
Salaried GP model contract and model offer letter guidance



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Introduction

This guidance was produced by the British Medical Association (BMA) and should be read in conjunction with the BMA Salaried GPs' Handbook. It provides guidance on the model salaried GP contract for a GP employed by a GMS practice.

The 'model' contract for GMS practices consists of a model offer letter and model terms and conditions which provide the minimum that must be offered to a salaried GP employed by a GMS practice as originally agreed between the BMA and NHS Confederation in 2003. The original agreed version, and so the minimum requirements (as defined in the GMS Contracts Regulations: see chapter 6, section 2.1 of the Salaried GPs' Handbook), is the version set out in below as it applies to England.

There is need for variation of the contract in the devolved nations, as such there is suggested wording and guidance notes for each country where necessary. Wales, Scotland and Northern Ireland have made some variations to their model contract for GMS practices, but technically these are not the UK-wide minimum terms. The English/original version is therefore the recognised minimum, and this is the version that is referred to as the 'model' contract.

This guidance document contains the original wording of the model offer letter and model contract alongside the BMA's suggested wording and comments, which are highlighted in pink.

This revised wording reflects the legislative changes since the model contract was first agreed. As such, the BMA suggests that such wording should be inserted into a Salaried GP's model offer letter and model terms and conditions of service.

Model offer letter

1. I am writing on behalf of the [xx] Practice [delete as appropriate] to confirm the offer to you of an appointment as a [full-time/part-time] salaried General Practitioner with effect from [commencing date]. You will be employed for [xx] hours each week.
2. You must be fully registered with the General Medical Council and be on the list established in accordance with the provisions of the [insert as set out below] or such successor Regulations as may from time to time be appropriate to your employment.

England

Insert:

'Primary Medical Services Performer List Regulations 2013'

Wales

Insert:

'National Health Service (Performers List) Regulations 2004'

Scotland

Insert:

'NHS (Primary Medical Services and Performers Lists) (Scotland) Regulations 2004'

Northern Ireland

Insert:

'Health and Social Services (Primary Medical Services Performers Lists) Regulations (NI) 2004'

3. [In order to comply with the recent Employment Rights Act changes, the BMA suggests inserting one of the following paragraphs]

England, Wales, Scotland and Northern Ireland

There is no probationary period which applies to your employment.

Or

The first [X] month[s] of your employment shall be a probationary period and your employment may be terminated during this period at any time on [X week's] prior notice by either party or, in the case of the Practice, payment in lieu of notice. The Practice may, at our discretion, extend the probationary period for up to a further [X] months. During the probationary period your performance and suitability for continued employment will be monitored.

4. Your duties will be in accordance with the job plan agreed with the Practice and appended to this statement. Your principal place of work will be [provide name of practice and full address].
5. [See below] The terms and conditions of employment offered are set out in the enclosed Terms and Conditions of Service. The Practice agrees that the Local Medical Committee (LMC) [inset name of local LMC] is representative of the GMS GPs and other GPs in the area and further agrees that it will consult with the said LMC on all matters affecting the performance of this appointment where it is required to do so by any legislation, regulations, guidance, directions or other ordinance.

Wales

The LMC may have a seat on the Local Negotiating Committee (LNC) established by the BMA. The LHB has recognised the LNC and the terms and conditions applying to your post will only be amended in accordance with the agreement made between the LNC and representatives of the LHB.

6. Your starting salary will be [£xx] per annum paid monthly in arrears by credit transfer, normally on the last day of each month. Your salary will be increased [insert 1 below].
7. In order to comply with the recent Employment Rights Act, the BMA suggests inserting the following new paragraph:

England, Wales, Scotland and Northern Ireland

There is no collective agreement which directly affects your employment.

8. The appointment is pensionable, and your salary will be subject to deduction of employees' contributions in accordance with the [insert 1 below], unless you opt out of the scheme, are ineligible to join or have retained contractor status. Details of the scheme are given in the scheme guide which is enclosed. This employment is contracted-out employment for the purposes of [insert 2 below].

England, Wales, Scotland and Northern Ireland

Insert 1:

'by annual increments on [incremental date] each year and in accordance with the Government's decision on the pay of general practitioners following the recommendation of the Doctors' and Dentists' Review Body.'

Insert 2:

'relevant NHS Pension Scheme regulations'

For the purposes of [insert 1 below], your previous employment with [name of previous employer] does not count as part of your continuous period of employment and your continuous period of employment therefore began on [date]. However, subject to the rules set out in the Terms and Conditions of Service, previous NHS service not treated as 'continuous' under the provisions of the [insert 2 below] may be reckoned as continuous for the purpose of certain of your Terms and Conditions of Service.

