

Support for GP's on Sick-leave

Information sheet 1

October 2018

NHS England and NHS Improvement



Six-point information sheets for GPs

| Sheet 1 | Sick leave , support and your appraisal |
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| 1 | <p>We fully appreciate that appraisal will be the last thing on your mind if you suddenly become unwell, and need time off from work</p> <p>All we ask, in the early stages of your sick leave, is that if your appraisal is due, you send the team a brief email explaining your circumstances, so that we are aware of what is going on, and we will postpone your appraisal for an appropriate period if necessary</p> |
| 2 | <p>If you are off work with a mental health issue, please be aware of the help available from the GP Health service which</p> <p><i>“can offer support to any GP or GP trainee who is registered on the National Performers List in England or, who is looking to return to clinical practice after a period of absence and has mental health or addiction concerns.”</i></p> <p>Contact is by SELF-REFERRAL only :</p> <p>Web: www.gphealth.nhs.uk Tel: 0300 0303 300 Email: gp.health@nhs.net</p> |
| 3 | <p>If your revalidation is due when you are off sick, this can still go-ahead if your previous year’s appraisal was fully revalidation ready [with MSF complete etc]-otherwise your Revalidation date can be postponed for up to a year [longer than a year requires GMC involvement and an individual review]</p> |
| 4 | <p>If you are off sick for more than 6 months you may want to consider some ‘return to work’ support when you are able to plan your return. We use our GP Tutors [experienced GPs and appraisers, with educational expertise] to provide this support, which can focus on any of the challenges of the transition back into clinical work . Just let us know what you are planning and whether you would like any tutor input.</p> |
| 5 | <p>If you are off work for more than a year, PLEASE contact us and let us know your plans and intentions. The Academy of Royal Colleges says that all doctors out of work for more than a year should have some return to work support and we provide this via the GP Tutor network. This is particularly important for GPs who have to undergo formal re-entry assessment and update training if they are out of GP work for more than TWO years. Our aim is to work with you, and the GP Health service if appropriate, to get you back to work before the two year cut off period. Depending on your circumstances, we may ask you to sign a ‘voluntary undertaking’ that you will not return to work without informing the appraisals team, and having some Tutor support. We will postpone your appraisal as needed but we would hope that you are able to keep some CPD going whilst on sick-leave to facilitate your return to clinical work [Your GP Tutor can help here]</p> |
| 6 | <p>If your period of sick leave extends beyond two years, please let us know your plans. It is likely that at this point we will ask you to sign a ‘voluntary undertaking’ that you will not return to work without informing the appraisals team, applying to the Induction and Refresher Scheme https://gprecruitment.hee.nhs.uk/induction-refresher [contact Dr Iain Lawther at HEE in the first instance iain.lawther@nhs.net] You will need a formal assessment of your skills/knowledge and then a funded programme of return to work support [usually for between 3 weeks and 6 months]in a practice with trainer, and an outcome assessment that you are competent to return to work independently</p> |

**Appraisal
Team**

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