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## DIRECTIONS

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### NATIONAL HEALTH SERVICE, ENGLAND

#### Directions to Health Education England (GP Registrars) 2013 and Directions to the National Health Service Litigation Authority (GP Registrars) 2013

The Secretary of State gives the following directions in exercise of the powers conferred by sections 7(1), 8, 272(7) and (8) and 273(1) of the National Health Service Act 2006(a).

#### PART 1

##### General Provisions

##### Citation, commencement and application

1.—(1) These Directions may be cited as the Directions to Health Education England (GP Registrars) 2013 and Directions to the National Health Service Litigation Authority (GP Registrars) 2013 and come into force on 1st April 2013.

(2) Direction 3 and direction 2 in so far as it relates to direction 3 are given to Health Education England(b).

(3) Direction 4 and direction 2 in so far as it relates to direction 4 are given to the Authority.

##### Interpretation

2. In these Directions—

“2003 Directions” means the Directions to Strategic Health Authorities Concerning GP Registrars 2003(c);

“2005 Directions” means the National Health Service Litigation Authority (Functions) (England) Directions 2005(d);

“the Authority” means the National Health Service Litigation Authority established by article 2 of the National Health Service Litigation Authority (Establishment and Constitution) Order 1995(e);

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- (a) 2006 c.41. Section 7 and section 8 are respectively amended by sections 21 and 55(1) of, and paragraph 5 of Schedule 4 to, the Health and Social Care Act 2012 (c.7). By virtue of section 271(1) of the National Health Service Act 2006, the powers exercised in making these Directions are exercisable by the Secretary of State only in relation to England.
- (b) Health Education England is a Special Health Authority established by article 2 of the Health Education England (Establishment and Constitution) Order 2012 (S.I. 2012/1273).
- (c) Signed in October 2003 and amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007; the Strategic Health Authorities and GP Registrar (Amendment) (No. 2) Directions 2007; the Strategic Health Authorities and GP Registrar (Amendment) (No. 3) Directions 2007; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2009; the Strategic Health Authorities and GP Registrar (Amendment) Directions 2010; and the Strategic Health Authorities Concerning GP Registrars (Amendment) Directions 2011.
- (d) Signed on 31st March 2005.
- (e) S.I. 1995/2800 as amended by S.I. 2002/2621, 2005/1445 and 2013/295.

“CCT” means Certificate of Completion of Training awarded under section 34L(1) of the Medical Act 1983 (award and withdrawal of a Certificate of Completion of Training)(a);

“GP Registrar” means a registered medical practitioner who is being trained in general practice by a GP Trainer, whether as part of training leading to a CCT or otherwise; and

“GP Trainer” means a general medical practitioner, other than a GP Registrar, who is approved by the General Medical Council under section 34I(1)(c) of the Medical Act 1983 (postgraduate medical education and training: approvals)(b) for the purposes of providing training to a GP Registrar.

## PART 2

### Directions to Health Education England

#### Payments in respect of GP Registrars

3.—(1) The Secretary of State directs Health Education England to exercise the functions of the Secretary of State referred to in this direction(c).

(2) Health Education England must distribute payments of grants, fees, travelling and other allowances to GP Trainers and GP Registrars in accordance with this Part.

(3) Health Education England must distribute payments in accordance with the 2003 Directions as in force on 31st March 2013, a copy of which together with amendments are contained in Schedule 1 to these Directions—

(a) as if references to a Strategic Health Authority are references to Health Education England; and

(b) as if the rates for basic salary and GP Registrar supplement were those rates specified in Schedule 2 to these Directions.

(4) In exercising the functions of the Secretary of State under this direction, Health Education England must—

(a) treat any act or omission by, or in relation to, the Strategic Health Authority under or in connection with the 2003 Directions as an act or omission by Health Education England; and

(b) treat anything which is in the process of being done by, or in relation to the Strategic Health Authority, and which could be done by Health Education England, as being done by, or continued by Health Education England.

(5) Where the application of a provision in the 2003 Directions would produce an unlawful or unjust result, Health Education England may, only to the extent it considers necessary and appropriate, make payments in respect of GP Registrars as if the 2003 Directions had been modified for the purposes of achieving a lawful and just outcome.

## PART 3

### Directions to the National Health Service Litigation Authority

#### Transitional provisions relating to the exercise of functions in relation to GP Registrars

4.—(1) For the purposes of exercising the Secretary of State’s functions pursuant to direction 5 of the 2005 Directions, the Authority must have regard to direction 3 and the following paragraphs.

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(a) 1983 c.54. Section 34L is inserted by S.I. 2010/234.

(b) Section 34I is inserted by S.I. 2010/234.

(c) See section 1F of the National Health Service Act 2006, inserted by section 7 of the Health and Social Care Act 2012.

(2) The functions of the Secretary of State referred to in direction 5 of the 2005 Directions must be exercised by the Authority on or after 1st April 2013 in accordance with sub-paragraphs (a) to (e)—

- (a) where a representation has been made before 1st April 2013 by a practitioner in respect of a decision made by a Strategic Health Authority under paragraph 62 of Schedule 1 to the 2003 Directions, it will be treated as a representation made in respect of a decision made by Health Education England;
- (b) where information has been placed before the Strategic Health Authority before 1st April 2013 under paragraph 63 of Schedule 1 to the 2003 Directions, it will be treated as having been placed before Health Education England and as if the practitioner is dissatisfied with the decision of Health Education England;
- (c) comments made by the Strategic Health Authority before 1st April 2013 under paragraph 64 of Schedule 1 to the 2003 Directions are to be treated as comments by Health Education England;
- (d) a decision of the Secretary of State made before 1st April 2013 under paragraph 65 of Schedule 1 to the 2003 Directions is to be treated as a determination of a dispute between Health Education England and the GP Registrar, and any direction contained in that decision is to be treated as a direction to Health Education England; and
- (e) in exercising functions under the 2005 Directions, the Authority may, in so far as is necessary, apply the 2003 Directions as if they had been modified to ensure the just, expeditious, economical and final determination of any dispute arising in relation to those Directions.

Signed by authority of the Secretary of State

Date 28 March 2013

A member of the Senior Civil Service  
Department of Health

**SCHEDULE 1**

Direction 3(3)

**The 2003 Directions and amendments to the 2003 Directions**



# NATIONAL HEALTH SERVICE ACT 1977

## Directions to Strategic Health Authorities concerning GP Registrars 2003

The Secretary of State, in exercise of powers conferred on him by section 17(1) of the National Health Service Act 1977(a), hereby gives the following Directions and in exercise of the powers conferred on him by Regulation 13(17) of the National Health Service (General Medical Services Supplementary List) Regulations 2001(b), makes the determination set out in Schedule 2:—

### Application, commencement, interpretation and extent

1.—(1) These Directions are given to Strategic Health Authorities and shall come into force on 3<sup>rd</sup> November 2003.

(2) These Directions apply to England only.

(3) In these Directions—

“GP Registrar” means a doctor who is being trained in general practice by a GP Trainer with the approval of the Secretary of State;

“GP Trainer” means a doctor approved by the Joint Committee on Postgraduate Training for General Practice in accordance with regulation 7(1) of the National Health Service (Vocational Training for General Medical Practice) Regulations 1997(c);

“Old Directions” means the Directions to Health Authorities Concerning GP Registrars dated 13th August 2001; and

“relevant date” means the date these Directions come into force.

### Directions

2.—(1) The exercise by a Strategic Health Authority of the function of providing for instruction of persons employed or contemplating employment in activities connected with health or welfare(d), shall, in respect of the instruction of GP Registrars, be limited in accordance with paragraphs (2) and (3).

(2) A Strategic Health Authority shall only exercise the function mentioned in paragraph (1) so as to distribute payments of grants, fees, travelling and other allowances, when authorised by the Secretary of State so to do, to those GP Trainers and GP Registrars whose names are notified to a Strategic Health Authority by the Secretary of State.

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(a) 1977 c.49. Section 17 was substituted by section 12 of the Health Act 1999 (c.8); and amended by the National Health Service Reform and Health Care Professions Act 2002 (c.17), Schedule 1, paragraph 7.

(b) S.I. 2001/3470, amended by S.I. 2002/848 and S.I. 2003/2644.

(c) S.I. 1997/2817, amended by S.I. 1998/669, regulation 2(3)(a).

(d) See section 63 of the Health Services and Public Health Act 1968. Section 63 was amended by the National Health Service Reorganisation Act 1973 (c.32), Schedule 4, paragraph 124 and Schedule 5; the National Health Service Act 1977 (c.49), Schedule 15, paragraph 45; the National Health Service (Scotland) Act 1978 (c.29), Schedule 16, paragraph 26(2); the Health Services Act 1980 (c.53), Schedule 1, paragraph 19(3); the Local Government Act 1985 (c.51), Schedule 17; S.I. 1985/89, article 6(1); the Health and Medicines Act 1988 (c.49), section 20 and Schedule 3; the Health Authorities Act 1995 (c.17), Schedule 1, paragraph 95 (which also added subsection (5A)); the National Health Service (Primary Care) Act 1997 (c.46), Schedule 2, paragraph 1(4); and by the Health Act 1999 (c.8), Schedule 4, paragraph 3. The functions of the Secretary of State under section 63(5A) are, so far as exercisable in relation to Wales, transferred to the National Assembly for Wales by virtue of article 2(a) of and the entry for the Health Services and Public Health Act 1968 in Schedule 1 to, the National Assembly for Wales (Transfer of Functions) Order 1999, S.I. 1999/672. The function is exercisable by Strategic Health Authorities or Primary Care Trusts on behalf of the Secretary of State pursuant to the National Health Service (Functions of Strategic Health Authorities and Primary Care Trusts and Administration Arrangements) Regulations 2002 (S.I. 2002/2375/): see regulation 3.

(3) The grants, fees, travelling and other allowances mentioned in paragraph (2) shall only be paid by a Strategic Health Authority in accordance with the rates and subject to the conditions contained in Schedule 1.

### **Revocation and transitional provision**

3.—(1) The Directions to Health Authorities Concerning GP Registrars which came into force on 13<sup>th</sup> August 2001 are hereby revoked.

(2) Where a GP Registrar was in a GP Registrar post on or after 1<sup>st</sup> April 2003, and he was at that date entitled to receive a salary from a Strategic Health Authority pursuant to paragraph 2 of the Schedule to the old Directions, that Strategic Health Authority shall make a payment to him calculated in accordance with paragraph (3).

(3) The payment specified in paragraph (2) shall consist of—

(a) the allowance the GP Registrar would have received between 1<sup>st</sup> April 2003 and the relevant date (for the period within that time that the GP Registrar was in fact entitled to be paid by that Strategic Health Authority pursuant to paragraph 2 of the Schedule to the old Directions) had he been paid in accordance with paragraph 2 of Schedule 1 to these Directions; minus

(b) the allowance that the Strategic Health Authority actually paid to that GP Registrar during the period specified in sub-paragraph (a).

(4) Where a GP Registrar is absent due to sickness immediately before the relevant date, and that absence continues on or after that date, any payments made to that GP Registrar pursuant to paragraph 41 of the Schedule to the Old Directions shall be taken into account in calculating the GP Registrar's entitlement to payments during sickness absence pursuant to paragraph 41 of Schedule 1 to these Directions.

(5) Subject to paragraph (6), where the Secretary of State has—

(a) before the relevant date; or

(b) on or after the relevant date in relation to a matter referred to him before the relevant date,

exercised his discretion pursuant to paragraph 41(b) of the Old Directions to permit payments to be made for a sickness absence in excess of three months, and payments are still being made pursuant to that decision on or after the relevant date, the Strategic Health Authority shall make payments to the GP Registrar in accordance with the decision of the Secretary of State.

(6) If, in relation to a GP Registrar falling within paragraph (5), the provisions of paragraph 41 of Schedule 1 to these Directions would afford to the GP Registrar a greater entitlement to pay during sickness absence, paragraph (5) shall not apply and paragraph (4) shall instead apply to that GP Registrar.

(7) Subject to paragraph (8), where the Secretary of State has—

(a) before the relevant date; or

(b) on or after the relevant date in relation to a matter referred to him before the relevant date,

determined pursuant to paragraph 8(a) of the Schedule to the Old Directions the allowance to be paid to a particular GP Registrar, and the GP Registrar is still entitled to receive a GP Registrar's allowance on or after the relevant date, the Strategic Health Authority shall continue to pay the GP Registrar in accordance with the determination of the Secretary of State.

(8) If, in relation to a GP Registrar falling within paragraph (7), the provisions of paragraph 2 of Schedule 1 to these Directions would entitle the GP Registrar to a higher allowance, the GP Registrar shall be paid an allowance in accordance with that paragraph from the relevant date.

Signed by authority of the Secretary of State for Health

October 2003

Department of Health  
A member of the Senior Civil Service

## SCHEDULE 1

# Allowance, Accommodation, Removal and Associated Expenses of GP Registrars in General Practice

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Annex 2: Night, Day and Mileage Allowances

Annex 3: Training Grant and GP Registrar Allowance

### **1) Scope**

a) The following payments shall be made by Strategic Health Authorities to a GP Trainer approved under s.7(1) of the National Health Service (Vocational Training for General Medical Practice) Regulations 1997 who is training a GP Registrar under the GP Registrar Scheme with the approval of the responsible Director of Postgraduate General Practice Education—

- i) a training grant, which shall be paid at the rate specified in Annex 3. GP Trainers will be entitled to this rate of payment irrespective of whether the GP Registrar they are training is being trained on a full-time or flexible basis;
- ii) reimbursement of the employer's share of the National Insurance contributions paid in respect of the GP Registrar.

b) If a motor vehicle is necessary for the use of a GP Registrar in addition to any other motor vehicle(s) used for purposes of the practice, an allowance is payable as follows (for rates see Annex 3):-

- i) for use of a car by a GP Registrar undertaking full-time training for one year;
- ii) for use of a car by a GP Registrar undertaking part-time training spread over 2 years, an allowance for each year of training.

c) Where a GP Registrar undertakes part-time training for a period of between 1 and 2 years, the allowance payable will be the allowance for 1 year at paragraph 1(b)(i) plus a proportion of the difference between the allowance at 1(b)(i) and the total allowance payable for 2 years' part-time training at 1(b)(ii) above, such proportion to be calculated according to the proportion of 1 year represented by the extension of the training period beyond 1 year. Where a GP Registrar uses a motor cycle or moped instead of a car the allowance is payable as follows:

- i) for mopeds and motorcycles up to 50cc engine capacity - 20% of the allowance for a car;
- ii) for motor cycles over 50cc engine capacity - 33% of the allowance for car.

d) Where necessary:

- i) the cost of installation of an extra telephone extension at the GP Trainer's surgery; and
- ii) the cost of installation of a new telephone at a GP Registrar's residence (away from the GP Trainer's surgery);
- iii) the cost of the rental charge for a telephone at a GP Registrar's residence (away from the GP Trainer's surgery), provided that the GP Registrar is responsible for payment of the rental charge;
- iv) the cost of installation and the rental charge for a bedroom telephone extension at the GP Registrar's residence, provided that the Strategic Health Authority is satisfied that the extension is necessary for the satisfactory performance of the GP Registrar's duties in the practice and the GP Trainer makes a declaration to that effect;
- v) as an alternative to the cost of the rental charge, the cost of purchasing a telephone handset subject to the maximum cost which otherwise would have been payable for the rental in paragraph 1(d)(iii) and (iv) above. This provision will apply only once for any GP Registrar in respect of each of the circumstances outlined in paragraph 1(d)(iii) and (iv) above.

