

GP VTS/Salaried GPs

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British Medical Association

BMA

- BMA is a professional association for doctors
- We are the only doctors' trade union with sole bargaining rights with the Government to negotiate national TCS
- We are also a scientific and education body providing policy advice to BMA members, as well as the press and the general public
- We own one of the largest publishing groups in the world, the BMJ Group



Quiz

BMA



A salaried GP can only be employed by a practice

FALSE - A sGP can be employed by:

- Practice
- Alternative provider of medical services including private companies

Since 1 April 2004 minimum terms in model contract must be offered to sGPs employed by GMS practices.



A full time sGP works 40 hours per week

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FALSE – Under the model contract full time is defined as 37.5 per week

Working hours should be defined in the job plan



A sGPs working week is divided into sessions, 1 session equal to 4 hours

FALSE: Under the model contract 37.5 hours is divided into 9 sessions of 4 hours and 10 minutes



The job plan cannot be changed without appropriate consultation

TRUE – The job plan forms part of your Contract of Employment and should set out how the 9 sessions will be worked. This should be agreed between the sGP and the employer ideally before taking up employment and should be reviewed annually.



As a full-time sGP you can expect to earn a minimum salary of £54,863

TRUE – The salary range is set by the DDRB and the current range is from £54,863 to £82,789 for 2014-15. This is pro-rata for part time employers

Under the terms of the Model Contract employees are entitled to an annual pay uplift in line with the DDRB.



Full-time sGPs are entitled to a minimum of 30 days' annual leave per year

TRUE – Under the model contract a full-time sGP is entitled to 30 days' annual leave plus 8 Bank Holidays and 2 NHS Days



A sGP will only be entitled to 1 months' full pay if sick during the first 12 months of employment

TRUE— If employed on the Model Contract sGPs are entitled to sick leave under paragraph 225 of the Hospitals Doctors' TCS which are:

- during the first year of NHS service: one month's full pay and (after completing four months' service) two months' half pay
- during the second year of NHS service: two months' full pay and two months' half pay
- during the third year of NHS service: four months' full pay and four months' half pay
- during the fourth and fifth years of NHS service: five months' full pay and five months' half pay
- after completing five years of NHS service: six months' full pay and six months' half pay



To qualify for maternity leave and pay you must have 12 months' continuous service with the NHS at the beginning of the 11th week before the expected delivery date

TRUE – Under the model contract this is governed by Section 6 of the General Whitley Council Handbook



If you meet the criteria for maternity leave and pay, you will receive 52 weeks' paid leave

FALSE – Occupational maternity scheme:

Full pay less (SMP)	= 8 weeks
Half pay plus (SMP)	= 14 weeks
SMP	= 17 weeks
Unpaid	= 13 weeks
Total	= 52 weeks



Statutory Maternity Scheme

(26 weeks continuous employment by the 15th week)

- 6 weeks @ 90% of pay
- 33 weeks SMP
- 13 weeks unpaid

If you do not qualify for SMP you can claim Maternity Allowance from the Benefits Agency which is currently £136.78 or 90 per cent of your average gross weekly earnings (before tax), whichever is the smaller.



You are entitled to 4 weeks' paid paternity leave

FALSE – Under the model contract if you have 12 months' continuous NHS service you are entitled to two weeks' leave with full pay.



You are only eligible to request flexible working upon your return to work following maternity leave

FALSE – You have a right to request flexible working and your employer has a duty to consider this.



Part-time sGPs have the right not to be treated less favourably than full-timers

TRUE – Part-time Workers (Prevention of less favourable treatment) Regulations ensure this.



Your contractual notice period is dependent on the length of service

FALSE – A sGP employed under the model contract has a contractual notice period of 3 months. This does not depend on length of service.



Why should I join the BMA

- Employment advice from dedicated advisors
- Help in work place for employees and GP employers
- The BMA cannot help you with a problem if it predates membership



Who to contact

BMA

BMA – whose advisers discuss members' information requirement and work related problems and assess the need for local representation

Contact BMA by telephoning 0300 123 1233
or by emailing support@bma.org.uk

www.bma.org.uk – which contains a wealth of guidance on work related subjects

BMA are available 8.30am-6pm Monday to Fridays – except UK wide Bank Holidays



Any questions?

Thank you

