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| <b>NHS North Cumbria CCG<br/>Primary Care Commissioning Committee</b> | <b>Agenda Item</b> |
| <b>18 January 2018</b>  | <b>7</b>           |

### GP Retention Scheme

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| <b>Purpose of the Report</b>  |         |  |        |  |                |   |                 |   |
| <p>The purpose of this paper is to outline the GP Retention Scheme launched on 1 April 2017, to summarise the process for approval of applications and to set out CCG responsibilities.</p>   |         |  |        |  |                |   |                 |   |
| <b>Outcome Required:</b>  | Approve |  | Ratify |  | For Discussion | X | For Information | X |
| <p><b>Assurance Framework Reference:</b></p> <p><b>1, Better Health</b> – There is a need to ensure that Cumbria’s children and young people (including children looked after) are kept safe and transition into health adulthood.</p> <p><b>2, Better Care</b> – Commission services that ensure the delivery of high quality and safe care for patients.</p> <p><b>3, Sustainability</b> – Commission services that ensure the delivery of high quality and safe care for patients in a manner that is sustainable for the whole health economy.</p> <p><b>4, Leadership</b> – The CCG needs to support its membership (i.e. General Practice) to provide high quality care to patients and support the delivery of safe, high quality financially sustainable health care services. The CCG needs to develop and implement robust governance and management arrangements to operate in a safe and sound manner, including compliance with formal directions from NHSE.</p> |         |  |        |  |                |   |                 |   |

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| <b>Recommendation(s):</b>  |
| <p><b>The Primary Care Commissioning Committee is asked to:</b></p> <ul style="list-style-type: none"> <li>• Note the content of the report summarising the background to the GP Retention Scheme launched on 1 April 2017 and outlining the application process and associated CCG responsibilities;</li> <li>• Note the financial obligations of the scheme for the CCG;</li> <li>• Note that further applications to the scheme will be submitted at future Primary Care Commissioning Committees for consideration.</li> </ul> |

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| <b>Executive Summary:</b>  |
| <p><b>Key Issues:</b> The scheme is aimed at helping doctors who might otherwise leave the profession, remain in clinical general practice. Applications who qualify and are approved by the CCG will reduce the number of GPs immediately leaving the profession.</p> <p><b>Key Risks:</b> A GP approved to join the scheme can be on the scheme for up to a maximum of five years. However, the current funding is available until 2019 only and therefore a review of funding options will need to be explored at a later time.</p> <p><b>Implications/Actions for Public and Patient Engagement:</b> N/A</p> <p><b>Financial Impact on the CCG:</b> The scheme is currently funded (see key risks above) via the primary care allocation and is subject to budgetary measures. For any applicants approved to join the scheme, the CCG is responsible for sessional payments and an annual scheme payment to the practice and applicant from baseline CCG allocations.</p> |

| <b>Strategic Objective(s) supported by this paper:</b>                          | <b>Please select (X)</b> |
|---|--------------------------|
| Support quality improvement within existing services including General Practice | X                        |
| Commission a range of health services appropriate to Cumbria's Needs            |                          |
| Develop our system leadership role and our effectiveness as a partner           | X                        |
| Improve our organisation and support our staff to excel                         |                          |

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| <b>Impact assessment:</b><br>(Including Health, Equality, Diversity and Human Rights) | N/A |
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| <b>Conflicts of Interest</b><br>Describe any possible Conflicts of interest associated with this paper, and how they will be managed | N/A |
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| <b>Lead Director</b>       | Caroline Rea   |
| <b>Presented By</b>        | Andrew Gosling   |
| <b>Contact Details</b>     | <a href="mailto:Andrew.gosling@northcumbriaccg.nhs.uk">Andrew.gosling@northcumbriaccg.nhs.uk</a> |
| <b>Date Report Written</b> | 10 January 2018  |

## **1. Introduction**

The NHS England GP Retention Scheme was re-launched on 1 April 2017 and replaced the existing Retained Doctors Scheme 2016. 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 scheme aims to support both the retained GP (RGP) and the practice employing them by offering financial support and greater flexibility. CCGs will be required to finance successful applications from the CCG Primary Care allocation.

## **2. A Scheme Summary**

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 and the practice employing them by offering financial support in recognition of the fact that this role is different to a 'regular' part-time, salaried GP post, offering greater flexibility and educational support.

Retained GPs 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. This includes protected time for continuing professional development and educational support.

## **3. The Application Process**

The scheme continues to be managed jointly by the local offices of Health Education England (HEE) and NHS England. However, CCGs with fully delegated authority, such as North Cumbria CCG, will be responsible for considering the approval and rejection of applications to the scheme.

Applications to the scheme will follow the following process:

- a) Doctors applying for the scheme must be listed on the National Medical Performers list and be in good standing with the GMC. Any doctors who are interested in applying to the scheme should contact their HEE Scheme Lead who will be able to advise on their eligibility for the scheme.
- b) Should HEE believe that a doctor is eligible for the scheme they will notify NHS England. NHS England will check if there are any known issues regarding any performers already included in the Medical Performers List.
- c) Should NHS England support the application they will then contact North Cumbria CCG to seek approval for the GP to join scheme.
- d) The CCG will then consider the application in Part 2 of the Primary Care Commissioning Committee and confirm if the application is successful or unsuccessful.
- e) Where successful, the CCG inform NHS England GPFV Team who will then inform Primary Care Finance, HEE and the applicant via their practice.
- f) If the application is unsuccessful, the CCG, a neighbouring CCG and NHS England will peer review the application. A final decision on the application will be made as a result of this peer review.

- g) NHS England will communicate the final decision on the application to the CCG, the applicant and HEE.

The CCG will be responsible for holding a database detailing all applicants to the scheme within the CCG area.

#### 4. GP Retention Scheme Funding

There is no central funding available from NHS England for successful GP applicants joining the scheme from 1 April 2017 and all associated payments for those on scheme post 1 April 2017 will come from CCG primary care allocations.

The funding for all the retained doctors in post on 31 March 2017 is available until 30 June 2019 and any funding beyond this date is subject to review.

The CCG will be required to make two payments in relation to successful applications:

a) Practice Payment Per Session

Each practice employing a successful GP applicant 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. The payment will be used by the practice to provide flexibility for the successful GP applicant, as a contribution towards the GP's salary, to cover HR costs and to cover any required educational support.

b) Annual Expenses Supplement

Successful GP applicants qualify for an annual professional expenses supplement of between £1,000 and £4,000 based upon the number of sessions worked per week. The expenses supplement will go towards the cost of indemnity cover, professional expenses and CPD needs.

| The RGP will be offered an expenses supplement payment (paid via their practice), as follows: Number of sessions per week | Annualised sessions* | Expenses supplement payment per annum (£) |
|---|----------------------|---|
| 1-2   | Fewer than 104       | 1,000                                     |
| 2   | 104                  | 2,000                                     |
| 3   | 156                  | 3,000                                     |
| 4   | 208                  | 4,000                                     |

#### 5. Current Position

Currently, there are 4 GPs in North Cumbria who were originally registered on the Retained Doctors Scheme 2016.

HEE has received 6 applications as part of the new scheme; 4 of which were approved by North Cumbria Primary Care Commissioning Committee at its meeting on 9<sup>th</sup> November. One application has been rejected by HEE and a further application is to be considered in part 2 of the Primary Care Commissioning Committee on 18<sup>th</sup> January.

#### 6. Summary

The Committee is asked to note the content of this report summarising the background to the GP Retention Scheme launched on 1 April 2017 and outlining the application process and CCG responsibilities and financial obligations associated with the scheme.