The GP Registrar must not, during the period for which payments under the Scheme are being made (including time spent on holiday) have his or her name included on the Medical List of any Primary Care Trust.

## **2) Allowance**

a) For the GP Registrar's allowance and board and lodging a maximum payment related to the basic salary the GP Registrar was receiving in his or her last regular NHS hospital post as set out in the scale in Annex 3 and increasing on the anniversary of the GP Registrar's incremental date when in that post to the next higher points in that scale, subject to the exceptions set out below.

b) The exceptions to these arrangements are as follows:

- i) for a GP Registrar whose last hospital post was in the House Officer grade the allowance payment will be made at the point appropriate to the minimum of the Senior House Officer scale and the date of taking up the general practice traineeship will become

the GP Registrar's new incremental date i.e. the date he or she would eventually move on to the second and subsequent points of the Senior House Officer scale, if at all.

ii) for a GP Registrar who was on the maximum of the Senior Registrar scale the payment will be at the appropriate point on the scale of GP Registrar allowances payments on a mark-time basis.

iii) for a GP Registrar who was previously a Consultant the payment will be equivalent to his or her previous hospital salary on a mark-time basis.

iv) for a GP Registrar who has entered the post directly from any public sector appointment (other than those specified in sub-paragraphs (i) to (iii) or sub-paragraph (a)), including a non-consultant career grade post, an appointment as a doctor in HM Armed Forces or an NHS public health appointment, the payment shall not be less as a GP Registrar than he or she was receiving in that previous appointment. Such doctors should be paid an allowance at the rate of the current salary they were receiving in that appointment (including any allowances that formed part of that salary) for the scale point of the last relevant appointment, or salary as a serving officer in HM Armed Forces. This allowance will attract Doctors and Dentists Review Body pay uplifts. If the salary in the previous public sector appointment is lower than the salary point of their last junior hospital post plus the GP Registrar supplement, they should receive an allowance based on the latter.

### **3) London Weighting**

The allowance payment will be enhanced by the appropriate rate of London Weighting Allowance applicable to hospital practitioners where the training practice is situated in either the London Zone or the Fringe Area (for rates see Annex 3(d)).

### **4) Locum Service**

a) Where, before taking up appointment as a GP Registrar, a practitioner was engaged as a locum in general practice in the NHS or in a NHS hospital in the same or a higher grade than his or her last regular NHS hospital appointment, the locum service will count in full towards incremental credit on taking up the GP Registrar appointment. Hospital locum service in a lower grade than the last regular hospital appointment will not count for incremental credit on appointment as a GP Registrar.

b) Where, during his or her appointment as a GP Registrar a practitioner proceeds to the next point on the salary scale of a higher grade (because he or she was already on the maximum of the SHO or Registrar scale and reaches his or her next incremental date during the period of the traineeship), any previous hospital locum service in that higher grade which was of at least 3 months continuous duration will then additionally count as half in bringing forward the date of the subsequent incremental increase on the scale for that higher grade.

c) Where a practitioner's last NHS regular appointment was in Community Medicine and he or she subsequently undertakes locum service in that speciality before taking up his or her GP Registrar appointment, such locum service shall be treated for incremental purposes on the same basis as set out in (a) and (b) above.

### **5) Incremental Progression**

a) Incremental progression will be deferred when there is a break in service during which the practitioner was not employed in an NHS hospital post or as a locum or assistant in general practice. It will be deferred also if the practitioner has been employed for less than 3 consecutive months as a locum in a higher grade than his or her previous most senior regular post.

b) Incremental progression will not be deferred where a practitioner has gone overseas for a period not exceeding 6 months as an integral part of an approved vocational training programme either to participate in an established exchange scheme or, on the advice of a Postgraduate Dean, College or

Faculty Adviser in the speciality concerned, to undertake relevant medical training which is not available in this country, provided that:

- i) no salary payments, costs or other expenses fall on the NHS during the period overseas,
- ii) the practitioner has not undertaken any other work, either paid or voluntary, outside the NHS during the break in service, and
- iii) there is no unreasonable delay, (ie in no circumstances longer than 3 months) between the completion of the training abroad and the commencement or recommencement of employment as a GP Registrar.

#### **6) Premature termination of contract**

Where the contract between a GP Trainer and a GP Registrar is terminated by either party before it has run its full course and the GP Registrar does not serve out a period of notice but instead is paid in lieu of working notice, an amount equal to the allowance due for the period in question, the GP Trainer will be reimbursed the amount so paid up to a maximum of the GP Registrar's allowance for one month. In the circumstances described, payment of the GP Trainer's grant will cease from the date that the contract is formally terminated.

#### **7) Subscription to a Professional Defence Organization**

a) While a GP Registrar is receiving an allowance in general practice, it is advisable that the GP Registrar (and GP Trainer) should have medical defence cover. Where a GP Registrar becomes or continues to be a member of a recognised Professional Defence Organisation, or has approved insurance cover, he or she will be entitled to reimbursement. The GP Trainer will receive reimbursement of the GP Registrar's subscription or premium costs, minus the costs which would have been incurred if the GP Registrar had taken out the basic subscription only, whether or not the GP Registrar has previously taken out that basic subscription for personal defence costs. This is to ensure that GP Registrars would be no worse off than their hospital colleagues.

b) The following conditions should apply:-

- i) the GP Trainer has evidence of the GP Registrar's subscription or the premium he or she is paying,
- ii) the GP Trainer has received an application from the GP Registrar for reimbursement, and
- iii) the GP Trainer has reimbursed the GP Registrar.

c) The reimbursement may be paid in one lump sum or in monthly instalments, to reflect the arrangements for payment of the subscription or premium by the GP Registrar and the length of service with the GP Trainer.

d) Part months of service shall count as complete months for reimbursement purposes under this paragraph, but a GP Registrar who leaves the service of one GP Trainer and joins the service of another GP Trainer during the same calendar month shall receive one instalment for that month, payable by the former GP Trainer.

#### **8) Recognition of Service Elsewhere**

a) Where the GP Registrar's last full-time appointment was in a post other than a post of a type specified in paragraph 2 (for example in the medical services of another country, private practice or in a teaching post in a medical school) the maximum payment within the range set out in Schedule 1 will be determined by the Secretary of State in the light of the duties involved in this appointment and of any appointment previously held in a National Health Service hospital.

b) Where the last regular post was part-time and of at least six months duration, and actual earnings from that post were higher than the last regular full-time post, the allowance will be based on those part-time basic earnings within the range set out in the schedule on a mark time basis.



## **9) National Insurance contributions**

The employer's share is reimbursed by the Strategic Health Authority. The GP Registrar is responsible for meeting the employee's share.

## **10) Superannuation**

a) The superannuation contributions in respect of the GP Registrar are paid as follows: the employer's portion is paid by the Strategic Health Authority; the employee's portion is met by the GP Registrar, but in practice this portion is deducted by the Strategic Health Authority from the payment for the GP Registrar's allowance before it is paid to the GP Trainer and the payment made by the GP Trainer to the GP Registrar is accordingly reduced by this amount.

b) The GP Trainer pays superannuation contributions on the training grant payable under paragraph 1(a)(i).

## **Accommodation, Removal and Associated Expenses of Doctors Becoming GP Registrars in General Practice**

### **11) Payments for Expenses**

a) Payments under this scheme may include payments in respect of removal expenses of a practitioner who leaves a post with one of the Authorities or organisations listed in either Group 1 or Group 2 of Annex 1 to take an appointment as a GP Registrar in general practice, or moves from one training practice to another, and necessarily changes his or her accommodation. The payments that may be made are generally similar to those payable to hospital doctors, set out in Section 26 of the NHS General Whitley Council Conditions of Service Handbook.

b) For the purpose of these arrangements, short unavoidable breaks in service due to unemployment or a locum appointment between the termination of employment with the previous employing Strategic Health Authority and the commencement or resumption of the period of general practice training may be disregarded at the discretion of the Strategic Health Authority.

c) Where a GP Registrar has broken his or her regular service in order to go overseas on a rotational appointment or on an appointment which is considered by the Postgraduate Dean or College or Faculty Advisor in the speciality concerned (if necessary, with the advice of the consultant) to be part of a suitable programme of training, or to undertake voluntary service, this period shall be disregarded for removal expense purposes.

### **12) General Conditions**

a) Expenses may be reimbursed and grants paid only when:

i) the Strategic Health Authority is satisfied that the removal of the GP Registrar's home is required and that the arrangements proposed are reasonable;

ii) the Strategic Health Authority is satisfied that the expenses have been incurred by the GP Registrar;

iii) the GP Registrar has certified that the expenses are not recoverable in full or in part from any other source.

Only one set of payments may be made in respect of the property and the appropriate rates are those in payment at the date that the GP Registrar takes up the appointment (unless otherwise stated). Details of the payments that may be made and the conditions attaching thereto are set out in the following paragraphs.

### **13) Definitions**

a) For the purpose of accommodation, removal and associated expenses of the GP Registrar scheme the following definitions apply:

i) "A reasonable arrangement " is a move to accommodation which is broadly comparable to that occupied by the GP Registrar in the locality of his or her previous employing Strategic Health Authority. Where there is a demonstrable improvement in the standard of accommodation, the Strategic Health Authority will relate payment of expenses to a notional purchase price or rent to be assessed independently by local estate agents or another appropriate body, which the Strategic Health Authority regards as reasonable to establish a GP Registrar in broadly comparable accommodation having regard for the level of property prices or rent in both the old and the new locations. The Authority should use the same procedures as apply for determining notional purchase prices or rents. Proportional payment in these circumstances will apply only to those expenses connected with purchase of property or rent in the new location and the notional price or rent will be used instead of the actual price or rent in the consideration of claims for excess rent allowance. Where a GP Registrar has been compulsorily resident in Strategic Health Authority accommodation in the area of his or her previous employment, the Strategic Health Authority has discretion to determine what should constitute "broadly comparable accommodation" in the new area having regard to the standard of accommodation which the GP Registrar may have had no alternative but to accept in his or her previous employment.

ii) "Householders" are GP Registrars who, in the area of their previous employment, occupied unfurnished accommodation of more than one main room, rented or owner-occupied. In any case which is considered that this definition would cause hardship, the Strategic Health Authority should consult the Secretary of State. A GP Registrar who was a "householder" in the area of his or her previous employment may elect to maintain his or her house in that area and instead take up lodging in the area of the traineeship. In these circumstances, the GP Registrar is still to be regarded as a householder for the purpose of claiming removal expenses.

iii) A "married GP Registrar" is a GP Registrar who at the date of the start of the traineeship was married and living with his or her family.

iv) A "child" is a member of the household aged 4 years or over and receiving full-time education, or who is under 17 years of age and serving a full-time apprenticeship, who has to go to another school or place of apprenticeship because of the move.

#### **14) Expenses During Search for Accommodation**

##### **a) Preliminary Visit**

i) Where a GP Registrar makes a preliminary visit to the area of the traineeship in order to obtain accommodation actual expenses incurred on travel and subsistence (for up to 5 days) may be reimbursed within the limits of the travel and subsistence allowances payable to general practitioners who attend educational courses approved by the Postgraduate Medical Deans of Universities in accordance with the arrangements made under Section 63 of the Health Services and Public Health Act 1968 (shown at Annex 2), with the following modifications:-

(1) The night subsistence allowance shall not be paid for more than 4 nights.

(2) The rate of subsistence for the GP Registrar's husband or wife and any children over 12 years of age shall be at two-thirds of the GP Registrar's rate and for any children aged 12 and under at half the GP Registrar's rate.

#### **15) Excess Daily Travelling Expenses**

a) In the case of a married GP Registrar or a single GP Registrar with equivalent responsibilities who cannot find suitable family accommodation or a single householder who cannot find suitable accommodation to move into, but who otherwise would be eligible for removal expenses, the extra daily travelling expenses from his or her home to the area of the traineeship may be reimbursed on the following conditions;

- i) the reimbursement shall not exceed the extra cost incurred on the basis of bus fares or second class rail fares and, where appropriate to the situation, at season ticket or contract rates on a quarterly or shorter period basis most economical in the particular circumstances; the allowance shall be reassessed following any changes in fares in either the area of the previous employment or the area of the traineeship;
- ii) if the GP Registrar travels by private motor vehicle the allowance shall be based on the rates referred to in paragraph 14;
- iii) the rate of reimbursement shall not exceed the long-term rate of night subsistence allowance (ie the rate payable after the 30th night in the accommodation referred to in paragraph 14;
- iv) reimbursement shall continue only for as long as the Strategic Health Authority is satisfied at regular intervals that the GP Registrar is making every effort to find suitable accommodation.

#### **16) Temporary Accommodation**

Where a married GP Registrar, a single GP Registrar with equivalent responsibilities or a single householder has not found suitable accommodation before taking up the traineeship and, where applicable, has left his or her family behind, night subsistence allowance at the rates referred to in paragraph 14 may be paid while the GP Registrar is searching for suitable accommodation. The allowance is payable only for as long as the Strategic Health Authority is satisfied at regular intervals that the GP Registrar is making every effort to find suitable accommodation.

#### **17) Visits Home**

The long-term subsistence allowance payable after the first 30 nights in the accommodation in the area of the traineeship may continue if the GP Registrar returns home to the old area at weekends provided he or she is away from his or her lodging for not more than 3 nights (or 3 nights plus bank and public holidays). Where subsistence allowance is being paid, or the GP Registrar has not found family accommodation, travelling allowances at the rates referred to in paragraph 14 may be paid in respect of the GP Registrar's visits to his or her home in the old area at weekly intervals.

#### **18) Retention of Rooms Allowance**

An allowance not exceeding £4.70 a night shall be payable when a GP Registrar is temporarily absent from his or her lodgings in the area of the traineeship and has to make payment in order to retain the accommodation during the period of absence. The allowance is not payable in respect of a GP Registrar who continues to receive a night subsistence allowance for weekend periods of absence in accordance with paragraphs 16 and 17 above.

