

## Case 1

Zahra is a 32-year-old GPR at your practice; she is near to completing her VTS. She is just married and although relatively stable in the geographic area she is anxious about committing herself to a partnership. As part of your protected learning time with Zahra you discuss her career options. Zahra values the supportive environment of both her training practices and has also valued protected time for learning.

What issues would you discuss with her?

What are her options?

After completing her VTS Zahra decides to locum for a while to gain experience of different local practices.

18 months later you bump into her in town, she is obviously pregnant and tells you she is looking for a salaried part time post once the baby is born. Your practice is looking to recruit another GP. What would her options be and how might your practice employ her?

## Case 2

Zahra is friendly with your ex-registrar, Janice. Janice trained flexibly and now has 2 children. Janice made a decision to take a career break while her children were young. The youngest has now started school and she is keen to return to the work force. She is a little anxious as she has not worked for 3 years. She contacts you for advice in your role as ex-trainer. You remember Janice well. You agree to see her after surgery.

How can you help?

What are Janice's options?

Who can she contact for more advice?

### Case 3

Raj is your GPR. Towards the end of his 6 months with you, he tells you he has been approached by his first training practice and offered a full time partnership. Raj is keen to settle in Bradford. He liked the practice and the area, but he is not sure that a partnership is what he wants.

The practice is a 3-partner practice. All GPs work full time. Drs A and K are 57, Dr P is 35 and just joined the team, and she is due to get married next year. The practice has recently moved to new premises and has been innovative in their use of nurses within the practice team.

He is keen to talk through the issues with you.

Please role-play this.

Dr Raj

Trainer

Observer

### Notes for Raj

There is family pressure for you to work as a partner, as this is seen as more prestigious than taking a salaried post. You are not at all sure you want to work at this practice, but are flattered at being asked. You ideally would like to work less than full time so you can continue your interest in Occupational Health.

## The Returner, Retainer, and Flexible Careers Schemes: A Two Minute Guide.

	Returner Scheme	Retainer Scheme	Flexible Careers Scheme (FCS)
Background to the Scheme	New to 2002, a DOH initiative to encourage qualified GPs who have not been working in general practice to return to work.	Started in the 1960s. The scheme is organised by the Deanery for any GP who has a need to work part time, e.g. have children, sick relative, or recovering from illness themselves.	New to 2002, an additional way of funding GPs to work flexibly, part time or develop portfolio careers.
Who is eligible	GPs need to have GMC registration and a JCPTGP certificate or exemption from the requirement to hold a certificate. Usually the applicant will have been out of General Practice for at least 12 months, and usually more than 24 months.	Any GP who is under 55 and who wishes to continue their general practice career part time, and after they leave the scheme continue their career as a GP.	Doctors wishing to work flexibly in salaried posts. The scheme is open to both GPs at the start of their career and those wishing to work part time prior to retirement as a salaried GP.
Scheme outline	The scheme runs for 6 months full time or 12 part time. The nature of the refresher period will vary depending on the needs of the GP.	A retaineer can work a maximum of 4-sessions in an approved practice. They can also work an additional 2 sessions in any other non-GP employment. GPs may transfer to the FCS scheme from the retainer scheme, but not vice versa.	GPs can work a minimum of 2 sessions and a maximum of 5 sessions a week on the scheme. GPs may undertake certain other work as approved by the deanery. This now includes locum work. (providing that the number of locum session does not exceed the number of FCS sessions).

