

Responsible Officer and Appraisal Networks Information Sheet 2

Resources to support a GP thinking of leaving general practice (version 2 January 2018)

Appraisers: have you spoken to a GP recently who is thinking of leaving general practice or wishes to change their working hours? If so, are they aware of the following?

GP Retention Scheme

The GP Retention Scheme is a package of financial and educational support to help doctors to remain in the clinical workforce. The scheme supports both the retained GP and the practice by offering financial support in recognition of the fact that this role offers greater flexibility and educational support than a 'regular' part-time salaried post. For more information including how to apply visit the NHS England website:

<https://www.england.nhs.uk/gp/gpfv/workforce/retaining-the-current-medical-workforce/retained-doctors/>

GP Career Plus Pilot Scheme

10 pilot sites across England are testing a range of ways to offer a flexible working model to enable GPs who are planning to leave or have recently left general practice to continue working and retain their skills and experience. Pilot sites are offering a range of incentives which include indemnity cover and peer support sessions including mandatory training. Any GP interested in finding out more or applying can visit the NHS England website: <https://www.england.nhs.uk/gp/gpfv/workforce/retaining-the-current-medical-workforce/gp-career-plus/>.

Induction & Refresher Scheme Portfolio Route for returners to the UK

The Portfolio Route gives the option for GPs, who have worked in NHS general practice in the previous five years and are working abroad in an equivalent primary care setting, to return smoothly to the UK by providing information from their overseas practice rather than take the Induction & Refresher Scheme assessments. Ideally, before a GP leaves the UK to start a new job abroad they should familiarise themselves with the documentation required for the Portfolio Route. For more information visit the General Practice National Recruitment Office - <https://gpemployment.hee.nhs.uk/Induction-Refresher/Portfolio>

Appraisal

The core function of appraisal is to support and motivate a doctor: the appraisal conversation itself is a good forum for a doctor and their appraiser to discuss any factors leading them to consider leaving general practice, and seek solutions to help them both continue and thrive.

This information sheet is relevant primarily to NHS England responsible officers

These information sheets are written on an ad hoc basis, on issues of relevance to responsible officers and their teams, medical appraisers and doctors.