEoE lead</p>				
LINKS	<p><b>National sites:</b> <a href="https://heeo.e.hee.nhs.uk/retainer">https://heeo.e.hee.nhs.uk/retainer</a> <a href="https://www.england.nhs.uk/gp/gp/v/workforce/retained-doctor-scheme/">https://www.england.nhs.uk/gp/gp/v/workforce/retained-doctor-scheme/</a></p> <p><b>GMC register:</b> <a href="http://www.gmc-uk.org/doctors/registration_applications/join_the_register.asp">http://www.gmc-uk.org/doctors/registration_applications/join_the_register.asp</a></p> <p><b>NMPL</b> <a href="http://pcse.england.nhs.uk/performer-list/#ChangingyourPerformersListsstatustoqualifiedorchanginghomeorworkaddress">http://pcse.england.nhs.uk/performer-list/#ChangingyourPerformersListsstatustoqualifiedorchanginghomeorworkaddress</a></p> <p><b>Employment:</b> Advice should be sought from the BMA on issues of continuity of service and employment rights: <a href="http://bma.org.uk/practical-support-at-work/contracts/sessional-gps">http://bma.org.uk/practical-support-at-work/contracts/sessional-gps</a></p> <p>model contract (BMA) <a href="http://bma.org.uk/practical-support-at-work/contracts/sessional-gps">http://bma.org.uk/practical-support-at-work/contracts/sessional-gps</a></p> <p><b>Induction and Refresher scheme ( I&amp;R):</b> <a href="https://gp recruitment.hee.nhs.uk/">https://gp recruitment.hee.nhs.uk/</a></p>				