

Six-point information sheets for GPs

	Approaching retirement -support and guidance
1	Many GPs in their late 50s or early 60s are looking to reduce or stop Clinical work. Retirement planning has been shown to facilitate the transition out of work, especially for people whose working lives have been extremely busy, demanding and rewarding. Using your appraisal to discuss your retirement plans and options can be helpful , as well as being aware of the appraisal/revalidation requirements should you decide to reduce your working hours or switch to working in another role
2	The appraisal team receives quite a lot of enquiries from GPs who have retired from their partnership or other substantive clinical GP role but who wish to continue doing other clinical work that requires that they maintain a licence to practice . Such roles include carrying out diving medicals, acting as a cremation form referee, doing Mental Health Section tribunals and some sports medicine roles. The Performers list regulations state that to stay on the NPL you must do at least one session of GP clinical work a year. However, most Responsible Officers expect GPs staying on the NPL to do around 40 sessions of GP work a year to maintain their fitness to practice and to stay fully up to date . This means that if you want to stay on the NPL and be appraised and revalidated by NHS England in order to keep your licence to practice and carry out your other roles , then you should aim to do around 40 sessions of GP clinical work eg as a locum/salaried doctor in a practice, or in OOH ,each year.
3	Please be aware that NHSE is not able to carry out your appraisal if you only wish to stay on the NPL in order to retain your licence to practice in your other roles and not do any GP work. If your other work is for another organisation eg the university or in post-graduate education, then you will need to switch to Health Education England as your Designated Body and they will appraise and revalidate you. If your other work is wholly private eg occupational health, then you will need to switch to a Designated Body such as the Faculty of Occupational Medicine or the Independent Doctors Federation – web link https://www.idf.uk.net/ For around £1000 IDF will provide you with an annual appraisal and act as your Designated Body to make your revalidation recommendation to the GMC
4	For some roles eg medico-legal work , you may not actually need a licence to practice to carry out the role, and therefore you can resign from the GMC-check with your employing organisation and the GMC for further information. To resign from the Medical Performers List you must submit a NPL3 form, which can be located on the useful information section of the website.
5	If you wish to reduce your working hours as a GP, but do not yet want to resign altogether from the role, you might wish to consider the GP Retainer Scheme This scheme provides financial support to GPs and to practices to enable GPs to work a maximum of 4 sessions per week for up to 5 years. The scheme was set up in the 1960s primarily to support GPs with young children to work a few sessions a week alongside child-care responsibilities. The scheme has just been reviewed and updated and now also includes GPs approaching retirement who might wish to continue in practice but not as a partner NHSE strongly encourages this initiative and will do everything possible to enable GPs to switch to a reduced commitment rather than leave the workforce altogether. Many GPs find the transition out of work is easier if they are able to gradually reduce, rather than suddenly stop, their clinical work If you are considering working as a GP but with reduced hours, [which you can do in your own practice if the partners agree] to contact Iain Lawther at HEE (NE and Cumbria) iain.lawther@nhs.net
6	Appraisal and Revalidation requirements remain the same whether you are working one session a week or ten sessions . Your appraiser will help you write a realistic PDP and guide you in terms of CPD and other Supporting Information needed for your appraisal portfolio. You will still need an annual appraisal to remain on the NPL even if

	you intend to retire before your next revalidation is due
Contact	Telephone: 0113 824 7242 Email: england.cnegpappraisals@nhs.net