#### **19) Payment of Travelling Expenses and Additional Accommodation Costs in Lieu of Removal Expenses**

Where a practitioner undertakes vocational training for general practice by means of a succession of periods of training in hospital posts and general practice he or she may establish a permanent home in the locality in which the hospital parts of the training programme are centred or near a training practice. If his or her permanent home is established in the locality of his or her first post he or she may, on taking up his or her second or subsequent posts, choose not to move his or her permanent home because of the comparatively short duration of the traineeship but to travel daily the greater distance to the location of these posts. Similarly if his or her permanent home is in the locality of his or her second or subsequent posts he or she may choose not to move his or her permanent home on taking up his or her previous post or posts, but to travel the extra distance to the location of these posts. In such circumstances the GP Registrar may either:-

- a) travel daily from his or her permanent home to the training practice, in which case excess daily travelling expenses may be paid subject to the limits and conditions specified in paragraph 14, or

b) take temporary lodgings away from his or her permanent home and close to the training practice in which case actual expenses incurred may be paid subject to the limit of the excess daily travelling expenses that would otherwise be payable under paragraph 19(a).

## **20) Expenses of Home Purchase and House Sale**

### *Bridging Loans*

a) The following interest charges (net after income tax relief where allowable) may be reimbursed:

i) interest on a bridging loan not exceeding the estimated selling price of the old property; or

ii) interest on a proportion of a bridging loan not exceeding the estimated selling price of the old property; or

iii) interest on a limited bridging loan and interest on the old mortgage where a particular Building Society insists that the mortgage may not yet be redeemed.

b) In all cases reimbursement may be made in full for up to 6 months where the Strategic Health Authority is satisfied that the GP Registrar has acted reasonably in committing himself or herself to the purchase of a house in the new area before having arranged the sale of his or her old accommodation. Reimbursement may be continued beyond this period if the Strategic Health Authority is satisfied that the GP Registrar is making every effort to sell at a reasonable figure but is encountering exceptional difficulty in selling the accommodation in the old area. Reimbursement may be made only to the extent that the charges do not exceed the reasonable cost of arranging such finance from normal commercial sources. Charges incurred in arranging bridging finance qualify for reimbursement as expenses in connection with mortgage or loan (see paragraph 21 below).

## **21) Legal and estate agent's fees on house sale and house purchase**

a) When a householder buys a house because of the traineeship and it is the first permanent unfurnished accommodation he or she occupies in the area of the training practice or sells a house in which he or she was living immediately before taking up the traineeship, reimbursement may be made of all reasonable vouched legal and other expenses including VAT, provided that the removal is for a period of more than 6 months.

b) Where a householder has an established commitment to complete all his or her remaining vocational training appointments in the same locality, the Strategic Health Authority may treat a period of traineeship of not more than 6 months' duration followed by one or more hospital appointments as one for the purposes of considering entitlement under this paragraph, providing that no further set of legal and other removal expenses will be paid during the traineeship.

c) Such expenses may include:

i) House purchase -

(1) Solicitor's fees

(2) Stamp duty

(3) Land registration fees

(4) Incidental legal expenses

(5) Expenses in connection with mortgage or loan including guarantee and survey fees (but excluding interest except as provided by paragraph 20 (a) above).

(6) The cost of a private survey.

(7) Electrical wiring test.

(8) Drains test.

ii) Abandoned purchase -

(1) If a GP Registrar incurs expenses by way of legal costs, survey fees, etc., in relation to a proposed purchase which does not take place such expenses may be reimbursed at the Strategic Health Authority's discretion. The Strategic Health Authority should be satisfied that the costs for which reimbursement is claimed are reasonable in relation to the work done and the stage which was reached before the purchase was abandoned. In exercising its discretion as to whether to reimburse such expenses the Strategic Health Authority should be satisfied that the GP Registrar was in no way responsible for the abandonment of the transaction (e.g. the house having been withdrawn from the market by the vendor for his or her own reasons) or that the GP Registrar's reasons for withdrawal were entirely reasonable having regard to the difficulties encountered.

iii) House sale -

(1) Solicitors' fees, including legal expenses incurred on the redemption of a mortgage.

(2) House agents' or auctioneers' fees.

(3) Where the GP Registrar does not employ a house agent or auctioneer, all reasonable vouched expenses may be reimbursed.

iv) No compensation can be paid for loss on the sale of a house consequent upon taking up a traineeship. If a GP Registrar lets his or her house in circumstances where legal expenses would otherwise be reimbursable for house sale, the legal expenses in connection with the letting may be reimbursed. If these expenses are reimbursed, no legal expenses in connection with the sale of that house may be paid until the occurrence of circumstances which render the GP Registrar eligible for removal expenses once again.

## **22) Travel and Subsistence Expenses on Removal**

### *Journey from the old to the new home*

a) The cost of one journey and, if the length of the journey warrants it, subsistence allowance shall be paid in respect of the GP Registrar and his or her dependants, subject to the limits specified in paragraph 14 (a) above. The dependants in respect of whom these payments may be made are the dependent members of the GP Registrar's household, including for this purpose any young person under 21 who, although he or she may be earning his or her own living, moves to the new home as a result of the GP Registrar's commencement of the traineeship, and one servant or nurse.

### *Return to superintend removal.*

b) Where it is necessary for a GP Registrar to make a return visit to superintend removal from his or her old home travel and subsistence allowances at the rates specified in paragraph 14(a) may be paid for a period which when added to the period of the preliminary visit does not exceed 5 days. This period may be extended to 7 days if the Strategic Health Authority is satisfied that the visits could not have been made in 5 days. Night subsistence allowance for not more than 4 nights may be paid for a visit of 5 days, and for not more than 3 nights for a visit of less than 5 days. Night subsistence is not payable when the GP Registrar uses, or could use, the old accommodation or stays with relatives.

## **23) Expenses of Actual Removal**

a) Before the removal of the GP Registrar's furniture and effects an estimate of the cost of the removal should be approved by the Strategic Health Authority. When furniture is to be removed by contractors, 3 competitive tenders in writing should be obtained wherever possible and submitted to the Strategic Health Authority. While GP Registrars are at liberty to accept a tender other than the lowest, reimbursement will be restricted to the amount of the lowest tender except for good reasons to the contrary. The tenders should be subject to the conditions under which removals are ordinarily undertaken by contractors and should not cover special services (e.g. taking down and putting up fixtures, relaying or fitting carpets) for which separate arrangements should be made.

b) The approved expenditure to be reimbursed is:-

i) The cost of removal from the old home to the new one of furniture and effects belonging to the GP Registrar or the dependent members of his or her household at the time of the start of the traineeship. This may include pedal cycles and heavy but ordinary articles of furniture or garden equipment but if the removal of some special item (e.g. concert piano) involves special arrangements, then the extra expense of the special arrangements must be met by the GP Registrar. Livestock or animals, other than domestic pets, must also be conveyed at the GP Registrar's own expense.

ii) The cost of removal from the old home to store locally and then to the new home or, where housing difficulties necessitate it, of piecemeal removal (e.g. where most of the furniture is moved to store but such articles as cots, perambulators, cutlery easy chairs, and radio and TV sets are wanted for use temporarily in furnished rooms).

c) Storage

i) Charges for the storage of article of furniture and effects in respect of which expenses of removal may be paid will be reimbursed where the necessity for storage arises from the removal.

ii) Where temporary unfurnished accommodation is occupied in the area of the training practice and part of the furniture has to be left in store until more suitable accommodation can be found, the storage charges will be paid in full only when the rent in the new area exceeds that of the old; otherwise payment will be restricted to the amount by which the rent of the new accommodation, plus the storage charges, exceeds the rent of the old.

iii) Any extra cost of insuring furniture in transit will be allowed up to the value for which it is ordinarily insured by the GP Registrar, and the extra cost of insurance in store will be treated as part of the storage charges.

#### **24) Tenancy**

a) The reasonable vouched cost of a tenancy agreement or agreements, house agents' fees and a drains test, may be reimbursed in respect of GP Registrars who need to rent accommodation (furnished or unfurnished) in the area of the traineeship. These expenses will not, however, be reimbursed in respect of single GP Registrars who move into lodgings, as distinct from furnished accommodation.

b) It should be noted that prospective tenants of furnished or unfurnished residential accommodation may not legally be charged fees by an estate agent and such fees may not be reimbursed.

#### **25) Miscellaneous Expenses Grant**

a) A miscellaneous removals expenses grant may be paid at the appropriate rates set out in Paragraph 7 of the Annex to Section 26 of the General Whitley Council Conditions of Service Handbook in respect of additional expenses incurred by a GP Registrar after taking up the traineeship and occupying new permanent accommodation, under the following conditions:

i) GP Registrars who have not taken up a post during the previous 2 years, which shall be determined by reference to the date of taking up the post, for which a miscellaneous expenses grant has been paid at the rates stated, are entitled to payment at those rates;

ii) GP Registrars who do not satisfy a. above are entitled to reimbursement of miscellaneous expenses which shall not exceed the expenditure actually incurred, and the Strategic Health Authority may make this reimbursement conditional upon the furnishing of a statement of such expenditure.

b) A grant at the rate appropriate to a married GP Registrar may be paid in respect of a single GP Registrar where the Strategic Health Authority is satisfied that he or she has similar domestic responsibilities.

c) The miscellaneous expenses grant for GP Registrars entitled to reimbursement under this paragraph is intended to reimburse identifiable items of expense incurred by practitioners at the

time of transfer for which provision is not otherwise made in the removal expenses rules and which do not involve betterment of the property. The following are some examples of the main items which might rank for the grant, but the list is not meant to be exhaustive:

- i) Installation of TV aerial.
- ii) Plumbing in a washing machine / dish washer.
- iii) Connection of cooker.
- iv) Redirection of mail.
- v) Alteration and fitting of existing carpets.
- vi) Alteration of curtains.
- vii) Refitting of kitchen window fan.
- viii) Alteration of round pin plugs to square pin plugs and vice versa.
- ix) Loss of television rental.
- x) Alteration of headboard to fit new bedroom.
- xi) Alteration of pelmets.
- xii) Replacement of distinctive items of school uniform.
- xiii) Cleaning of property.
- xiv) Tuning of piano.
- xv) Reasonable telephone calls made in the course of seeking accommodation.

## **26) Expenses Consequent Upon Removal**

### *Loss of season tickets*

a) Allowances will be made for the unexpired value of a GP Registrar's railway or bus season ticket for the remainder of the quarter current at the time he or she moves to take up the traineeship, provided the amount is irrecoverable from the railway or bus company.

### *Loss on school fees*

b) The day school fees of children for whom travelling allowances are payable under paragraph 22 above will be reimbursed in respect of the remainder of the term current at the time of the removal of the family to the area of the traineeship, but only insofar as double payment for the same term is involved by the child entering a new school. An allowance will similarly be made for school fees paid in lieu of notice, or fines for not proceeding with the education of the child at the old school, where such payment is enforced notwithstanding that the withdrawal of the child is due to removal from the locality.

## **27) Continuing Expenses in the Old Area**

### *Continuing commitment allowance*

a) Where a GP Registrar unavoidably incurs regular expenses in respect of the accommodation previously occupied in the old area, concurrently with accommodation expenses in the area of the traineeship, an allowance may be paid as follows:

- i) married GP Registrars (and other GP Registrars with similar domestic commitments) - an allowance equal to the amount of the continuing commitments in the old area or the long-term rate of night subsistence allowance referred to in paragraph 14 (a), whichever is the less, from the date the GP Registrar is joined in the area of the traineeship by his or her family.
- ii) single householders - an allowance equal to the amount of the continuing commitments in the old area or the long-term rate of night subsistence allowance referred to in paragraph 14 (a), whichever is the less, from the date of taking up the traineeship.

- iii) single GP Registrars - an allowance equal to the amount of the commitments in the old area or the rate of the retention of rooms allowance (see paragraph 18), whichever is the less, from the date of taking up the traineeship.
- b) In all cases, payment of the allowance shall be made for up to 3 months. Payment may, at the Strategic Health Authority's discretion, be continued beyond this period if the Strategic Health Authority is satisfied that the GP Registrar is making every effort to terminate liability in the old area but shall not continue in any case for more than 12 months.
- c) If any part of the accommodation in the old area is let, the rent received should be deducted from the amount of the allowance otherwise payable.
- d) A continuing commitments allowance will not be payable when payment is made towards the expenses of a bridging loan or mortgage as provided for in paragraph 20 above.

### **28) Lodging costs of child left in old area for educational reasons**

At the discretion of the Authority, 50% of the vouched board and lodging costs, up to a maximum of £15 per week, may be reimbursed where it is necessary for a GP Registrar's child to be left in the old area in order to complete a course of study leading to an external examination e.g. "GCSE" or "A" level, or where for medical or educational reasons the local education authority in the old area has made special schooling arrangements and comparable arrangements are not available in the area of the traineeship. Reasonable travel expenses incurred by the child between school and home at the beginning and end of term may be reimbursed, but the cost will be limited to second class fares only. In applying the provisions of this paragraph the following conditions must be satisfied:

- a) it must be established that the local education authority (either in the old area or the area of the traineeship) is not offering any assistance in respect of board and lodging or school boarding costs for the child.
- b) the Head Teacher concerned must certify that the child has entered the final year of study for an examination and that the move to another school at the time of the family move would be prejudicial to the child's chances in the examination; or
- c) the local education authority in the area of the traineeship must certify that comparable special schooling arrangements are not available in the area of the traineeship and that a move to any other school would be detrimental to the educational progress of the child.

### **29) Payment of Rent of Unoccupied Property**

Where a practitioner due to undertake a traineeship is unavoidably obliged to commence payment of the rent of property in the area of the traineeship in order to secure the tenancy of suitable property, while still paying rent in his or her old area, the rent of the unoccupied accommodation in the area of the traineeship may be reimbursed up to a rate not exceeding the long-term rate of night subsistence allowance referred to in paragraph 14 (a) for a period not exceeding 3 months. Claims for overlapping rent in these circumstances should be sent with full details to the Strategic Health Authority.

### **30) Excess Rent in the New Area**

- a) Excess rent allowance may be paid in respect of GP Registrars on conditions and at rates similar to those applicable to hospital doctors (contained in Section 26 and the Annex to Section 26 of the NHS General Whitley Council Conditions of Service Handbook).