England, Wales and Scotland

Insert 1:

'chapter 18 of the Employment Rights Act 1996'

Insert 2:

'Employment Rights Act 1996'

Northern Ireland

Insert 1:

'chapter 3 Employment Rights (NI) Order 1996'

Insert 2:

'Employment Rights (NI) Order 1996'

9. You will maintain membership on an occurrence based basis with a recognised medical defence organisation commensurate with your responsibilities.

England and Wales

In 2019, the state-funded indemnity scheme was introduced to cover clinical negligence claims relating to the delivery of NHS primary medical services. If the activity is non-NHS (i.e. GMC or coroner's court representation, private work etc), the salaried GP will still need Medical Defence Organisation cover.

10. Your private residence shall be maintained in contact with the public telephone service and shall not be more than 10 miles by road from [location] unless specific approval is given by the Practice to your residing at a greater distance.
11. [See below] Unless the Practice agrees with you that your appointment should be

extended, you will be required to retire on reaching the age of 65. This contract may be terminated in advance of this time by either party giving three months' notice in writing. Nothing shall prevent either party terminating the contract without notice where justified by the conduct of the other party.

England, Wales, Scotland and Northern Ireland

The BMA recommends this paragraph is removed as the default retirement age rule was repealed in 2011. If a contract of employment specifies that the employee must retire before a certain age this will amount to unlawful age discrimination, unless it can be objectively justified (only in very limited circumstances).

12. You will be entitled to 30 working days' annual leave and pro rata in the case of part-time employment and 10 public/extra statutory holidays [Insert as set out below] or days in lieu with pay each year between [date] and [date].

Northern Ireland

Insert:

'to be taken in accordance with section 2 of the General Terms and Conditions Handbook for NI'

13. In order to comply with the recent Employment Rights Act, the BMA suggests inserting the following new paragraph:

England, Wales and Scotland

In order to comply with the recent Employment Rights Act changes, the BMA suggests inserting the following new paragraph:

The Practice shall not pay you in lieu of untaken holiday except on termination of employment. The amount of such payment in lieu shall be calculated using the method [Practice to insert the local method for calculating accrued holiday pay on termination or what has been locally negotiated].

14. [See below] You will be entitled to be paid during periods of incapacity for work due to illness or injury in accordance with the Practice's notified policy.

England, Scotland and Northern Ireland

The BMA recommends that the wording in the Welsh model offer letter (see below) is used to replace the wording in paragraph 12, as otherwise the above wording is inconsistent with the model terms and conditions.

Wales

Replace paragraph 12 with:

'You will be entitled to be paid during periods of incapacity for work due to illness or injury in accordance with the occupational sick pay provisions in paragraph 225 of the Medical and Dental terms and conditions of service'

15. You will be entitled to professional and study leave with pay [insert as set out below] as set out in the Terms and Conditions of Service.

Wales

Insert:

'and reasonable expenses subject to the approval of the Practice and'

16. In order to comply with the recent Employment Rights Act changes, the BMA suggests inserting the following new paragraph:

England, Wales and Scotland

[During your employment: you must complete [SPECIFY TRAINING] which will be fully resourced by the Practice] you are entitled to take part in various training courses in which the practice may provide. Specific details of what courses might be available [can be found on the [intranet] OR will be provided to you within a timely manner of the start date of your employment].

17. Any grievance related to your employment should be raised in the first instance with

[xx] and may be pursued thereafter in accordance with the Practice's grievance procedure.

18. [See below] You will be subject to the Practice's disciplinary procedures dealing, respectively, with issues of personal conduct and professional conduct/performance.

The above wording potentially contradicts with the wording in the model terms and conditions. The BMA therefore recommends that this be amended to read:

England, Northern Ireland and Scotland

'You will be subject to disciplinary procedures dealing with issues and personal conduct and professional conduct/performance in line with paragraph 39 of the terms and conditions of service, which are attached.'

Wales

The relevant Hospital conditions of service shall apply in matters of personal conduct. In matters involving professional conduct or performance the relevant procedures of the LHB shall apply in line with the Guidance for Local Health Boards on Local Procedures as agreed between GPC Wales and the Welsh Assembly Government Primary Care Division

19. The Practice accepts no responsibility for damage to or loss of personal property, with the exception of small valuables handed to the practice manager for safe custody. You are therefore recommended to take out an insurance policy to cover your personal property.
20. [Insert as set out below]

England, Wales, Scotland and Northern Ireland

Insert:

'The practice values diversity and is committed to ensuring equal opportunities and an inclusive environment for all employees.'