Education	<p>Prior to returning to general practice the GP will be supported in identifying his/her educational needs. There will be financial support available to help meet these needs, as appropriate.</p>	<p>A trainee is entitled to 28 hours paid study leave a year. They have the support of an educational supervisor in practice and are expected to have an annual educational appraisal based on a learning plan.</p> <p>The new contract due summer 2004 will include paid time for CPD (see FCS detail)</p>	<p>GPs will receive 8-funded sessions for education. From April 1<sup>st</sup> 2004 GPs will receive paid time for CPD.</p> <table border="1" data-bbox="304 255 619 788"> <thead> <tr> <th>Number of session/week worked</th> <th>Number of paid CPD sessions annually</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>29</td> </tr> <tr> <td>4</td> <td>23</td> </tr> <tr> <td>3</td> <td>17</td> </tr> <tr> <td>2</td> <td>11</td> </tr> </tbody> </table> <p>The 8 education sessions are included in this time</p> <p>CPD will include time for practice based education, audit and research, DOH appraisal and addressing educational needs. A personal development plan will be used to help plan learning.</p>	Number of session/week worked	Number of paid CPD sessions annually	5	29	4	23	3	17	2	11
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Support	<p>The deanery will encourage the GP to join in with local educational activities and peer support as require. Activities organised for the retainer scheme may also be suitable. The deanery will assist the returner in demonstrating that they have met their learning needs.</p>	<p>The deanery provides an information pack, newsletter, regular study days, small learning groups and educational support.</p> <p>The GP will be expected to have the support of the practice in producing an educational plan. They will be encouraged to participate in local educational activities.</p> <p>They should participate in annual appraisal (DOH) and will be invited to an annual meeting with the GP tutor at the deanery.</p>											

Length of Scheme	As above. Part of the process of returning to general practice will involve careers guidance, to enable a suitable post to be found after leaving the scheme.	The scheme is time limited to 5 years but can be extended to 8 years and to an absolute maximum of 10 years.	The scheme is funded for 3 years, but it is expected that the post will continue if this is part of the post holder's exit strategy.
Pay	The GP will receive a salary dependant on their last working salary. The practice will receive the full salary for the GP and a training grant.	Paid by the practice as a salaried GP (see Med Economics). The practice receives a payment (£50) from the PCT for each session the GP is employed. The trainee receives an annual grant of £300 to help with professional expenses.	The FCS salary is a matter of negotiation between employee and employer. The DDRB publish an inflation linked pay increase annually. The practice receives a % reimbursement of the GP's salary from the PCT; the % decreases over the time of the scheme. (year 1: 50%, Year 2: 25% Year 3:10%) The GP receives an annual grant of £1050 to help with expenses
Contract	The contract should be based on the GP registrars contact of employment	There is a nationally agreed contract. This is due to be updated in Summer 2004.	There is a standard FCS contract, this is available from the BMA website. This should be used by practices. The contract has been updated from April 2004.
Practice	The returner will be placed in practice of training practice standard or equivalent.	The practice needs to be approved as a training practice or as retaining practice.	The practice needs to be approved by the deanery. PCTs may also wish to offer flexible career posts, this should be in practices that have deanery approval.

Golden Hello	The GP may be eligible for the Golden Hello scheme payment; this is dependant on the post the GP takes up on leaving the scheme.	Not eligible until moving on from the scheme.	FCS GPs may be entitled to a golden hello payment. <a href="http://www.doh.gov.uk/pricare/goldenhello">www.doh.gov.uk/pricare/goldenhello</a>
Where to get more information	The NHS professionals on 0845 6060345 will send out an information pack.	Contact Joan Horsfield 0113 233 1517 for an information booklet	The NHS professionals on 0845 6060345 will send out an information pack.
Who to contact to join the scheme or explore career options	Please contact Dr Mark Purvis or Dr Nicola Gill through Mrs Joan Horsfield on 0113 233 1517 or via email.	Please make an appointment to see Dr Nicola Gill, GP Tutor, through Joan (above) or contact Nicola via email.	Please contact Dr Nicola Gill through Mrs Joan Horsfield on 0113 233 1517 or via email.

The schemes described above can be considered as career options by all eligible qualified GPs.

*The guidance contained in this information sheet is interpreted from the DOH guidance. It is not intended to cover all aspects of each scheme, just to provide initial information for GPs thinking about joining a Scheme and those GPs offering careers advice.*

**Contact details**

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