### **31) Entitlement to Payment**

General condition of eligibility

Where removal expenses are payable in accordance with paragraphs 11 to 30 excess rent allowance may be paid in respect of a GP Registrar (whether as an owner-occupier or the tenant of



furnished or unfurnished accommodation in the area of the traineeship) if the following requirements are satisfied:-

- a) the total expenditure on rent or its imputed equivalent (see paragraphs 31-33 and 35), general and water rates, feu duty and the annual insurance premium on the property (excluding contents) in the area of the traineeship, exceeds the corresponding total expenditure in the area of the GP Registrar's previous employment (subject to the provisions of paragraph 13);
- b) in the case of a married GP Registrar, the GP Registrar is joined in the accommodation in the area of the traineeship by his or her family or dependants;
- c) if the accommodation in the area of the traineeship is to be designated as temporary (see paragraph 36) this must be for reasons acceptable to the Strategic Health Authority and which are given at the time of the start of the traineeship;
- d) the GP Registrar during the whole period of payment of the allowance continues to occupy the accommodation in respect of which the allowance is approved and remains employed as a GP Registrar within the area of the approving Strategic Health Authority.

### **32) Exceptions**

There are two exceptions to the requirements set out in paragraph 31 above as follows:

- a) Where a GP Registrar received an excess rent allowance in his or her previous NHS employment and, on starting a traineeship for which a move of home is not necessary, remains in the accommodation in respect of which the allowance was awarded, payment of the excess rent allowance may continue during the traineeship as long as the GP Registrar remains in the same accommodation. Payments of excess rent allowance may therefore be made in these circumstances subject to the conditions set out in paragraphs 30 and 31.
- b) GP Registrars who cease to reside in the accommodation for which the allowance was approved because of personal or domestic difficulties, but are required to meet the whole of the outgoings in that accommodation where their spouses and dependants continue to reside, may continue to be paid the allowance for the remainder of the permitted period of payment if the GP Registrar furnishes at periodic intervals documentary evidence that he or she is responsible for, and is continuing to meet, the costs that gave rise to the allowance.

### **33) Moves from unfurnished accommodation in old area to furnished accommodation in area of traineeship**

Excess rent allowance may be paid in respect of a householder who moves into permanent unfurnished accommodation in the area of the traineeship, whether or not following a period spent in temporary accommodation, and who satisfies the conditions of paragraph 31.

### **34) Moves from furnished accommodation in old area to furnished accommodation in area of traineeship**

- a) Excess rent allowance shall be paid in respect of a married GP Registrar who moves into permanent furnished accommodation in the area of the traineeship, whether or not following a period of temporary accommodation, and who satisfies the conditions of paragraph 31.
- b) The excess rent allowance is payable for one year at the amount of the excess rent payable in respect of the accommodation in the area of the traineeship subject to a maximum equal to the long-term rate of night subsistence allowance referred to in paragraph 14 (a).
- c) The allowance is payable in full for the first 6 months from the date of the start of the traineeship and at half that rate for the next 6 months. If the rate of allowance for the first 6 months is less than a quarter of the long-term rate of night subsistence allowance, it may continue unaltered for the remaining 6 months. If the rate of allowance is less than half, but more than a quarter of the long-term rate of night subsistence allowance it may be paid at a quarter of the long-term rate of night subsistence allowance for the following 6 months.

### **35) Moves from furnished accommodation in old area to unfurnished accommodation in area of traineeship**

An excess rent allowance may be paid in respect of a married GP Registrar who moves from furnished accommodation in the old area to permanent unfurnished accommodation in the area of the traineeship in accordance with the provisions of paragraph 34.

### **36) Temporary accommodation in the area of the traineeship**

Where a householder moves from accommodation in the old area into accommodation in the area of the traineeship accepted by the Strategic Health Authority as temporary accommodation (and, in the case of a married householder, is joined in the area of the traineeship by his or her family) excess rent allowance may be paid from the date of the start of the traineeship as follows:

a) if the temporary accommodation is unfurnished the rate of allowance should be calculated as in paragraph 33.

b) if the temporary accommodation is furnished the amount of the allowance should be the excess of the rent of the furnished accommodation over the rent (actual or imputed) in the old area subject to a maximum equivalent to the long-term rate of night subsistence allowance referred to in paragraph 14 (a).

### **37) Single GP Registrars**

An excess rent allowance may be paid in respect of a single GP Registrar who was not a householder but who maintained his or her own establishment in the old area (i.e. an establishment for which the charge covered rent only and included nothing for board and services) at a rate equal to the difference between the charges in the old area and the area of the traineeship, subject to a limit of £32.90 per week during the first 6 months from the date of the start of the traineeship followed by the remaining 6 months at half the difference subject to a maximum £16.95 per week.

### **38) Claims**

Claims for excess rent allowances should normally be submitted within 3 months from the date on which they could first have been claimed.

### **39) Payment of Expenses of GP Registrars When on Call**

a) In the circumstances described in paragraph 19 a GP Registrar who is required as part of his or her training to be on call at the practice to which he or she is attached, may need to stay in lodgings close to the practice on those nights and weekends when he or she is on call, and will not on such occasions qualify for payment of excess daily travel expenses under paragraph 19. Where, for oncall purposes it is necessary for the GP Registrar to stay overnight in lodgings away from his or her permanent home actual lodging expenses incurred may be reimbursed, subject to the limit of the long-term rate of night subsistence allowance referred to in paragraph 14 (a).

b) The long term rate of night subsistence allowance limit, which applies also to the payment of excess daily travel expenses provided for in paragraph 19, covers a period of 24 hours. Since a GP Registrar cannot be restricted to payment of either excess daily travel expenses or lodging expenses in one 24 hour period, but may in some cases receive both payments within one 24 hour period, the limit may be applied over such longer timescale as is appropriate (e.g. a week) having regard to the payments made during that period.

### **40) Interview Expenses**

A practitioner who attends an interview with a Director or with a GP Trainer approved under the GP Registrar Scheme with a view to undertaking a traineeship and necessarily incurs travelling and subsistence expenses may receive travelling and subsistence allowances at the appropriate rates from a Strategic Health Authority with the authority of the Director. Travelling and subsistence allowances will not be paid to a candidate who withdraws his or her application or

refuses an offer of appointment on grounds which, in the Strategic Health Authority's opinion, are inadequate.

## **Sickness**

### **41) Payments to GP Registrars During Sickness**

a) In this paragraph, a month means a calendar month and a year means a calendar year.

b) Payments to GP Registrars during sickness should be made on the basis of:-

(i) number of years of service with the NHS; and

(ii) number of months of sickness leave

and shall be made in accordance with the table below.

1st year of service	1 month's full pay and (after completing 4 months service), 2 months' half pay
2nd year of service	2 months' full pay and 2 months' half pay
3rd year of service	4 months' full pay and 4 months' half pay
4th year of service	5 months' full pay and 5 months' half pay
5th year of service	5 months' full pay and 5 months' half pay
6th year of service +	6 months' full pay and 6 months' half pay

c) In all cases:-

(i) payments should be abated by the amount of any Statutory Sick Pay or injury benefit which is payable to the GP Registrar; and

(ii) payments of the GP Trainer's grant and any additional motor vehicle allowance should continue for absences totalling no more than 12 months.

d) Where sickness absence totals more than two weeks, the traineeship should be extended by up to the equivalent period to allow completion of training.

e) The sick leave provisions in this paragraph shall apply to a GP Registrar from the date of commencement of the contract between a GP Trainer and a GP Registrar and shall cease to apply on the termination of the contract for any reason; provided that, where a GP Registrar is in receipt of sick leave payments at the time of the termination of the contract, those payments shall be paid during the GP Registrar's sickness, up to the limit of his maximum entitlement to payments, pursuant to the provisions in the table in subparagraph (b).

f) GP Trainers must inform the Strategic Health Authority and the Director when the GP Registrar is absent due to sickness.

## **Maternity Leave**

### **42) Maternity Leave for GP Registrars**

Payments in respect of the GP Registrars allowance will continue to be made to GP Trainers during any maternity leave taken by the GP Registrar provided that the conditions set out in paragraphs 43-56 below are met. These conditions are generally similar to those applicable to hospital doctors (contained in Section 6 of the NHS General Whitley Council Conditions of Service Handbook as amended). It should be noted that the provisions that follow do not constitute an entitlement for GP Registrars to maternity leave or pay as these are matters between the GP Registrar and the GP Trainer as her employer subject to the employee's statutory entitlements (see paragraph 56). The purpose of the provisions is to set out the conditions to be met in order that the GP Trainer can continue to be reimbursed the cost of the allowance paid to the GP Registrar.

Before payment is made, the GP Trainer and the GP Registrar may be required to confirm that the arrangements made have been in accordance with these conditions.

#### **43) Qualifying Conditions in Respect of Maternity Leave**

Payments to GP Trainers in respect of salaries paid to GP Registrars during maternity leave will be dependent on the GP Registrar meeting the following conditions:

- a) the GP Registrar has completed at least 12 months continuous service which may be with one or more employing authorities or Local Authorities or as a GP Registrar in general practice by the beginning of the fifteenth week before the expected week of confinement (a break in service of 3 calendar months or less, between termination of employment with one Strategic Health Authority and resumption with another or as a GP Registrar, or less than 6 calendar months spent in employment as a locum for, or assistant to, a practitioner providing general medical services to the National Health Service, or a period of up to 6 months spent abroad as part of an approved vocational training programme on the advice of a Postgraduate Dean or College or Faculty Adviser in the speciality concerned, will not be considered as breaking the 12 months' continuous service and may for this purpose be disregarded).
- b) the GP Registrar continues to be employed by the GP Trainer until immediately before the beginning of the fifteenth week before the expected week of confinement.
- c) the GP Registrar notifies the GP Trainer, in writing, of her intention to take maternity leave and whether or not she intends to resume the traineeship with the same or another GP Trainer after her confinement; and that this notification is made not later than 21 days before the commencement of maternity leave, or, if this is not possible, as soon as is reasonably practicable.
- d) the GP Registrar submits to the GP Trainer a statement from a practitioner or a certified midwife indicating the expected date of confinement as soon as possible and in any event not later than 21 days before the commencement of maternity leave, or, if this is not possible, as soon as is reasonably practicable.
- e) In this paragraph, "employing authorities" means a Health Authority, a Primary Care Trust, a Strategic Health Authority or an NHS Trust.

#### **44) Commencement of Maternity Leave**

Payments to GP Trainers will be made where:

- a) maternity leave commences not earlier than the beginning of the fifteenth week before the expected week of confinement. Postponement is subject to the production to the GP Trainer of written evidence from a practitioner of capacity to continue the traineeship.
- b) where a GP Registrar is on sick leave prior to the fifteenth week before the expected week of confinement and confinement occurs, maternity leave commences from the beginning of the actual week of confinement and any earlier absence, supported by a medical statement of incapacity for work, or a self-certificate, is treated as sick leave in accordance with provisions of paragraph 41. If the GP Registrar works in the actual week of confinement and is therefore entitled to payment in respect of the work done, maternity leave should start on the first day of absence. Payment will continue to be made to the GP Trainer where with, his or her agreement, a GP Registrar whose confinement has occurred prior to the fifteenth week before the expected week of confinement, spreads her maternity leave entitlement, taking a short period of leave immediately after confinement and then returning to work to take the balance of leave following the child's discharge from hospital.
- c) where a GP Registrar has chosen to work beyond the sixth week before the expected week of confinement, absence on account of sickness after the fifteenth week which is certified as unrelated to pregnancy is dealt with in accordance with the provisions of paragraph 41 and such absence is treated as sick leave until the date previously agreed that she should commence maternity leave. If illness is attributable to pregnancy, then maternity leave commences from the fourth day of such absence, the first 3 days being dealt with in accordance with the provisions of paragraph 41.

#### **45) Other Conditions to be met by the GP Registrar and GP Trainer**

GP Trainers and GP Registrars should ensure that the following conditions are met:

- a) the GP Registrar should provide written confirmation of the actual date of confinement;
- b) the GP Trainer should send a written request to the GP Registrar, not earlier than 49 days from the date on which he or she was notified as the beginning of the expected week of confinement or the date of confinement, asking the GP Registrar to confirm in writing that she intends to resume her traineeship, and in the course of the request explain to her the effect of this provision on her right to return;
- c) the GP Registrar should give the written confirmation asked for within 14 days of receiving the request (or if that is not reasonably practicable, as soon after as is reasonably practicable);
- d) the GP Registrar should inform her GP Trainer of the date she proposes to return, in writing, at least 21 days before that date;
- e) if the GP Trainer has reasonable doubts whether the GP Registrar is medically fit to return to duty after confinement, her return should be delayed until the GP Registrar produces a doctors statement of fitness for duty.

#### **46) Payments**

Payments to GP Trainers in respect of the allowance for GP Registrars during maternity leave will be on the following basis:

- a) for the first 8 weeks of absence full pay less Statutory Maternity Pay or the flat-rate National Insurance Maternity Allowance, including Dependents' Allowances, if receivable, or in the case of married women optants the equivalent 'notional' benefits;
- b) for the next 10 weeks of absence half of full pay, reduced only to the extent that half of full pay and Statutory Maternity Pay or National Insurance benefits receivable or 'notional equivalent' exceed full pay;
- c) the GP Registrar shall also have entitlement to Maternity Leave, including the period of paid Maternity Leave, of 52 weeks;
- d) in the event of a still-birth after the start of the sixteenth week before the expected week of confinement, the GP Registrar shall be entitled to maternity pay and leave entitlements under this paragraph as if the birth had been live;
- e) a GP Registrar who has retained her option to pay the reduced rate Class 1 National Insurance contributions shall be deemed for the purposes of this paragraph to be in receipt of the full rate of National Insurance benefits, including Dependants benefit, which would have been receivable had she not elected to pay the reduced rate contributions. Payment due under this scheme shall be subject to adjustment by reference to an appropriate "notional" rate of Maternity Allowance and other weekly National Insurance benefits;
- f) the period of continuous employment for the purpose of satisfying the service qualification in paragraph 43 above shall be calculated in accordance with section 211 of the Employment Rights Act 1996 as amended, except that a break in service shall be as defined in paragraph 43;
- g) full pay shall be calculated on the basis of the GP Registrar's average weekly earnings rules in accordance with the earnings rules for Statutory Maternity Pay purposes, as provided for by Part XII of the Social Security Contributions and Benefits Act 1992 and regulation 21 of the Statutory Maternity Pay (General) Regulations 1986, as amended;
- h) in the case of a part-time GP Registrar "full pay for the purposes of payments to the GP Trainer" mean the amount earned by the GP Registrar for the hours normally worked and proportionate payments will be based on the full pay so determined;
- i) where a GP Registrar qualifies for maternity leave but does not intend to resume her traineeship with the same or another GP Trainer, the payments to her GP Trainer in respect of the GP Registrar's allowance will be the equivalent of 6 weeks pay at 9/10ths full pay less the flat rate National Insurance Maternity Allowance, if receivable, or in the case of those married women GP

Registrar optants who do not qualify for Statutory Maternity Pay the equivalent notional benefit provided that the GP Registrar also has the following service:

- i) 2 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 16 hours a week; or
- ii) 5 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 8 hours a week.

j) the period of continuous employment or the purpose of satisfying the conditions of paragraphs 46(i) i) and ii) will be as defined in paragraph 43 and the 6 weeks period shall be regarded as service.