21. If you agree to accept this appointment on the terms indicated above, please sign the form of acceptance at the foot of this letter and return it to me in the enclosed stamped addressed envelope. A second signed copy of this letter is attached and should be retained by you for future reference.

Yours sincerely

Signature

On behalf of

I hereby accept the offer of appointment mentioned in the foregoing letter on the terms and subject to the conditions referred to in it. I undertake to commence my duties on [date].

Signature

Date

This offer and acceptance of it shall together constitute a contract between the parties.

Model terms and conditions

Notes

- i. These are model terms and conditions for use by general medical services (GMS) practices in [name of country] and the definitions will need to be changed where the contract is used in other countries in the UK.
- ii. The model terms and conditions are to be used in conjunction with an offer letter, which will form the basis of a contract between the Practice and the employed doctor.
- iii. The offer letter should refer to and incorporate these model terms and conditions or terms which are no less favourable.
- iv. The model terms and conditions are based on the General Practitioners Committee (GPC) and NHS Confederations' understanding of the position which will pertain at 1 April 2004 but they may be subject to amendment in the intervening period if there are changes in policy or the applicable law and will be amended to reflect the position in other countries.

Wales

The Welsh version includes the following addition:

- v. 'As a consequence of the implementation of Agenda for Change (a new national pay system for the National Health Service) the NHS Staff Council will replace the General Whitley Council in December 2004. Until that time references to the General Whitley Council Handbook remain valid.' However, it is not obligatory on practices to include (v). Incorporation of (v) together with inclusion of the reference to it in paragraph 1.4 below will mean that the Agenda for Change provisions, rather than the General Whitley Council provisions will apply. Please consult the BMA further for details of how this will affect the employer and salaried GP.

Definitions

1.
 - 1.1 [Insert 1 below] Act means the [insert 2 below] as the same may be amended, supplemented or modified from time to time.

England and Wales

Insert 1:
'1977'

Insert 2:
'National Health Service Act 1977'

Scotland

Insert 1:
'1978'

Insert 2:
'National Health Service (Scotland) Act 1978'

Northern Ireland

Insert 1:
'1977'

Insert 2:
'Health and Personal Social Services (NI) Order 1977'

- 1.2 1997 Act means the [insert as set out below] as the same may be amended, supplemented or modified from time to time.

England, Wales and Scotland

Insert:

‘National Health Service (Primary Care) Act 1997’

Northern Ireland

Insert:

‘Health Services (Primary Care) (NI) Order 1997’

- 1.3 Hospital Conditions of Service means the [insert as set out below].

England

Insert:

‘Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service, September 2002 edition (last updated 21st October 2002)’

Scotland

Insert:

‘Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (Scotland), April 2003 (last updated 25 April 2003)’

Wales

Insert:

‘National Health Service Medical and Dental Staff (Wales) Handbook (issued 1 December 2003)’

Northern Ireland

Insert:

‘Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health service, March 2003 edition last updated 14 June 2004’

- 1.4 General Whitley Council Handbook means the [insert as set out below].

England and Scotland

Insert:

‘Whitley Councils for Health Services (Great Britain) General Council Conditions of Service’

Wales

Insert:

‘Whitley Councils for Health Services (Great Britain) General Council Conditions of Service (see v above)’.

However, the BMA recommends that the wording as set out above for England and Scotland is used if the parties have no intention to incorporate parts of Agenda for Change into the contract. As noted under (v) above, it is not obligatory on employers to use or incorporate Agenda for Change into the contract. For further guidance on this, please contact the BMA.

Northern Ireland

Insert:

‘the General Terms and Conditions of Service Handbook as used in NI’.

However, this should only be inserted if the recommended change to paragraph 1.7 below is made in order to help to ensure that the continuity of NHS service provisions in the model contract are available.

- 1.5 Job Plan means a plan identifying the nature and the timing of the practitioner's commitments.
- 1.6 List Regulations means the [\[insert 1 below\]](#) or any successor regulations which may from time to time be in force including comparable regulations applicable to the provision of [\[insert 2 below\]](#).

England

Insert 1:

'Primary Medical Services Performer List Regulations 2013'

However, the wording set out below for Wales could also be used.

Insert 2:

'personal medical services under the 1997 Act'

Wales

Insert 1:

'National Health Service (Performers List) (Wales) Regulations 2004'

Insert 2:

'personal medical services under the 1977 Act'

Scotland

Insert 1: NHS (Primary Medical Services and Performers Lists) (Scotland) Regulations 2004'

Insert 2:

'Section 17c services under the 1978 Act'

Northern Ireland

Insert 1:

'Health and Social Services (Primary Medical Services Performers Lists) Regulations (NI) 2004'

Insert 2:

'personal medical services under the 1977 Act'

- 1.7 NHS Employment [\[see below\]](#) means the total of the periods of employment by a National Health Service Trust, Primary Care Trust, Strategic Health Authority [\[see below\]](#) or Special Health Authority, or any of the predecessors in title of those bodies or the equivalent bodies in Wales, Scotland and Northern Ireland, together with the total of the periods during which the practitioner provided or performed Primary Medical Services.

