

GP Partnership

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Pembrokeshire
West Wales

Becoming a Partner

- Family doctor
- Employer
- Teamworker
- Small businessperson
- Lifelong student
- NHS manager
- Public health doctor
- Diplomat

My Pathway to Partnership

- BSc Psychology – UCL
- BM Southampton
- PRHO Winchester and Bath
- GP VTS Winchester
- Registrar Post – West Meon Surgery
- Registrar Extension – RCGP conference
- Locum jobs for six months

Choosing the Partnership

- BMJ/Pulse/GP/Internet/PCT websites
- Word of mouth
- Salaried job as pre-cursor

Guidance

- LOCATION LOCATION LOCATION
- Number of partners, gender balance and list size
- Computer system
- Demographics
- Local services – hospitals/walk-in etc.
- Partnership agreement (BMA)
- Recent finances
- QOF points
- Workload
- Mutual assessment period 3-6/12
- OOH cover
- Training and research opportunities
- Personal issues – schools, house prices etc.
- GUT FEELING

Partnership Agreement

- Income – shared v individual
- Parity
- Purchase requirement
- Expenses
- Indemnity against liability for losses
- Departure and dismissal
- Annual leave
- Study leave
- Maternity leave
- Locum cover

LOCATION LOCATION LOCATION



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Fishguard and Goodwick Lifeboat



- Crew Member
- LMA
- Medical training exercises
- Fitness medicals for crew
- Local community involvement

Fishguard Health Centre

- 3 partners - 8 sessions
- 5300 patients
- VISION paperlight
- Market town
- Extensive tourism
- Campsites
- Nursing homes

Fishguard Health Centre

- Trust building – physios, midwives, DNs, podiatry, HV
- Minor injuries and surgery
- Contraception and IUD insertions
- Medical students



Thank you

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Being a G.P. Locum

Dr Elizabeth Mepham MRCGP

My Career

- Feb 2003 Completed GP Training
- Feb 03 – Oct 03 GP Locum
- Oct 03 – Mar 04 Maternity Locum
- Mar 04 – Oct 07 Salaried GP
- Oct 07 – Date GP Locum
x2 Maternity Locum's

Pros

- Independence.
- Option to choose when & where (avoid “bad” practices)
- Self employed benefits.
- Still able to contribute towards NHS Pension scheme.
- Ability to work in variety practices.
- Can mix with special interest.
- Good introduction into general practice outside training practice.

Cons

- Inconsistency of work.
- “Quiet periods”
- Lack of employee benefits.
- Lonely.
- Limited control of working conditions (but can protect by terms and conditions)
- Payment delays.

Challenges

- Different organisational practices.
 - Blood tests/xrays/physio/ecg etc
 - Referrals/c+b
- Coding and QOF.
- ?Professional standing.
- Setting rates - “Cartel”.
- Getting started.
- Appraisal.

Practicalities

- Getting started
- Pension
- Tax
- Obtaining work

Getting Started

- PCT supplementary list.
- Self employed NI contributions.
- Accounts/Invoices
- ?Accountant

Pension

- Monthly record of NHS income.
- Form A for each practice worked at.
- Form B monthly contribution.
- Send to registered PCT.
- Needs to be received by 7th following month
- Must be received within 10 weeks of completing work.

Form A (England)

GP LOCUM A GP Locum own use only

**NHS Pension Scheme - GP Locum's certificate of GMS or PMS
NHS work and pay for one NHS
GP Practice, PCT or LHB**

GENERAL GUIDANCE
GP Locum: To claim NHS Scheme membership for GP Locum GMS or PMS NHS work, please complete Part 1 of this form and send with the monthly invoice to the appropriate NHS Pension Scheme Employing Authority (i.e. a GP Practice, PCT or LHB). A separate form is required for each payment.
Only NHS GP Locum services contracted directly between a GP Locum and a NHS Pension Scheme Employing Authority for an absent GP(s) may be entered on this form. GP Locum work contracted with organisations that are not NHS Pension Scheme Employing Authorities cannot be pensionable in the NHS Scheme. Do NOT use this form to record GP Locum OOHs work undertaken for a OOH Provider (i.e. GP Co-op)

Part 1. To be completed by the GP Locum

Your name

National insurance number

Host PCT / LHB

Host PCT/LHB Registration No./supplied

Please enter below the dates you worked for the Employing Authority.

From / / to / / From / / to / /

From / / to / / From / / to / /

Signature

Date

I claim NHS Scheme membership for the NHS work I undertake, which is named in Part 2 below.

Part 2 To be completed by the Employing Authority (EA) Authorised Signatory
(eg. practice manager, PCT, payroll manager) The same person cannot sign Parts 1 & 2.

GP Locum's gross pay for the NHS work shown in Part 1 above. £

Which GP(s) was this work done for?

Name(s)

EA code

EA stamp

Declaration
I certify that this EA has paid the GP Locum the gross amount shown for the NHS work declared in Part 1.

Signature

Date of payment

Tax & National Insurance

- Register as self-employed.
- Monthly NI class 2 contributions.
- Accounts
 - Income
 - Expenses
 - subscriptions
 - travel
- Set aside monthly proportion (1/3)
- Yearly tax return.
- Class 4 NI contributions calculated at year end.

Obtaining Work

- Independently
 - CV Shoot
 - Advertisement
 - Cold-calling
- Agencies – non pensionable

Sources of Information

- NASGP www.nasgp.org.uk
- Doctors.net forum
- NHS Pension Agency www.nhspa.gov.uk
- HM Revenue & customs:
helpline for the newly self employed 08459 154515