#### **47) GP Registrars Returning to their Traineeships**

A GP Registrar who has notified her Director and her GP Trainer that, following confinement, she intends to return to work in accordance with paragraph 43(c) should be able to resume her traineeship under her original contract and on no less favourable terms and conditions.

#### **48) Failure to return to work**

Where a GP Registrar, who has notified her GP Trainer of her intention to resume her traineeship on a particular date after expiry of her maternity leave fails to return to work, the GP Trainer should notify Strategic Health Authority immediately and return to the Strategic Health Authority any payments, less any Statutory Maternity Pay to which the GP Registrar is entitled, that may have been sent to him or her in respect of the GP Registrar on the assumption that the GP Registrar had, as originally intended, resumed her traineeship on expiry of her maternity leave.

#### **49) Extension of Traineeship During Maternity Leave**

Where a GP Registrar who satisfies the conditions in paragraph 43 is subject to a contract which expires after the fifteenth week before the expected confinement and before 6 weeks after the expected week of confinement, and the Director extends the contract so as to enable her to receive 18 weeks paid maternity leave, payments to the GP Trainer, within the scope defined in paragraph 52, will cover the whole of that period.

#### **50) Time Off for Ante-Natal Care**

GP Trainers should not unreasonably refuse time off work to receive ante-natal care provided that:

- a) a GP Registrar makes an appointment for such care and requests time off for the purpose, except
- b) in respect of the first such appointment the GP Registrar provides evidence on request from the GP Trainer that she is pregnant and that an appointment has been made.

#### **51) Sick Pay**

Where a GP Registrar submits a medical statement from a practitioner, or a self-certificate to cover absence from:

- a) the date she has notified her GP Trainer that she will return to work following confinement; or
- b) the date she and the GP Trainer have agreed that she will return; or
- c) where no date has been notified or agreed, the first day following the maximum period on maternity leave,

then payments may be made to the GP Trainer in accordance with the provisions of paragraph 41 from that date. Except as provided for in paragraph 44(b) payments made to the GP Trainer in respect of absences during the period from the beginning of the fifteenth week before the expected week of confinement until the date in paragraph 51(a) to (c) above shall be treated as made in

respect of maternity leave and entitlement of the GP Trainer to payments under the provisions of paragraph 41 shall be suspended during this period.

#### **52) Scope of Payments**

No payments under the GP Registrar Scheme will be made during the GP Registrar's absence on maternity leave, other than payments in respect of the GP Registrar's allowance as provided for in the above paragraph and the employer's share of National Insurance and superannuation contributions as appropriate.

#### **53) Certifying Strategic Health Authorities**

GP Trainers should inform Strategic Health Authorities and Directors as soon as they receive notices of expected confinement from GP Registrars.

#### **54) Incremental Dates**

Absence on maternity leave, whether paid or unpaid, shall count towards any incremental progression to which the GP Registrar may be entitled, and will not defer the original incremental date.

#### **55) Extension of Traineeship**

Extension of the total period of the traineeship by the appropriate period of maternity leave is allowed by the Director to enable training to be completed (including a longer extension where, with the Director and GP Trainer's agreement, the GP Registrar works fewer hours than prior to her confinement).

#### **56) Statutory Rights**

Nothing in the conditions for payments to GP Trainers in respect of a GP Registrar's maternity leave shall be interpreted as qualifying a GP Registrar's statutory maternity rights.

### **Postgraduate Qualifications**

#### **57) Payment of expenses involved in sitting examinations for postgraduate qualifications**

A GP Registrar who sits an examination for a postgraduate qualification (e.g. Diploma of the Royal College of Obstetricians and Gynaecologists) may be paid travelling and subsistence allowances, at the rates payable to practitioners attending approved educational activities, but not examination fees or the cost of typing and binding of papers for submission to an examining body. Claim forms (GPCF3) may be obtained from the Strategic Health Authority, and should be returned to the Strategic Health Authority after completion and certification by the GP Trainer that the GP Registrar attended the examination.

### **Supplementary provisions in respect of arrangements where a GP Registrar is suspended by a Primary Care Trust under Regulation 13 of the National Health Service (General Medical Services Supplementary List) Regulations 2001**

**58)** Schedule 2 sets out the Secretary of State's determination in respect of payments to a GP Registrar suspended by a Primary Care Trust from its list under Regulation 13 of the National Health Service (General Medical Services Supplementary List) Regulations 2001. Paragraphs 1, 2 and 7 of that determination shall apply for the purposes of this direction. The suspension of a GP Registrar by the Primary Care Trust should be seen as a neutral act intended to protect members of the public or an action that is necessary in the public interest. As such it is important that the

Strategic Health Authority takes all necessary steps to maintain the suspended GP Registrar's financial position.

59) If the GP Registrar is not removed from the supplementary list when the period of suspension ends the GP Registrar shall be allowed to continue his training with any extensions considered appropriate by the Deanery to allow for satisfactory completion of training.

60) The GP Trainer shall continue to receive the GP Trainer's grant during any period of suspension.

### **Representations**

61) The Strategic Health Authority shall give notice in writing to the practitioner of its decision on any application or claim and where Strategic Health Authority refuses the application or claim to any significant extent it shall include with that notice a statement in writing of the reasons for its decision.

62) A practitioner who is dissatisfied with any decision of Strategic Health Authority concerning his or her remuneration or reimbursement (including recoveries in respect of overpayments) should in the first instance place before the Strategic Health Authority any additional information which he or she considers to have a bearing on the matter. If the Strategic Health Authority does not alter its decision, it shall so inform the practitioner of its reasons, and the practitioner, if he or she is still dissatisfied, may, subject to paragraph 63, make representations in writing to the Secretary of State. Any representations should be made as soon as possible after receiving notice of the Strategic Health Authority's final decision and should be accompanied by a statement of the grounds on which the practitioner bases his or her representations. After considering the representations and any comments of the HA, the Secretary of State shall give notice in writing of his decision to the practitioner and the Strategic Health Authority of his determination of any representations, including his reasons for that determination, and will give to the Strategic Health Authority such direction, if any, on the matter as he thinks fit.

63) Where, after having placed before the Strategic Health Authority additional information under paragraph 62, a practitioner is dissatisfied with any decision of the Strategic Health Authority concerning an application or claim which has been refused on the grounds of, or grounds which include, the management by the Strategic Health Authority of its cash allocation, he or she may only make representations to the Secretary of State on the ground(s) that, in determining that application or claim, the Strategic Health Authority has failed either :-

- a) in a material way, to follow the procedures set out in this Schedule; and/or
- b) to take into account material evidence submitted in writing in support of the application or claim.

64) Where after consideration of any representations made under paragraph 63 and of any comments of the Strategic Health Authority, the Secretary of State determines any matter referred to in paragraph 63 (a) or (b) in favour of the practitioner, then :-

(a) to the extent (if any) that the application or claim is refused by the Strategic Health Authority on any ground other than its management of its cash allocation he shall, after considering such further representations and comments as he may invite -

- i. confirm the decision of the Strategic Health Authority; or
- ii. substitute his own decision for that of Strategic Health Authority, in relation to that ground;

(b) to the extent that the application or claim is refused by the Strategic Health Authority on the ground of its management of its cash allocation, he shall remit that question to Strategic Health Authority for re-determination.

65) The Secretary of State shall give notice in writing of his decision to the practitioner and the Strategic Health Authority of his determination of any representations, including his reasons for



that determination, and will give to the Strategic Health Authority such direction, if any, on the matter as he thinks fit.

## **Annex 1**

### **List of Authorities**

#### Group 1

Regional Health Authorities until 31-Mar-96

District Health Authorities until 31-Mar-96

Special Health Authorities

Health Boards (Scotland)

Welsh Health Common Services Agency

Common Services Agency (Scotland)

Public Health Laboratory Service Board

Dental Estimates Board

Prescription Pricing Authority

Family Health Services Authority until 31-Mar-96

NHS Trusts

Health Authorities from 01-Apr-96

#### Group 2

Association of Independent Hospitals and Kindred Organisations (see Note a)

British Postgraduate Medical Federation (University of London) (see Note b)

Carstairs State Hospital (Scotland)

Central Services Agency (Northern Ireland)

Channel Island Health Authorities

Education and Library Boards (Northern Ireland)

English and Welsh National Boards for Nursing, Midwifery and Health Visiting

Health Departments of HM Government

Health Education Council

Health Social Services Board (Northern Ireland)

Imperial Cancer Research Fund

Isle of Man Health Services Board

King Edward's Hospital Fund for London

Local Authorities in United Kingdom

Medical Research Council

Medical Services of HM Armed Forces (see Note c)  
National Association of Health Authorities and Trusts in England and Wales  
National Association for Mental Health  
National Board for Nursing, Midwifery and Health Visiting for Northern Ireland  
National Board for Nursing, Midwifery and Health Visiting for Scotland  
National Society for Mentally Handicapped Children  
Northern Ireland Council for Postgraduate Medical Education  
Northern Ireland Health and Social Services Training Council  
Royal Postgraduate Medical School (Hammersmith)  
School for Dental Auxiliaries Ltd  
State Hospitals (Broadmoor, Moss Side, Park Lane, Rampton)  
  
United Kingdom Central Council for Nursing, Midwifery and Health Visiting  
United Kingdom Universities and Medical schools

Claims for removal expenses from employees who were previously employed by one of the authorities or organisations based in Northern Ireland, the Channel Islands or the Isle of Man should be paid in full (and not restricted to the port of entry into Great Britain) subject to satisfaction of the remaining criteria.

#### Notes

a) a detailed list of members of the Independent Hospitals Association can be obtained from the Secretary, Buckingham Ct, 78 Buckingham Gate, London SW1E 6PE (Tel 0171 430 0537).

a) the individual federated Institutes are as follows:

Institute of Basic Medical Sciences  
Institute of Cancer Research  
Cardiothoracic Institute  
Institute of Child Health  
Institute of Dental Surgery  
Institute of Dermatology  
Institute of Laryngology and Otology  
Institute of Neurology  
Institute of Obstetrics and Gynaecology  
Institute of Ophthalmology  
Institute of Orthopaedics  
Institute of Psychiatry  
Institute of Urology

c) Military medical personnel on loan or seconded to, or filling posts in, the National Health Service are not included in these arrangements.

## Annex 2

### Subsistence rates

For absence from home or practice

Night subsistence allowance payable at the rate in The General Whitley Council

Conditions of Service

Day subsistence allowance payable at the rate in The General Whitley Council

Conditions of Service

Mileage allowance from 1 July 1992

For absence from home or practice

Rate payable

As a driver for each mile 23p

As a passenger for each mile 2.0p

## PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

- a. Training grant £6,385.00  
 b. Allowance for additional motor vehicle  
 (1) for one year's full-time training £4,598.10  
 (2) for 2 year's part-time training (for each year) £3,016.30

c. GP Registrar's allowance and supplements

Col A – hospital salary (last NHS appointment held, and current basic salary)

Col B – GP Registrar's allowance and supplements

	A	B	
	£	£	
1. House Officer (=SHO)	23,938	39,498	*
2. 1st year SHO	23,938	39,498	*
3. 2nd year SHO	25,543	42,146	*
4. 3rd year SHO or 1st Year Registrar	27,148	44,794	*
5. 4th year SHO	28,753	47,442	*
6. 5th year SHO	30,358	50,091	*
7. 6th year SHO	31,964	52,741	*
7a. SHO maximum	33,569	55,389	*
8. 2nd year Registrar	28,108	46,378	*
9. 3rd year Registrar	29,460	48,609	*
10. 4th year Registrar/1st year Senior Registrar	30,813	50,841	*
11. 5th year Registrar/2nd year Senior Registrar	32,449	53,541	*
12. 3rd year Senior Registrar	34,085	56,240	*
13. 4th year Senior Registrar	35,721	58,940	*
14. 5th year Senior Registrar	37,357	61,639	*
15. 6th year Senior Registrar	38,993	64,338	#
16. Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis.		

\*Incremental dates as in last hospital post

- rates also apply to Specialist Registrars.

# Mark-time basis

- d. London Weighting (1) London Zone £1,983  
 (2) The fringe area £149

e. GP Registrar's subscription to a professional defence organisation.

See paragraph 7 of Schedule 1 to the Directions to Strategic Health Authorities Concerning GP Registrars

## **SCHEDULE 2**

# **Determination in respect of payments to a GP Registrar suspended by a Primary Care Trust under Regulation 13 of the National Health Service (General Medical Services Supplementary List) Regulations 2001**

1) A suspended GP Registrar shall be eligible to receive a payment equal to the amount that would have been paid to him by the GP Trainer had it not been for the suspension but excluding any overtime and any extra contractual payments that might have been made. Any changes to this figure (such as increments or annual pay adjustments) provided for in the contract in place at the point of suspension shall be factored into this calculation on the appropriate date. Any work-related expenses shall only continue if they were part of the suspended GP Registrar's contract and to the extent that the Strategic Health Authority agrees that they are still being necessarily incurred. In considering a suspended GP Registrar's expenses, Strategic Health Authorities shall not disallow any expenses related to items such as accommodation that, if withdrawn, would force the suspended GP Registrar to change his living arrangements. To do so could threaten the neutral status under which suspension should be viewed. If the suspended GP Registrar voluntarily ceases to incur the expenses, reimbursement of such expenses should cease.

2) Payment shall be made by the GP Trainer on the same employment basis as applied prior to the suspension (e.g. employed – monthly/weekly pay). The GP Trainer shall receive full reimbursement of the gross payment due to the suspended GP Registrar in accordance with paragraph 1. In addition he shall receive an additional amount equal to any employer's NI and any employer's superannuation contributions that the GP Trainer is liable to make on the sum calculated in accordance with paragraph 1. Reimbursement to the GP Trainer shall continue for as long as the suspension is in force or until the suspended GP Registrar's contract ends or the suspended GP Registrar resigns (whichever is the sooner) - on condition that payment continues to be made to the suspended GP Registrar in accordance with the terms of his contract.

3) Once a suspended GP Registrar is no longer under contract, he shall be eligible for a weekly fee which is equal (in gross terms) to the amount he would have been entitled to, had his contract continued, as calculated in accordance with paragraph 1. As the suspended GP Registrar is no longer under contract, these payments are the responsibility of the Strategic Health Authority.

4) Payments in accordance with paragraphs 1 and 3 shall be reduced by the amount of any new income received by the suspended GP Registrar from any alternative NHS work undertaken during the period of the suspension. Earnings received from non-NHS sources shall be disregarded as shall any earnings received from any continuing work the suspended GP Registrar undertook alongside his normal duties as a suspended GP Registrar prior to the suspension. If the suspended GP Registrar's commitment to the existing work increases during the suspension then earnings from the increased commitment shall not be disregarded.