Northern Ireland

The BMA recommends that the following wording is inserted after 'NHS Employment'. This to help to ensure that continuity of service is fully recognised if the contract refers to the NI General Terms and Conditions of Service Handbook: 'and HPSS employment'

- 1.8 Practice Facilities means premises, accommodation, equipment and services provided by the Practice.
- 1.9 Practice means the practice of one or more general practitioners together with others as the case may be employing the practitioner to provide primary medical services.

- 1.10 Primary Medical Services means medical services which are either provided as [insert as set out below] or any equivalent services provided by the primary care organisation (PCO).

England, Wales and Northern Ireland

Insert:

'personal medical services pursuant to the provisions of the 1997 Act or general medical services provided pursuant to the provisions of the 1977 Act [1978 Act in Scotland]'

Scotland

Insert:

'Section 17c services under the 1978 Act or general medical services provided pursuant to the provisions of the 1978 Act'

- 1.11 Regulations means Regulations and Directions from time to time in force pertaining to the provision of primary medical services.
- 1.12 [See below]

Wales

Insert:

'Assembly means Welsh Assembly Government.'

Appointment to, and tenure of, posts

2. Practitioners holding medical posts must be fully registered medical practitioners and their name included in a list in accordance with the List Regulations.
3. The employment will be subject to the provisions hereof and subject to the terms of notice set out herein and subject to clause 36 (Termination of Employment) shall be for [xx] or until either party gives notice or until otherwise agreed.

Basis of contract

4. Full-time general practitioners will normally be contracted to work for 37½ hours per working week ('contracted hours') such hours being divided into nine nominal sessions. Such sessions may be divided up into specific working periods by mutual agreement.
5. A part-time practitioner shall be remunerated on a pro rata basis to a full-time practitioner's salary.

Additional sessions

6. A Practice may agree with a practitioner that he or she should undertake work which is not specified in his or her Job Plan by way of additional nominal sessions or fractions thereof. The extra session(s) shall be remunerated on a pro rata basis to a full-time practitioners' salary. Any such agreement shall be reviewed when required but at least annually and will be terminable at three months' notice on either side.

Contractual duties of practitioners

7. Salaried general practitioners will agree with the Practice a Job Plan for the performance of duties under the contract of employment. The practitioner may be required to work at any of the surgery premises of the Practice and to provide primary medical services to patients of the Practice by way of (inter alia) surgeries, clinics and relevant administrative work together with such other duties as may be required by the Practice in providing such services in accordance with the 1977 Act [1978 Act in Scotland].

8. The commitments set out in the Job Plan may be varied with the agreement of the practitioner and the Practice. The Job Plan will be subject to review each year and revisions may be proposed by either the Practice or the practitioner, who shall use their best endeavours to reach agreement on any revised Job Plan. Where agreement is not reached, and the Practice notifies the practitioner of its intention to amend the Job Plan, the practitioner may appeal against the proposed amendment. The Practice shall establish a panel, chaired by the Chairman of the Local Medical Committee to which the Practice belongs, and will include a lay member of the PCO and the [insert as set out below] or nominee. If either party judges that it would be helpful, a medical adviser acceptable to each party will be co-opted to the panel. The panel will submit its advice to the Practice, which shall then determine the appeal, in accordance with such advice.

England and Scotland

Insert:

'Regional Adviser for General Practice'

Wales

Where agreement is not reached and the LHB notifies the practitioner of its intention to amend the job plan, the practitioner may require the proposed amendment to be determined in accordance with the LHBs dispute resolution procedure.

Insert:

'Assembly Adviser for General Practice'

Continuity of employment

9. [See below] For the purposes of assessing the period of continuous employment the employment under this contract shall be deemed to have commenced on [xx] being the date on which the practitioner last commenced in NHS employment.

