

HRW GP Retainer Scheme

1.0 Background

The GP Retention Scheme is a package of financial and educational support to help doctors, who might otherwise leave the profession, remain in clinical general practice. The GP Retention Scheme replaces the Retained Doctors Scheme 2016. The scheme continues to be managed jointly by the local offices of Health Education England (HEE) and NHS England.

2.0 About the scheme

The scheme is aimed at doctors who are seriously considering leaving or have left general practice due to personal reasons (caring responsibilities or personal illness), approaching retirement or requiring greater flexibility. The scheme supports both the retained GP (RGP) and the practice employing them by offering financial support in recognition of the fact that this role is different to a usual part-time, salaried GP post, offering greater flexibility and educational support.

RGPs may be on the scheme for a maximum of five years with an annual review each year to ensure that the doctor remains in need of the scheme and that the practice is meeting its obligations.

This scheme enables a doctor to remain in clinical practice for a maximum of four clinical sessions (16 hours 40 minutes) per week – 208 sessions per year, which includes protected time for continuing professional development and educational support.

3.0 Who is eligible for the programme

Doctors applying for the scheme must be in good standing with the General Medical Council (GMC) without GMC conditions or undertakings – except those relating solely to health matters. The scheme is not intended for the purpose of supporting a doctor's remediation and where the relevant NHS England Responsible Officer has concerns, the doctor would not usually be eligible for the scheme.

4.0 Funding

4.1 Support for RGP

Each RGP would qualify for an annual professional expenses supplement of between £1000 and £4000 which is based on the number of sessions worked per week. It is payable to the RGP via the practice. The expenses supplement is subject to deductions for tax and national insurance contributions but is not pensionable by the practice.

The RGP will be offered an expenses supplement payment as follows: Number of sessions per week	Annualised sessions	Expenses supplement payment per annum (£)
1	less than 104	1,000
2	104	2,000
3	156	3,000
4	208	4,000

4.2 Funding - Support for practices

Each practice employing a RGP will be able to claim an allowance relating to the number of sessions for which their retained doctor is engaged. The practice will qualify for a payment of £76.92 per clinical session (up to a maximum of four) that the doctor is employed for. This allowance will be paid for all sessions including sick leave, annual leave, educational, maternity, paternity and adoptive leave where the RGP is being paid by the practice. The practice and RGP will continue to receive payments under the terms of the scheme as long as the RGP remains contracted to the practice and the practice continues to pay the RGP.

Contracted sessions per week	Maximum financial support to practice per year (based on £76.92 per session)
1	£3,999.84
2	£7,999.68
3	£11,999.52
4	£15,999.36

5.0 GPs currently on the scheme in Hambleton, Richmondshire and Whitby

There are currently 6 RGPs in Hambleton, Richmondshire and Whitby. 5 GPs were approved under the Retained Doctors Scheme 2016 at which point CCGs weren't responsible for approving applications. Since the commencement of the GP Retention Scheme one application has been received and jointly approved by the CCG and NHS England which prompted the need for a discussion around the formal approval process the CCG needs to undertake to approve any future requests.

Start Date	Re-Approval Date	No of Sessions	Practice Name	Code
1 March 2017	28 Feb 2018	4	Sleights and Sandsend	B82101
1 March 2017	1 March 2018	4	Lambert Surgery	B82042
1 July 2017	1 July 2018	2	Mowbray House Surgery	B82050
8 July 2017	8 July 2018	3	Scorton Medical Centre	B82035
2 Oct 2017	2 Oct 2018	3	The Friary	B82072
1 Jan 2018	31 Dec 2018	4	Thirsk Drs Surgery	B82049

5.0 Application Process

The current process for application and approval (detailed below) does not provide the CCG with sufficient time to review the application and make the necessary decision on approving the investment:

- Health Education England receives an application and confirms the GP is eligible for the scheme. The application is passed to the NHS England Medical Team.
- NHS England Medical Team confirms there are no performer concerns and passes the application to the NHS England Transformation Team.
- NHS England Transformation Team liaise with the relevant CCG
- NHS England or fully delegated CCG confirm support for the applicant.
- The process is repeated annually for the 5 years the individual is on the programme

The following additional steps are suggested in line with the CCG responsibilities for primary care commissioning:

1. Practice to commence early discussions with CCG representative/cluster manager as part of the application development
2. Once an application has been submitted, HEE to inform NHS England point of contact who will liaise with the CCG.
3. Application review to be undertaken by the Primary Care team, CCG cluster lead and CCG finance lead to determine whether or not there is sufficient need for the Practice to employ a RGP and to understand the financial impact in approving the request.
4. This decision will be based on local intelligence and previous discussions with the Practice. The CCG may seek assurance from the host GP Practice that they have considered alternative recruitment solutions and that there is sufficient need based on workforce shortages and current vacancies.
5. If its felt there isn't sufficient need for the host GP Practice to be funded to employ a RGP the applicant may be advised their application would be supported if it was made to work at another Practice if the CCG felt there was greater need elsewhere.
6. Once a decision is made, notification will be taken to the next Primary Care Commissioning Committee. This is in acknowledgment the timeframe to approve an application may be needed before the next committee meeting
7. Re-approvals will be managed from point 3 onwards.

6.0 Recommendations

8.1 The Committee is asked to note the content of the paper

8.2 The Committee is asked to support the suggested approval process for future applications and allow approvals to be made outside of this Committee meeting.

Ratification of approvals for GP retainers

The following re-approvals were given during quarter 1 2018/19:

Code	Practice Name	Start Date	Re-Approval Date	No of Sessions
B82101	Sleights and Sandsend	1 March 2017	28th Feb 2018	4
B82042	Lambert Surgery	1 March 2017	1st March 2018	4
B82050	Mowbray House Surgery	1 July 2017	30 June 2018	3

The following approval of a new application was given during quarter 1 2018/19

Code	Practice Name	Start Date	Re-Approval Date	No of Sessions
B82042	Lambert Surgery	1 October 2018	28 Sept 2019	4

The committee is asked to ratify the above approvals

District Valuer rent reviews

Central Dales Practice – B82045

Branch Surgery - Aysgarth Surgery, Aysgarth, Leyburn, DL8 3AA

Following a routine review the District Valuer determined the Current Market Rental vale for the above property on 7th April 2017. The existing valuation is £26,725 per annum; the site has been valued at £27,200 per annum from 7th April 2017. The property is owned by the Practice.

The Committee is asked to agree to the increase in notional rent