5) As an alternative to the fee calculated as per paragraphs 3 and 4, if the suspended GP Registrar can establish that his average gross weekly income from all NHS sources was, in the preceding six months, a higher figure, the Strategic Health Authority shall pay that higher figure. However, if it is established that the suspended GP Registrar's average gross weekly income includes any amount that was wrongly paid, the Strategic Health Authority shall deduct whatever was wrongly paid in calculating the amount payable under this paragraph. It shall deduct from that figure any amount for expenses which are included in the average gross weekly income figure but that are no longer being necessarily incurred, and all other NHS income received by the suspended GP Registrar during the period that a fee under this paragraph is in payment. Once the level of payment is established the suspended GP Registrar shall be paid any arrears that might be due

backdated to the date that payments under paragraph 3 became due. NHS superannuation records, employer's records, Inland Revenue Records or confirmation from the suspended GP Registrar's accountant would be the normal source of this information.

6) As, under paragraphs 3 and 5, the Strategic Health Authority is paying the suspended GP Registrar a gross fee (without deduction of tax or National Insurance Contributions), the suspended GP Registrar shall become responsible, if he is not already, for paying his own tax, National Insurance and employee superannuation contributions directly to the relevant body. Payments under paragraphs 3 and 5 are eligible for superannuation purposes under the arrangements that were in place for the suspended GP Registrar prior to the suspension. The Strategic Health Authority is responsible for any employer's contribution with the suspended GP Registrar being responsible for any employee's contribution. Where pension contributions are to the NHS Pensions Scheme the Strategic Health Authority may, with the suspended GP Registrar's consent, deduct the employee's contribution from any fee due and pay it directly to the Pensions Agency.

7) The Strategic Health Authority shall put in place financial arrangements to ensure that the GP Trainer is reimbursed for the amounts he or she is liable to pay in accordance with paragraphs 1 and 2 within 14 days of receiving a claim unless the GP Trainer agrees to receive payment in accordance with their usual Strategic Health Authority remuneration schedule. The claim shall include a copy of the suspended GP Registrar's pay slip or a similar remittance slip.

8) Any payments due to be made by a Strategic Health Authority under this Schedule shall be made by the Strategic Health Authority (A) in whose area the GP Registrar is working when he or she is suspended. However, all such payments made in respect of the suspended GP Registrar shall be recharged to the Strategic Health Authority (B) in whose area the Primary Care Trust is situated that suspended the GP Registrar, provided that the Strategic Health Authority (B) has informed the Strategic Health Authority (A) in whose area the GP Registrar is working when he or she is suspended, that payments should be made in accordance with this determination.

9) Supplementary provisions as to arrangements when a GP Registrar is suspended by a Strategic Health Authority under Regulation 13 of the National Health Service (General Medical Services Supplementary List) Regulations 2001 can be found at paragraphs 59 and 60 of Schedule 1.

# NATIONAL HEALTH SERVICE ACT 1977

## Strategic Health Authorities and GP Registrar (Amendment) Directions 2004

The Secretary of State for Health, in exercise of powers conferred on him by section 17(1) of the National Health Service Act 1977(a), hereby gives the following Directions:—

### Application, commencement and interpretation

- 1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004.
- (2) These Directions shall come into force on 9th July 2004.
- (3) These Directions apply to England only.
- (4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003.

### The Amendments

- 2.—(1) In direction 1(3) of the GP Registrar Directions 2003, in the appropriate alphabetical position, insert—

““Amendment Directions 2004” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004;”

- (2) After direction 3 of the GP Registrar Directions 2003, insert the following—

### “Transitional provision relating to the Amendment Directions 2004

- 4.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2004, and he was at any time on or after that date entitled to receive a payment from a Strategic Health Authority pursuant to paragraph 2 of Schedule 1 to these Directions, that Strategic Health Authority shall make a payment to him calculated in accordance with paragraph (2).
- (2) The payment specified in paragraph (1) shall consist of—
  - (a) the allowance the GP Registrar would have received between 1st April 2004 and 8th July 2004 (for the period within that time that the GP Registrar was entitled to be paid by that Strategic Health Authority pursuant to paragraph 2 of Schedule 1 to these Directions) as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2004 had taken effect on 1st April 2004; minus
  - (b) the allowance that the Strategic Health Authority actually paid to that GP Registrar in respect of the period specified in sub-paragraph (a).”
- (3) In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health

July 2004

A member of the Senior Civil Service  
Department of Health

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(a) 1977 c.49. Section 17 was substituted by section 12 of the Health Act 1999 (c.8); and amended by the National Health Service Reform and Health Care Professions Act 2002 (c.17), Schedule 1, paragraph 7.



## SCHEDULE

### ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR DIRECTIONS 2003

“Annex 3

### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

a. <u>Training grant</u>	£6,804.00
b. <u>Allowance for additional motor vehicle</u>	
(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

c.

Col A: Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B: GP Registrar Supplement

Col C: Col A + Col B = total allowance payable to GP Registrar

		A	B	C	
		£	£	£	
1.	House Officer†	24,587	15,982	40,569	*
2.	1st year SHO	24,587	15,982	40,569	*
3.	2nd year SHO	26,235	17,053	43,288	*
4.	3rd year SHO	27,884	18,125	46,009	*
5.	4th year SHO	29,532	19,196	48,728	*
6.	5th year SHO	31,180	20,267	51,447	*
7.	6th year SHO	32,829	21,339	54,168	*
8.	SHO maximum	34,447	22,410	56,888	*
9.	1st year SpR	27,483	17,864	45,347	*
10.	2nd year SpR	28,875	18,769	47,644	*
11.	3rd year SpR	30,266	19,673	49,939	*
12.	4th year SpR	31,658	20,578	52,236	*
13.	5th year SpR	33,337	21,669	55,007	*
14.	6th year SpR	35,016	22,760	57,777	*
15.	7th year SpR	36,695	23,852	60,547	*
16.	8th year SpR	38,374	24,943	63,318	*
17.	9th year SpR	40,053	26,034	68,088	*
18.	10th year SpR	41,733	27,126	68,860	*
19.	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis.			#

(SHO=Senior House Officer, R=Registrar, SR=Senior Registrar, SpR=Specialist Registrar)

†See Paragraph 2)b)i) of Schedule 1 to these Directions

\*Incremental dates as in last hospital post

# Mark-time basis

d. <u>London Weighting</u>	(1) London Zone £2,098
	(2) The fringe area £149

e. GP Registrar's subscription to a professional defence organisation.  
See paragraph 7 of Schedule 1 to these Directions.”

# NATIONAL HEALTH SERVICE ACT 1977

## Strategic Health Authorities and GP Registrar (Amendment) Directions 2005

The Secretary of State for Health, in exercise of powers conferred on her by section 17(1) of the National Health Service Act 1977(a) and by regulation 13(17) of the National Health Service (Performers List) Regulations 2004(b), hereby gives the following Directions:—

### Application, commencement and interpretation

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005.

(2) These Directions shall come into force on 24 June 2005.

(3) These Directions apply in relation to England only.

(4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003.

### Amendments to the GP Registrar Directions 2003

2.—(1) In direction 1(3) of the GP Registrar Directions 2003, in the appropriate alphabetical position, insert—

““Amendment Directions 2005” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24 June 2005;”

(2) After direction 4 of the GP Registrar Directions 2003, insert the following—

#### “Transitional provision relating to the Amendment Directions 2005

4.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2005, and that GP Registrar's GP Trainer was at any time on or after that date entitled to receive a payment in respect of him from a Strategic Health Authority pursuant to paragraph 2 of Schedule 1 to these Directions, that Strategic Health Authority shall make a payment to that GP Trainer calculated in accordance with paragraph (2).

(2) The payment specified in paragraph (1) shall consist of—

(a) the allowance the GP Trainer would have received in respect of the GP Registrar between 1st April 2005 and 23 June 2005 (for the period within that time that the GP Trainer was entitled to be paid by that Strategic Health Authority in respect of that GP Registrar pursuant to paragraph 2 of Schedule 1 to these Directions) as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2005 had taken effect on 1st April 2005; minus

(b) the allowance that the Strategic Health Authority actually paid to that GP Trainer in respect of that GP Registrar during the period specified in sub-paragraph (a).”.

### Amendments to the Schedules to the GP Registrar Directions 2003

3.—(1) In Schedule 1 to the GP Registrar Directions 2003—

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(a) 1977 c.49. Section 17 was substituted by section 12 of the Health Act 1999 (c.8); and amended by the National Health Service Reform and Health Care Professions Act 2002 (c.17), Schedule 1, paragraph 7.  
(b) S.I. 2004/585.

(a) in the contents index—

(i) for the words “National Health Service (General Medical Services Supplementary List) Regulations 2001” (which appear after the heading for entry 57)), substitute “National Health Service (Performers List) Regulations 2004”,

(ii) for the heading above paragraphs 42) to 56), substitute “Maternity, Paternity and Adoption Leave”,

(iii) for the entries for paragraphs 42), 45), 46), 47), 48), 51), 52) and 53); substitute the headings in respect of those paragraphs contained in the provisions to be inserted by sub-paragraph (b), and

(iv) between the entry for paragraphs 52) and 53), insert “52A) Paternity Leave and pay” followed by “52B) Adoption leave and pay”;

(b) for paragraphs 42 to 56 and the heading immediately above paragraph 42, substitute—

## **“Maternity, Paternity and Adoption Leave**

### **42) Maternity, paternity and adoption leave for GP Registrars**

Payments in respect of the GP Registrar's allowance will continue to be made to GP Trainers during any maternity, paternity or adoption leave taken by the GP Registrar in accordance with this Part and provided that the relevant conditions set out in paragraphs 43 to 56 are met. These conditions are generally similar to those applicable to hospital doctors (contained in Section 6 of the NHS General Whitley Council Conditions of Service Handbook as amended). It should be noted that the provisions that follow do not constitute an entitlement for GP Registrars to maternity, paternity or adoption leave or pay as these are matters between the GP Registrar and the GP Trainer as her employer subject to statutory entitlements (see paragraph 56). The purpose of the provisions is to set out the conditions to be met in order that the GP Trainer can continue to be reimbursed the cost of the allowance paid to the GP Registrar. Before payment is made, the GP Trainer and the GP Registrar may be required to confirm that the arrangements made have been in accordance with these conditions.

### **43) Qualifying conditions in respect of maternity leave**

Payments to GP Trainers in respect of salaries paid to GP Registrars during maternity leave will be dependent on the GP Registrar meeting the conditions set out in subparagraphs (a) to (e) below.

a) The GP Registrar has completed at least 12 months' continuous service (which may be in one or more posts in an employing authority, a Local Authority, or as a GP Registrar in general practice) immediately before the beginning of the fifteenth week before the expected week of confinement. The following will not be considered as breaking the 12 months' continuous service and may for this purpose be disregarded—

(i) a break in service of 3 calendar months or less, between termination of employment with one Strategic Health Authority and resumption with another,

(ii) a break of 3 calendar months or less between GP Registrar posts, (iii) a break of less than 6 calendar months spent in the employment of a person who provides primary medical services to the National Health Service pursuant to a general medical services contract, a personal medical services agreement or an alternative provider medical services contract (under section 16CC(2) of the National Health Service Act 1977), or

(iv) a period of up to 6 months spent abroad as part of an approved vocational training programme on the advice of a Postgraduate Dean or College or Faculty Adviser in the speciality concerned.

b) The GP Registrar continues to be employed by the GP Trainer until immediately before the beginning of the fifteenth week before the expected week of confinement.

c) The GP Registrar notifies the GP Trainer, in writing, of her intention to take maternity leave and whether or not she intends to resume the traineeship with the same or another GP Trainer after her confinement; and that this notification is made not later than 21 days before the commencement of maternity leave, or, if this is not possible, as soon as is reasonably practicable.

d) The GP Registrar submits to the GP Trainer a statement from a registered medical practitioner or a certified midwife indicating the expected date of confinement as soon as possible and in any event not later than 21 days before the commencement of maternity leave, or, if this is not possible, as soon as is reasonably practicable.

e) In this paragraph, “employing authority” means a Primary Care Trust, a Strategic Health Authority or an NHS Trust.

#### **44) Commencement of Maternity Leave**

Payments to GP Trainers will be made as follows:

a) where maternity leave commences not earlier than the beginning of the fifteenth week before the expected week of confinement. Postponement is subject to the production to the GP Trainer of written evidence from a practitioner of capacity to continue the traineeship.

b) where a GP Registrar is on sick leave prior to the fifteenth week before the expected week of confinement and confinement occurs, maternity leave commences from the beginning of the actual week of confinement and any earlier absence, supported by a medical statement of incapacity for work, or a self-certificate, is treated as sick leave in accordance with provisions of paragraph 41. If the GP Registrar works in the actual week of confinement and is therefore entitled to payment in respect of the work done, maternity leave should start on the first day of absence. Payment will continue to be made to the GP Trainer where, with his or her agreement, a GP Registrar whose confinement has occurred prior to the fifteenth week before the expected week of confinement, spreads her maternity leave entitlement, taking a short period of leave immediately after confinement and then returning to work to take the balance of leave following the child's discharge from hospital.

c) where a GP Registrar has chosen to work beyond the sixth week before the expected week of confinement, absence on account of sickness after the fifteenth week which is certified as unrelated to pregnancy is dealt with in accordance with the provisions of paragraph 41 and such absence is treated as sick leave until the date previously agreed that she should commence maternity leave. If illness is attributable to pregnancy, then maternity leave commences from the fourth day of such absence, the first 3 days being dealt with in accordance with the provisions of paragraph 41.

#### **45) Other Conditions to be met by the GP Registrar and GP Trainer in respect of maternity leave**

GP Trainers and GP Registrars should ensure that the following conditions are met—

a) the GP Registrar should provide written confirmation of the actual date of confinement;

b) the GP Trainer should send a written request to the GP Registrar, not earlier than 49 days from the date on which he or she was notified as the beginning of the expected week of confinement or the date of confinement, asking the GP Registrar to state in writing whether she intends to resume her traineeship, and in the course of the request explain to her the effect of this provision on her right to return;

- c) the GP Registrar should provide the written notice asked for within 14 days of receiving the request (or if that is not reasonably practicable, as soon after as is reasonably practicable);
- d) where appropriate, the GP Registrar should inform her GP Trainer of the date she proposes to return, in writing, at least 21 days before that date; and
- e) if the GP Trainer has reasonable doubts whether the GP Registrar is medically fit to return to duty after confinement, her return should be delayed until the GP Registrar produces a doctor's statement of fitness for duty.