England, Scotland and Northern Ireland

The BMA recommends that paragraph 9 is amended to read:

'For the purposes of assessing the period of continuous service the employment under this contract shall be deemed to have commenced on –

For the purposes of a dismissal claim – [insert start date of the salaried GP post]

For the purposes of calculating contractual maternity pay entitlement – [insert date when continuous NHS service began – see chapter 12, section 3.5 of the Salaried GPs' Handbook for details on how to ascertain this date]

For the purposes of calculating contractual adoption leave pay – [insert start date of the salaried GP post, unless more favourable provisions agreed as suggested in chapter 13, sections 2 and 3 of the Salaried GPs' Handbook]

For the purposes of calculating contractual paternity leave pay – [insert start date of the salaried GP post, unless more favourable provisions agreed as suggested in chapter 14, sections 3 and 4 of the Salaried GPs' Handbook]

For the purposes of calculating contractual parental leave – [insert start date of the salaried GP post, unless more favourable provisions agreed as suggested in chapter 15, sections 1.2 and 1.3 of the Salaried GPs' Handbook]

For the purposes of calculating contractual sick pay – [insert date when continuous NHS service began – see chapter 16, section 3.2 of the Salaried GPs' Handbook for details on how to ascertain this date]

For the purposes of calculating contractual redundancy pay – [insert date when continuous NHS service began – see chapter 19, section 4.2 of the Salaried GPs' Handbook for details on how to ascertain this date]'

10. Wales

The Welsh version reads differently, but the BMA recommends that it is amended as recommended above.

Working Time Regulations

11. Practitioners employed in salaried posts will have the basic rights and protections as the Working Time Regulations provide, as follows:
- i. a working time limit of an average working week of 48 hours a week which a worker can be required to work (though workers can choose to work more if they sign an individual waiver form). The standard averaging period for the 48 hrs week is 17 weeks, but this can be extended to 26 weeks if the workers are covered by one of the 'exceptions' or up to 52 weeks under a workforce agreement;
 - ii. a working limit of an average of 8 hours work in each 24 hour period over an averaging period of 17 weeks, which night workers can be required to work;
 - iii. a right for night workers to receive free health assessments;
 - iv. a right to 11 uninterrupted hours' rest in each 24 hour period;
 - v. a weekly uninterrupted rest period of 24 hours or one uninterrupted rest period of not less than 48 hours in each 14 day period;
 - vi. a right to a minimum 20 minutes' rest break where the working day is longer than 6 hours;
 - vii. a right to a minimum of four weeks' paid leave per year which period is extended by clause 40 of these terms and conditions to a period of 30 working days' paid leave per year for full-time practitioners.

Retention of other fees

11. Practitioners may not charge fees for work arising within the normal course of their duties save as set out in the Regulations.
12. Practitioners may not charge fees for issuing any certificates listed in the Regulations.
13. Also provided free of charge (for initial claims and short reports or statements further to certificates, but not for work in connection with appeals and subsequent reviews) are certificates for patients claiming Income Support and sickness and disability benefits, including Incapacity Benefit, Statutory Sick Pay, Disability Living Allowance and Attendance Allowance.

Outside activities and private practice

14. Practitioners may undertake private practice or other work, provided that it does not conflict with their Job Plan, and save by mutual agreement is not undertaken during the contracted hours.

Lecture fees (additional to those stated in the agreed Job Plan)

15. Where a practitioner gives a lecture on a professional subject for which a fee is payable and the lecture is given in or substantially in contracted hours, the fee shall be paid directly to the Practice or on receipt by the practitioner remitted to the Practice. If a fee is payable for a lecture given substantially outside contracted hours the fee may be retained by the practitioner.

Publications, lectures, etc

16. A practitioner shall be free, without prior consent of the Practice, to publish books, articles, etc. and to deliver any lecture or speech, whether on matters arising out of his or her NHS service or not, provided that the work is not undertaken during contracted hours.

Use of practice facilities

17. Where, in accordance with clause 14 the practitioner undertakes professional medical duties, private practice or other activities which involve the use of Practice facilities, any charge made by the practitioner shall be represented by two elements comprising:

- i. a payment for professional services; and
 - ii. a payment for the use of Practice services, accommodation and facilities.
18. The proportion of the fee recovered in respect of the second element at clause 17(ii) shall either be paid directly to the Practice or on receipt by the practitioner remitted to the Practice.
19. All charges in respect of professional services shall be a matter of agreement between the practitioner and the person or third party concerned.

Practice meetings

20. The practitioner is required to attend and participate in regular Practice meetings including those relating to clinical governance issues. If these meetings are held outside normal working hours, reasonable notice will be given and will be paid on a pro rata basis to a full-time practitioner's salary adjusted by time off in lieu for such attendance if agreed in advance by the Practice. The practitioner is also required to participate in and operate clinical governance methods and systems approved by the relevant PCO, eg medical audit or quality assurance initiatives. The Practice undertakes to provide the practitioner with copies of all local PCO policies and procedures, notices of local educational meetings, and professional compendia, such as the BNF and MIMS.