**46) Payments to GP Trainers in respect of maternity pay**

Payments to GP Trainers in respect of the allowance for GP Registrars during maternity leave will be on the following basis—

- a) for the first 8 weeks of absence (weeks 1 to 8), full allowance, less any Statutory Maternity Pay or Maternity Allowance (including any dependant's allowances) receivable;
- b) for the next 14 weeks of absence (weeks 9 to 22), half of the full allowance plus any Statutory Maternity Pay or Maternity Allowance (including any dependant's allowances) receivable providing the total receivable does not exceed full allowance;
- c) for the next 4 weeks of absence (weeks 23 to 26), the standard rate of Statutory Maternity Pay or Maternity Allowance;
- d) the GP Registrar shall have entitlement to maternity leave, including the period of paid maternity leave, of 52 weeks;
- e) in the event of a still-birth after the start of the sixteenth week before the expected week of confinement, the GP Registrar shall be entitled to maternity pay and leave entitlements under this paragraph as if the birth had been live;
- f) a GP Registrar who has retained her option to pay the reduced rate Class 1 National Insurance contributions shall be deemed for the purposes of this paragraph to be in receipt of the full rate of National Insurance benefits, including Dependant's benefit, which would have been receivable had she not elected to pay the reduced rate contributions. Payment due under this scheme shall be subject to adjustment by reference to an appropriate notional rate of Maternity Allowance and other weekly National Insurance benefits;
- g) the period of continuous employment for the purpose of satisfying the service qualification in paragraph 43 shall be calculated in accordance with section 211 of the Employment Rights Act 1996 as amended, except that a break in service shall be as defined in paragraph 43;
- h) full pay shall be calculated using the average weekly earnings rules used for calculating Statutory Maternity Pay entitlements, subject to the following qualifications—
  - i) in the event of the GP Registrar allowance being increased before the paid maternity leave period begins, the payment to the GP Trainer in respect of the GP Registrar's maternity pay should be calculated as though the increase had effect throughout the entire Statutory Maternity Pay calculation period,
  - ii) in the event of an increase to the GP Registrar allowance during the paid maternity leave period, the payment to the GP Trainer in respect of the GP Registrar's maternity pay should be increased accordingly from the date of that increase, and
  - iii) in the case of a GP Registrar on unpaid sick absence or on sick absence attracting half pay during the whole or part of the period used for calculating average weekly earnings in accordance with the earnings rules for Statutory Maternity Pay purposes, average weekly earnings for the period of sick absence shall be calculated on the basis of full sick pay;

i) in the case of a part-time GP Registrar “full pay” or “full allowance” means the amount earned by the GP Registrar for the hours normally worked and proportionate payments will be based on the full allowance so determined;

j) where a GP Registrar qualifies for maternity leave but she has notified the GP Trainer in advance of the commencement of maternity leave that she does not intend to resume her traineeship with the same or another GP Trainer, the payments to her GP Trainer in respect of the GP Registrar's allowance will be the equivalent of 6 weeks pay at 9/10ths full pay less the flat rate National Insurance Maternity Allowance, if receivable, or in the case of those married women GP Registrar optants who do not qualify for Statutory Maternity Pay the equivalent notional benefit provided that the GP Registrar also has the following service:

i) 2 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 16 hours a week; or

(ii) 5 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 8 hours a week.

k) the period of continuous employment or the purpose of satisfying the conditions of paragraphs 46(j) i) and ii) will be as defined in paragraph 43 and the 6 weeks period shall be regarded as service.

#### **47) GP Registrars returning to their traineeships after maternity leave**

A GP Registrar who has notified her Director and her GP Trainer that, following confinement, she intends to return to work in accordance with paragraph 43(c) must be able to resume her traineeship under her original contract and on no less favourable terms and conditions.

#### **48) Failure to return to work after maternity leave**

Where a GP Registrar, who has notified her GP Trainer of her intention to resume her traineeship on a particular date after expiry of her maternity leave fails to return to work, the GP Trainer should notify the Strategic Health Authority immediately and return to the Strategic Health Authority any payments, less any Statutory Maternity Pay to which the GP Registrar is entitled, that may have been sent to him in respect of the GP Registrar on the assumption that the GP Registrar had, as originally intended, resumed her traineeship on expiry of her maternity leave.

#### **49) Extension of traineeship during maternity leave**

Where a GP Registrar who satisfies the conditions in paragraph 43 is subject to a contract which expires after the eleventh week before the expected confinement and before 6 weeks after the expected week of confinement, and the Director extends the contract so as to enable her to receive 22 weeks paid maternity leave, payments to the GP Trainer, within the scope defined in paragraph 52, will cover the whole of that period.

#### **50) Time off for ante-natal care**

GP Trainers should not unreasonably refuse time off work to receive ante-natal care provided that:

a) a GP Registrar makes an appointment for such care and requests time off for the purpose; and

b) in respect of the first such appointment the GP Registrar provides evidence on request from the GP Trainer that she is pregnant and that an appointment has been made.

### **51) Sick pay and maternity leave**

Where a GP Registrar submits a medical statement from a practitioner, or a self-certificate to cover absence from:

- a) the date she has notified her GP Trainer that she will return to work following confinement; or
- b) the date she and the GP Trainer have agreed that she will return; or
- c) where no date has been notified or agreed, the first day following the maximum period on maternity leave,

then payments may be made to the GP Trainer in accordance with the provisions of paragraph 41 from that date. Except as provided for in paragraph 44b) payments made to the GP Trainer in respect of absences during the period from the beginning of the fifteenth week before the expected week of confinement until the date in paragraph a) to c) above shall be treated as made in respect of maternity leave and entitlement of the GP Trainer to payments under the provisions of paragraph 41 shall be suspended during this period.

### **52) Scope of payments: maternity leave and adoption leave**

No payments under the GP Registrar Scheme will be made during the GP Registrar's absence on maternity leave or adoption leave, other than payments in respect of the GP Registrar's allowance as provided for in paragraphs 42 to 51 (maternity leave) or 52B (adoption leave), and the employer's share of National Insurance and superannuation contributions as appropriate.

### **52A) Paternity leave and pay**

a) Payments to GP Trainers in respect of the allowance for GP Registrars during paternity leave will be on the following basis:

- i) 2 weeks at the full allowance, where the GP Registrar has 12 months' continuous service; or
- ii) 2 weeks Statutory Paternity Pay where the GP Registrar has been continuously employed for at least 26 weeks ending with the 15<sup>th</sup> week before the expected date of birth.

b) Sub-paragraph a) applies to biological and adoptive fathers, the same sex partner of a woman who has given birth to a child and the same sex partner of a person who has adopted a child.

c) Paragraph 46g), h) and i) apply to payments under this paragraph as if references to "Statutory Maternity Pay" were to "Statutory Paternity Pay" and as if references to "maternity leave" were to "paternity leave": the definition of "continuous service" in paragraph 43a) also applies to this paragraph.

d) The GP Trainer shall inform the GP Registrar as to the period during which leave can be taken and whether it must be taken in a continuous block or may be split up over a specific period.

e) The GP Registrar must give the GP Trainer a completed form SC3 Becoming a parent at least 28 days before they want the paternity leave to start.

f) GP Trainers should not unreasonably refuse time off work to attend ante-natal classes provided that:

- (i) a GP Registrar requests time off for the purpose; and
- (ii) in respect of the first such class the GP Registrar provides evidence on request from the GP Trainer that his partner is pregnant and that an appointment has been made to attend an ante-natal class.

#### **52B) Adoption Leave and pay**

a) If an eligible GP Registrar is going to be the adoptive parent of a child and will be the main care provider for that child, the GP Trainer shall be eligible for payments in respect of that GP Registrar in accordance with this paragraph during a period of adoption leave, the period of such leave to be agreed between the GP Trainer and the GP Registrar, subject to relevant statutory requirements.

b) In this paragraph, "eligible GP Registrar" means a GP Registrar who has 12 months' continuous service within the meaning of paragraph 43a), as if for the words "immediately before the beginning of the fifteenth week before the expected week of confinement" in that paragraph, there were substituted "ending with the week in which the GP Registrar was notified of having been matched with the child for adoption, including any such notification received from an adoption agency".

c) Paragraph 46g), h) and i) apply to payments under this paragraph as if references to "Statutory Maternity Pay" were to "Statutory Adoption Pay" and as if references to "maternity leave" were to "adoption leave".

d) Payments to GP Trainers in respect of the allowance for GP Registrars during adoption leave will be:—

i) for the first 8 weeks of absence (weeks 1 to 8), full allowance, less any Statutory Adoption Pay receivable;

ii) for the next 14 weeks of absence (weeks 9 to 22), half of the full allowance plus any Statutory Adoption Pay, providing the total receivable does not exceed full allowance;

iii) for the next 4 weeks of absence (weeks 23 to 26), the equivalent to the standard rate of Statutory Adoption Pay.

e) Reasonable time off to attend official meetings in the adoption process should also be given.

#### **53) Certifying Strategic Health Authorities: maternity leave and adoption leave**

GP Trainers should inform Strategic Health Authorities and Directors as soon as they receive notices of expected confinement from GP Registrars in respect of maternity leave or, as regards adoption leave, as soon as the GP Trainer becomes aware that a GP Registrar intends to take such leave.

#### **54) Incremental Dates**

Absence on maternity, paternity and adoption leave, whether paid or unpaid, shall count towards any incremental progression to which the GP Registrar may be entitled, and will not defer the original incremental date.

#### **55) Extension of Traineeship**

Extension of the total period of the traineeship by the appropriate period of maternity, paternity or adoption leave shall be allowed by the Director to enable training to be completed (including, in the case of maternity or adoption leave, a longer extension where, with the Director and GP Trainer's agreement, the GP Registrar works fewer hours than prior to her confinement).

#### **56) Statutory Rights**

Nothing in the conditions for payments to GP Trainers in respect of a GP Registrar's maternity, paternity or adoption leave shall be interpreted as qualifying a GP Registrar's statutory maternity, paternity or adoption leave rights.";



- (c) in the heading immediately above paragraph 58, and in that paragraph, for the words "National Health Service (General Medical Services Supplementary List) Regulations 2001", substitute "National Health Service (Performers List) Regulations 2004";
- (d) in paragraph 59, for the word "supplementary", substitute "performers"; and
- (e) for Annex 3, substitute the Annex 3 contained in the Schedule to these Directions.
- (2) In Schedule 2 to the GP Registrar Directions 2003—
- (a) in the heading to that Schedule; and
- (b) in paragraph 9 of that Schedule,
- for the words "'National Health Service (General Medical Services Supplementary List) Regulations 2001", substitute "National Health Service (Performers List) Regulations 2004"."

**SCHEDULE**  
**ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR**  
**DIRECTIONS 2003**

**"Annex 3**

**PAYMENTS IN RESPECT OF THE GP**  
**REGISTRAR SCHEME**

a. <u>Training grant</u>	£7,024
b. <u>Allowance for additional motor vehicle</u>	
(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

c.

Col A: Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B: GP Registrar Supplement

Col C: Col A + Col B = total allowance payable to GP Registrar

	A	B	C	
	£	£	£	
1. House Officer†	25,324	16,461	41,785	*
2. 1st year SHO	25,324	16,461	41,785	*
3. 2nd year SHO	27,022	17,565	44,587	*
4. 3rd year SHO	28,720	18,668	47,388	*
5. 4th year SHO	30,418	19,772	50,190	*
6. 5th year SHO	32,116	20,876	52,992	*
7. 6th year SHO	33,813	21,979	55,792	*
8. SHO maximum	35,511	23,083	58,594	*
9. 1st year SpR	28,307	18,400	46,707	*
10. 2nd year SpR	29,741	19,332	49,073	*
11. 3rd year SpR	31,174	20,264	51,438	*
12. 4th year SpR	32,607	21,195	53,802	*
13. 5th year SpR (Registrar Maximum)‡	34,337	22,320	56,657	*
14. 6th year SpR	36,067	23,444	59,511	*
15. 7th year SpR	37,796	24,568	62,364	*
16. 8th year SpR	39,526	25,692	65,218	*
17. 9th year SpR	41,255	26,816	68,071	*
18. 10th year SpR	42,985	27,941	70,926	*
19. Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis.			#

(SHO=Senior House Officer, SpR=Specialist Registrar)

‡Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

†See Paragraph 2)b)i) of Schedule 1 to these Directions

\*Incremental dates as in last hospital post

# Mark-time basis

d. London Weighting (1) London Zone £2,162  
(2) The fringe area £149

e. GP Registrar's subscription to a professional defence organisation.  
See paragraph 7 of Schedule 1 to these Directions.”

Signed by authority of the Secretary of State for Health

23 June 2005

A member of the Senior Civil Service  
Department of Health

**NATIONAL HEALTH SERVICE ACT 1977**

**STRATEGIC HEALTH AUTHORITIES AND GP REGISTRAR (AMENDMENT) DIRECTIONS 2006**

The Secretary of State, in exercise of the powers conferred by section 17(1) of the National Health Service Act 1977 (a), gives the following Directions:

**Application, commencement and interpretation**

- 1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006.
- (2) These Directions shall come into force on 24th May 2006.
- (3) These Directions apply in relation to England only.
- (4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(b).

**The Amendments**

- 2.—(1) In direction 1(3) of the GP Registrar Directions 2003, in the appropriate alphabetical position, insert—
- ““Amendment Directions 2006” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006;”
- (2) After the direction headed “Transitional provision relating to the Amendment Directions 2005” of the GP Registrar Directions 2003, insert the following—

**“Transitional provision relating to the Amendment Directions 2006**

- 6.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2006, and that GP Registrar’s GP Trainer was at any time on or after that date entitled to receive a payment in respect of him from Strategic Health Authority pursuant to paragraph 2 of Schedule 1 to these Directions, that Strategic Health Authority shall make a payment to that GP Trainer calculated in accordance with paragraph (2).
- (2) The payment specified in paragraph (1) shall consist of—
- (a) the allowance the GP Trainer would have received in respect of the GP Registrar between 1st April 2006 and 23rd May 2006 (for the period within that time that the GP Trainer was entitled to be paid by that Strategic Health Authority in respect of that GP Registrar pursuant to

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(a) 1977 c.49. Section 17 was substituted by section 12 of the Health Act 1999 (c.8); and amended by the National Health Service Reform and Health Care Professions Act 2002 (c.17), Schedule 1, paragraph 7.

(b) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004 and also by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005.

paragraph 2 of Schedule 1 to these Directions) as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2006 had taken effect on 1st April 2006; minus

- (b) the allowance that the Strategic Health Authority actually paid to that GP Trainer in respect of that GP Registrar during the period specified in sub-paragraph (a).”.