Equipment

21. Subject to the terms of this Agreement, the Practice will use its best endeavours to provide for use at the surgery premises and maintain in good and substantial repair and condition, the under-mentioned equipment which is hereinafter referred to as 'the equipment' (but excluding the personal equipment of the practitioner):
- i. medical and other equipment, apparatus, instruments and implements customarily used in the exercise of the profession of general medical practice; and
 - ii. all other furniture and things incidental to the exercise of the profession of medicine, the items referred to in clause 21(i) and clause 21(ii) above having been identified by the Practice to the practitioner on the [day] of [month 200x].
22. Subject to the terms of this Agreement, the Practice shall further provide at the surgery premises which the practitioner is generally required to attend, the under-mentioned services which are hereinafter referred to as 'the services':
- i. the services of such staff as are usual for the administration of a general medical practice and assisting a medical practitioner including the maintenance of the accounts and records hereinafter referred to;
 - ii. such materials, drugs and supplies as are customarily used in general medical practice; and
 - iii. the services of medical support staff when they are on duty at the surgery premises.
23. The practitioner shall not without the prior consent of the Practice use at the said surgery premises any equipment or services of the nature referred to in clauses 21(i) and 21(ii) (Equipment) other than the equipment and services provided pursuant to this Agreement.
24. The practitioner shall at all times utilise the Practice facilities in a proper manner and only upon and subject to the terms of this Agreement and shall indemnify the Practice against all costs of any repair or replacement of equipment occasioned by any negligent act and/or omission by the practitioner.
25. The Practice shall not be under any liability to the practitioner in respect of any failure to make any or all of the facilities available for a continuous period of less than three working days, unless such a failure is due to the default of the Practice.
26. The Practice shall cause the facilities to be available during normal surgery hours and days and the practitioner shall use every reasonable endeavour to utilise the facilities during the said hours.

27. Outside the aforesaid hours the practitioner shall have reasonable access to the surgery premises which the practitioner is generally required to attend for the emergency treatment of patients or for purposes other than the provision of treatment and attendance on patients but connected with the practice of medicine.

London weighting allowance (where applicable/England only)

London zone and extra-territorially managed units

28. A practitioner whose place of work is within the boundaries of a PCO designated by of sections 55a, 55b and 56 of the Hospital Conditions of Service shall be paid London Weighting at the rate specified.
29. A practitioner whose place of work is in one of the units designated by sections 55a, 55b and 56 of the Hospital Conditions of Service shall be paid London Weighting at the rate specified.

Fringe zone

30. A practitioner whose place of work is within the boundaries of a PCO designated by sections 55a, 55b and 56 of the Hospital Conditions of Service shall be paid London Weighting at the rate, unless he or she is employed at a unit described in paragraph 29 above.

Part-time appointments

31. Part-time practitioners shall receive the appropriate proportion of London Weighting.

Job sharing

32. Subject to the provisions of these Terms and Conditions of Service where appropriate, arrangements for the job sharing of a post in any grade shall be determined in accordance with the provisions of section 11 of the General Whitley Council Handbook.

Salary range and starting salaries

33. Except as provided elsewhere in these Terms and Conditions of Service practitioners on appointment will be paid at an appropriate point on the relevant range set out in Appendix 1 for their post.
34. Practices shall have discretion to fix the practitioner's salary for the first year of [his/her] employment at a figure higher than the minimum salary range point having regard to one or more of the practitioner's:
- i. equivalent service;
 - ii. service in HM forces, or in a developing country;
 - iii. special experience;
 - iv. qualifications;
 - v. local job market requirements;
 - vi. time working as a GP principal whether in GMS or PMS;
 - vii. geographical considerations; and
 - viii. the requirement for the practitioner to work out of hours where such service cannot otherwise be provided.

The BMA suggests that the pronouns 'his/her' and 'he/she' are replaced by gender neutral terms such as 'their and they' throughout and have been highlighted for ease of reference.

Medical indemnity

35. The practitioner is required to effect and maintain full registration with the General Medical Council and to effect and maintain membership on an occurrence-based basis with a recognised medical defence organisation commensurate with the practitioner's responsibilities. The practitioner is also required to provide written proof and evidence of such registration and membership.

England and Wales

In 2019, the state-funded indemnity scheme was introduced to cover clinical negligence claims relating to the delivery of NHS primary medical services. If the activity is non-NHS (i.e. GMC or coroner's court representation, private work etc), the salaried GP will still need Medical Defence Organisation cover.

Termination of employment

36. This Agreement shall be subject to termination forthwith by the Practice (in line with Practice employment procedures) if the practitioner:

- i. has [his/her] name removed from the Medical Register (except under [insert as set out below]);

England, Wales and Scotland

Insert:

'section 30(5) of the Medical Act 1983'

Northern Ireland

Insert:

'the relevant provisions of The Health and Personal Social Services Act (NI) 2001 NIc3'

- ii. conducts [him/herself] in a manner which results in [his/her] name being [insert as set out below] (whereby medical practitioners who have been written to at a certain address by the Registrar but no answer has been received from that address for six months, are erased from the Medical Register));

England and Scotland

Insert:

'suspended from the Medical Register (except under section 30(5) of the Medical Act 1983'

Wales

Insert:

'removed from the Medical Register (except under section 30(5) of the Medical Act 1983'

Northern Ireland

Insert:

'the relevant provisions of The Health and Personal Social Services Act (NI) 2001 NIc3'

- iii. has [his/her] name removed [insert as set out below] from a list maintained under the List Regulations;

England, Scotland and Northern Ireland

Insert:

'or suspended'

- iv. commits any gross or persistent breaches of the practitioner's obligations under this Agreement and such a power of determination shall be exercisable notwithstanding that on some earlier occasion the Practice may have waived or otherwise failed to exercise their rights to termination under this clause; or
- v. is guilty of illegal substance abuse or habitual insobriety [insert as set out below].

England, Wales, Scotland and Northern Ireland

Insert:

'despite reasonable efforts to support and rehabilitate'

In considering the conduct of the practitioner with regard to the provisions of (iv) above the Practice shall have regard to the guidance contained in the General Medical Council's publication 'Good Medical Practice' relating to the conduct of practitioners.

Period of notice

37. The agreed minimum period of notice by both sides shall be three months.

Application of minimum periods

38. These arrangements shall not prevent:

- i. the Practice or a practitioner from giving, or agreeing to give, a longer period of notice than the minimum;
- ii. both parties to a contract agreeing to a period different from that set out;
- iii. either party waiving its rights to notice on any occasion, or accepting payment in lieu of it; or
- iv. either party treating the contract as terminable without notice, by reason of such conduct by the other party as enables it so to treat it at law.

Personal and professional disciplinary procedures

39. [Insert as set out below]

England, Scotland and Northern Ireland

Insert:

'The relevant Hospital Conditions of Service shall apply subject to the disciplinary procedures of the Practice as they apply to medical staff or other employees.'

Wales

Insert:

'The relevant Hospital Conditions of Service shall apply in matters of personal conduct. In matters involving professional conduct or performance the relevant procedures of the Practice shall apply in line with the Guidance for Local Health Boards on Local Procedures as agreed between GPC (Wales) and the Welsh Assembly Government, Primary Care Division.'

Annual leave

40. Full-time practitioners shall be entitled to 30 working days' annual leave in each year.

41. The 30 working days' annual leave entitlement for full-time practitioners shall be taken on a pro rata basis by part-time practitioners.

Leave years

42. The leave year of practitioners shall run from the beginning of [xx] to the end of [xx] and holiday entitlement shall be taken pro rata.

Public holidays

43. The leave entitlements of practitioners are additional to ten days' statutory and public holidays to be taken in accordance with section 2 of the General Whitley Council Handbook, as amended, or days in lieu thereof. In addition, a practitioner who in the course of his or her duty was required to visit a patient or be present at premises designated for the provision of health services under the practitioner's contract of employment between the hours of midnight and 9 am on a statutory or public holiday should receive a day off in lieu.

General

44. Practitioners shall notify the Practice when they wish to take annual leave, and the granting of such leave shall be subject to approved arrangements having been made for their work to be done during their absence. Approval should not be unreasonably withheld. Locums should be employed by the Practice where it is not possible for other practitioners to deputise for an absent colleague.

Hospital Conditions of Service

45. The provisions of paragraphs 205 to 217 of the Hospital Conditions of Service shall apply to practitioners in regular appointments, save that, where a practitioner has arranged to go overseas on a rotational appointment or on an appointment which is considered by the Director of Postgraduate Medical Education or College or Faculty Adviser to be part of a suitable programme of training, or to undertake voluntary service, the practitioner may carry forward any outstanding annual leave to the next regular appointment, provided that:
- i. the next regular appointment is known in advance of the practitioner leaving the Practice to go overseas; and
 - ii. the practitioner takes no other post outside the NHS during the break of service, apart from limited or incidental work during the period of the training appointment or voluntary service.

Sick leave

Scale of allowances

46. A practitioner absent from duty owing to illness, injury or other disability shall, subject to the provisions of paragraph 48 (calculation of allowances), be entitled to receive an allowance in accordance with the NHS scale contained in paragraph 225 of the Hospital Conditions of Service.
47. The Practice shall have discretion to extend the application of the foregoing scale in an exceptional case. A case of a serious nature, in which a period of sick leave on full pay in excess of the period of benefit stipulated above would, by relieving anxiety, materially assist a recovery of health, shall receive special consideration by the Practice.

Calculation of allowances

48. The rate of allowance, and the period for which it is to be paid in respect of any period of absence due to illness, shall be in accordance with paragraphs 225–244 of the Hospital Conditions of Service.

Study/professional leave

Definition

49. Subject to paragraph 51 (conditions) study leave will be granted for postgraduate or continuing professional development (CPD) purposes approved by the Practice, and includes study (usually, but not exclusively or necessarily, on a course), research, teaching, examining or taking examinations, visiting clinics and attending professional conferences.
50. Practitioners will also be required to comply with the requirements for appraisal and revalidation as may from time to time apply. Furthermore, at least four hours per week on an annualised basis shall be protected for activities related to professional development as outlined in the agreed Job Plan. Appropriate provision for activities relating to professional development will be provided for part-time practitioners.

Conditions

51. The following conditions shall apply:
- i. the leave and the purpose for which it is required must be approved by the Practice concerned;
 - ii. where leave with pay is granted, the practitioner must not undertake any remunerative work without the special permission of the Practice.

Special leave with and without pay

52. The provisions of section 3 of the General Whitley Council Handbook shall apply, with the following qualifications:

- i. Attendance at court as witness. For practitioners attending court as medical or dental witnesses such attendance is governed by paragraphs 30 to 37 and 40 to 42 of section 3;
- ii. Jury service. Normally medical and dental practitioners are entitled to be excused jury service [see below];

This is no longer correct.

- iii. Contact with notifiable diseases. In general, the situation will not arise in the case of medical practitioners because of their professional position.

Maternity leave

53. The provisions of section 6 of the General Whitley Council Handbook shall apply.

Special leave for domestic, personal and family reasons

54. [See below] The provisions of section 12 of the General Whitley Council Handbook shall apply.

Section 12 of the GWC Handbook has been superseded by a new section 7. To avoid ambiguity, we advise that the contract should make reference to this new section 7 of the GWC Handbook.

Local Medical Committees

55. 'The LMC voluntary levy for the practitioner shall be paid by the Practice.

Expenses

56. Expenses shall be paid at the rates appropriate to all NHS practitioner employees (as per all other NHS employees).

Miscellaneous

57. Application of General Whitley Council Handbook [insert as set out below]

England, Wales and Scotland

Insert:

'The provisions of sections 7 (Equal Opportunities), 8 (Harassment at Work), 9 (Child Care), 10 (Retainer Schemes) subject where appropriate to the particular provisions of the Doctors and Dentists Retainer Schemes set out in Annex B of PM(79)3 and EL(90)222 respectively, 27 (Reimbursement of telephone expenses), 33 (Dispute Procedures), 41 (Health Awareness for NHS Staff), 45 (Arrangements for redundancy payments), 52 (Position of Employees elected to Parliament), 53 (Membership of Local Authorities), 54 (Payment of Annual Salaries), 59 (NHS Trusts – Continuity of Service), and 61 (Annual Leave and Sick Pay Entitlements on Re-Entry and Entry into NHS Employment) of the General Whitley Council Handbook shall apply.'

Northern Ireland

Insert:

'The provisions of sections 7 (Equal Opportunities), 8 (Harassment at Work), 9 (Child Care), 10 (Retainer Schemes), 28 (Reimbursement of telephone expenses), 41 (Health Awareness for NHS Staff), 42 (Disciplinary and Disputes Procedure), 45 (Arrangements for redundancy payments), 52 (Position of Employees elected to Parliament), 53 (Membership of Local Authorities), 54 (Payment of Annual Salaries), 59 (NHS Trusts – Continuity of Service), and 61 (Annual Leave and Sick Pay Entitlements on Re-Entry and Entry into HPSS Employment) of the General Whitley Council Handbook (which in this contract means the General Terms and Conditions of Service Handbook for NI) shall apply.'

However the BMA recommends that this wording in total should only be inserted if the

Appendix

Salary range

The minimum pay for a full-time salaried GP is outlined in the table below. This amount is pro-rata for those working less than full time.

England	2020-21	£60,455
Northern Ireland	2018-19*	£58,205
Scotland	2020-21	£61,346
Wales	2020-21	£61,945

*For Northern Ireland the latest 2019-20 pay scales are not yet available.

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