(3) In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health



Mike Evershed  
Department of Health

A member of the Senior Civil Service

23 May 2006

**SCHEDULE**  
**ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR**  
**DIRECTIONS 2003**

"Annex 3

**PAYMENTS IN RESPECT OF THE GP REGISTRAR**  
**SCHEME**

a.	<u>Training grant</u>	£7,179
b.	<u>Allowance for additional motor vehicle</u>	
(1)	for one year's full-time training	£4,598.10
(2)	for 2 year's part-time training (for each year)	£3,016.30
c.	<u>Col A: Hospital salary (last NHS appointment held) = current GPR basic allowance</u>	
	<u>Col B: GP Registrar Supplement</u>	
	<u>Col C: Col A + Col B = total allowance payable to GP Registrar</u>	

		A	B	C	
		£	£	£	
1	House Officer †	25,882	16,824	42,706	*
2	1st year SHO	25,882	16,824	42,706	*
3	2nd year SHO	27,617	17,952	45,569	*
4	3rd year SHO	29,352	19,079	48,431	*
5	4th year SHO	31,087	20,207	51,294	*
6	5th year SHO	32,822	21,335	54,157	*
7	6th year SHO	34,557	22,463	57,020	*
8	SHO maximum	36,292	23,590	59,882	*
9	1st year SpR	28,930	18,805	47,735	*
10	2nd year SpR	30,395	19,757	50,152	*
11	3rd year SpR	31,860	20,709	52,569	*
12	4th year SpR	33,325	21,662	54,987	*
13	5th year SpR (Registrar Maximum) ‡	35,092	22,810	57,902	*
14	6th year SpR	36,860	23,959	60,819	*
15	7th year SpR	38,628	25,109	63,737	*
16	8th year SpR	40,395	26,257	66,652	*
17	9th year SpR	42,163	27,406	69,569	*
18	10th year SpR	43,931	28,556	72,487	#



# NATIONAL HEALTH SERVICE ACT 2006

## Strategic Health Authorities and GP Registrar (Amendment) Directions 2007

The Secretary of State, in exercise of the powers conferred by section 8(1) of the National Health Service Act 2006(a), gives the following Directions:

### Application, commencement and interpretation

- 1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment Directions) 2007.
- (2) These Directions shall come into force on 1st April 2007.
- (3) These Directions apply in relation to England only.
- (4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(b).

### The Amendments

2. In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health

Jeff Peers  
Department of Health  
A member of the Senior Civil Service

29 March 2007

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(a) 2006 c.41.

(b) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005 and by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006.

**SCHEDULE  
ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR  
DIRECTIONS 2003**

**A) PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME**

(Rates for contracts of employment entered into before 1st April 2007)

**From 1 April 2007**

a. <u>Training grant</u>	£7,287
b. <u>Allowance for additional motor vehicle</u>	
(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

c.

Col A: Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B: GP Registrar Supplement

Col C: Col A + Col B = total allowance payable to GP Registrar

	A	B	C	
	£	£	£	
1. House Officer†	26,270	17,076	43,346	*
2. 1st year SHO	26,270	17,076	43,346	*
3. 2nd year SHO	28,031	18,221	46,252	*
4. 3rd year SHO	29,792	19,365	49,157	*
5. 4th year SHO	31,553	20,510	52,063	*
6. 5th year SHO	33,314	21,655	54,969	*
7. 6th year SHO	35,076	22,800	57,876	*
8. SHO maximum	36,837	23,945	60,782	*
9. 1st year SpR	29,364	19,087	48,451	*
10. 2nd year SpR	30,851	20,054	50,905	*
11. 3rd year SpR	32,338	21,020	53,358	*
12. 4th year SpR	33,825	21,987	55,812	*
13. 5th year SpR	35,619	23,153	58,772	*
(Registrar Maximum)‡				
14. 6th year SpR	37,413	24,319	61,732	*
15. 7th year SpR	39,207	25,485	64,692	*
16. 8th year SpR	41,001	26,651	67,652	*
17. 9th year SpR	42,795	27,817	70,612	*
18. 10th year SpR	44,581	28,978	73,559	*
19. Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis.			#

(SHO=Senior House Officer, SpR=Specialist Registrar)

‡Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it



should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

†See Paragraph 2)b)i) of Schedule 1 to these Directions

\*Incremental dates as in last hospital post

# Mark-time basis

d. London Weighting (1) London Zone £2,162  
(2) The fringe area £149

e. GP Registrar's subscription to a professional defence organisation.

See paragraph 7 of Schedule 1 to these Directions.”

## B) PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates for contracts of employment entered into on or after 1st April 2007)

### From 1 April 2007

a. <u>Training grant</u>	£7,287
b. <u>Allowance for additional motor vehicle</u>	
(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

c.

Col A: Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B: GP Registrar Supplement

Col C: Col A + Col B = total allowance payable to GP Registrar

	A	B	C	
	£	£	£	
1. House Officer†	26,270	14,449	40,719	*
2. 1st year SHO	26,270	14,449	40,719	*
3. 2nd year SHO	28,031	15,418	43,449	*
4. 3rd year SHO	29,792	16,386	46,178	*
5. 4th year SHO	31,553	17,355	48,908	*
6. 5th year SHO	33,314	18,323	51,637	*
7. 6th year SHO	35,076	19,292	54,368	*
8. SHO maximum	36,837	20,261	57,098	*
9. 1st year SpR	29,364	16,151	45,515	*
10. 2nd year SpR	30,851	16,969	47,820	*
11. 3rd year SpR	32,338	17,786	50,124	*
12. 4th year SpR	33,825	18,604	52,429	*
13. 5th year SpR	35,619	19,591	55,210	*
(Registrar Maximum)‡				
14. 6th year SpR	37,413	20,578	57,991	*
15. 7th year SpR	39,207	21,564	60,771	*
16. 8th year SpR	41,001	22,551	63,552	*
17. 9th year SpR	42,795	23,538	66,333	*
18. 10th year SpR	44,581	24,520	69,101	*
19. Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis.			#

(SHO=Senior House Officer, SpR=Specialist Registrar)

‡Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

†See Paragraph 2)b)i) of Schedule 1 to these Directions

\*Incremental dates as in last hospital post

# Mark-time basis

d. London Weighting (1) London Zone £2,162  
(2) The fringe area £149

e. GP Registrar's subscription to a professional defence organisation.

See paragraph 7 of Schedule 1 to these Directions.”

**NATIONAL HEALTH SERVICE ACT 2006**  
**STRATEGIC HEALTH AUTHORITIES AND GP**  
**REGISTRAR (AMENDMENT) (No 2) DIRECTIONS 2007**

The Secretary of State, in exercise of the powers conferred by section 8(1) of the National Health Service Act 2006 (a), gives the following Directions:

**Application, commencement and interpretation**

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007.

(2) These Directions shall come into force on 1st August 2007.

(3) These Directions apply in relation to England only.

(4) In these Directions, "the GP Registrar Directions 2003" means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(b).

**The Amendments**

2. In Schedule 1 to the GP Registrar Directions 2003—

(a) in the contents index—

(i) for the heading "Payments to GP Registrars During Sickness" for the entry in respect of paragraph 41, substitute "Payments in respect of GP Registrars During Sickness", and

(ii) for the heading "Paternity Leave and pay" for the entry in respect of paragraph 52A, substitute "Maternity Support (Paternity) leave and pay";

(b) in paragraph 1 (scope), for sub-paragraphs b) to d) substitute sub-paragraphs b) to l) contained in Schedule 1 to these Directions;

(c) for paragraph 2 (allowance), substitute the paragraph contained in Schedule 2 to these Directions;

(d) in paragraph 41 (payments to GP Registrars during sickness)—

(i) for the paragraph heading "Payments to GP Registrars During Sickness", substitute the paragraph heading "Payments in respect of GP Registrars During Sickness";

(ii) for sub-paragraph c), substitute the sub-paragraph contained in Schedule 3 to these Directions;

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(a) 2006 c.41.

(b) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006 and by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007.

- (e) for paragraphs 42 to 56 (Maternity, Paternity and Adoption leave), substitute the paragraphs contained in Schedule 4 to these Directions;
- (f) for Annex 3, substitute the Annex 3 contained in Schedule 5 to these Directions.

Signed by authority of the Secretary of State for Health



Department of Health  
A member of the Senior Civil Service

31/07/2007

### SCHEDULE 1

Direction 2 (b)

- b) If a motor vehicle is provided by the GP Trainer for the use of a GP Registrar in addition to any other motor vehicle or vehicles used for the purposes of the practice, subject to the provisions below, an allowance is payable as follows (for rates see Annex 3):-
  - i) for use of a car by a GP Registrar undertaking full-time training for one year;
  - ii) for use of a car by a GP Registrar undertaking part-time training spread over 2 years, an allowance for each year of training.
- c) Where a GP Registrar undertakes part-time training for a period of between 1 and 2 years, the allowance payable will be the allowance for 1 year at paragraph 1(b)(i) plus a proportion of the difference between the allowance at paragraph 1(b)(i) and the total allowance payable for 2 years' part-time training at paragraph 1(b)(ii) above, such proportion to be calculated according to the proportion of 1 year represented by the extension of the training period beyond 1 year. Where a GP Registrar uses a motor cycle or moped instead of a car the allowance is payable as follows:
  - i) for mopeds and motorcycles up to 50cc engine capacity: 20% of the allowance for a car;
  - ii) for motor cycles over 50cc engine capacity: 33% of the allowance for car.
- d) Subject to the provisions of paragraph k) below, where GP Registrars use their private vehicle for any official journey for the purposes of the practice, including travel in connection with domiciliary consultations, mileage allowances (including passenger allowances) will be payable in accordance with the provisions of sub-paragraphs e) to j) below and in accordance with the rates specified in Annex 3 as appropriate.
- e) No mileage allowance shall be payable to a GP Registrar for their normal daily journey between their home and the practice premises except that a mileage allowance shall be payable for one return journey

on any day between their home and the practice premises, up to a maximum of ten miles in each direction, when they subsequently use their car on an official journey on that day.

- f) Where a GP Registrar is required by the practice to travel on practice business and in so doing, either:
- i) travels an average of more than 3,500 miles a year, or
  - ii) travels an average of at least 1,250 miles a year, and
    - (1) necessarily uses their vehicle an average of at least three days a week, or
    - (2) spends an average of at least 50 per cent of their time on such travel including the duties performed during the visits, or
  - iii) travels an average of at least 1000 miles a year and spends an average of at least four days a week on such travel including the duties performed during the visits,

mileage allowances (including an annual lump sum payable in accordance with the provisions of sub-paragraph g) below) shall be payable under the Regular User provisions as set out in Annex 3.

- g) Where an annual lump sum allowance is payable, payment of that allowance shall be made in equal monthly instalments over a period from 1st April in any year to 31st March in the succeeding year. In the case of GP Registrars who take up an appointment or leave the employment of their employer after 1st April in any year the total annual lump sum allowance payable should be so calculated that the amount payable is directly proportionate to a full year's allowance.
- h) Where a GP Registrar is required by the practice to travel on practice business but does not meet the criteria for Regular User payments as described in paragraph 1.f) above, the allowance shall be payable at the Standard rate as set out in Annex 3. No annual lump sum allowance is payable if the allowance is payable at the Standard rate.
- i) Standard or regular user rates of mileage allowance shall not apply if a GP Registrar uses a private motor vehicle in circumstances where travel by public transport would be appropriate. For such journeys an allowance at the public transport rate set out in Annex 3 shall be paid unless this is higher than the standard or regular user rate for the appropriate engine band, when that lower rate shall be paid.
- j) Where other employees of or partners in the GP Trainer's practice are conveyed in the same vehicle on practice business and their fares, if they travelled by public transport, would otherwise be payable by the practice, passenger allowances at the rates set out in Annex 3 shall be payable.
- k) Where, in the case of a GP Registrar placement commencing prior to 1st August 2007 and ending on or after 1st August 2007, arrangements under these directions are already in place for the payment of an additional motor vehicle allowance, those established arrangements shall continue for the duration of the placement and the mileage

allowances provided for in sub-paragraphs d) to j) and specified in Annex 3 are not payable.

- i) Where necessary:
  - i) the cost of installation of an extra telephone extension at the GP Trainer's surgery; and
  - ii) the cost of installation of a new telephone at a GP Registrar's residence (away from the GP Trainer's surgery);
  - iii) the cost of the rental charge for a telephone at a GP Registrar's residence (away from the GP Trainer's surgery), provided that the GP Registrar is responsible for payment of the rental charge;
  - iv) the cost of installation and the rental charge for a bedroom telephone extension at the GP Registrar's residence, provided that the Strategic Health Authority is satisfied that the extension is necessary for the satisfactory performance of the GP Registrar's duties in the practice and the GP Trainer makes a declaration to that effect;
  - v) as an alternative to the cost of the rental charge, the cost of purchasing a telephone handset subject to the maximum cost which otherwise would have been payable for the rental in paragraph 1(l)(iii) and (iv) above. This provision will apply only once for any GP Registrar in respect of each of the circumstances outlined in paragraph 1(l)(iii) and (iv) above.

## SCHEDULE 2

Direction 2 (c)

### 2) Allowance

- a) For the GP Registrar's allowance and board and lodging a maximum payment related to the basic salary the GP Registrar was receiving in his or her last regular NHS hospital post as set out in the appropriate scale in Annex 3 and increasing on the anniversary of the GP Registrar's incremental date when in that post to the next higher points in that scale, subject to the exceptions set out below.
- b) The exceptions to these arrangements in the case of a contract of employment entered into before 1st April 2007 (irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date) or in the case of a contract of employment entered into on or after 1st April 2007 where the GP Registrar placement commenced before 1st August 2007 are as follows:
  - i) for a GP Registrar whose last hospital post was in the House Officer grade the allowance payment will be made at the point

appropriate to the minimum of the Senior House Officer scale and the date of taking up the general practice traineeship will become the GP Registrar's new incremental date i.e. the date he or she would eventually move on to the second and subsequent points of the Senior House Officer scale, if at all.

- ii) for a GP Registrar who was on the maximum of the Senior Registrar scale the payment will be at the appropriate point on the appropriate scale of GP Registrar allowances payments on a mark-time basis.
  - iii) for a GP Registrar who was previously a Consultant the payment will be equivalent to his or her previous hospital salary on a mark-time basis.
  - iv) for a GP Registrar who has entered the GP training programme directly from any public sector appointment (other than those specified in sub-paragraphs (i) to (iii) or sub-paragraph (a)), including a non-consultant career grade post, an appointment as a doctor in HM Armed Forces or an NHS public health appointment, the payment shall not be less as a GP Registrar than he or she was receiving in that previous appointment. The allowance for such doctors should be paid at the rate of the current salary they were receiving in that appointment (including any allowances that formed part of that salary) for the scale point of the last relevant appointment, or salary as a serving officer in HM Armed Forces. This allowance will attract Doctors and Dentists Review Body pay uplifts. If the salary in the previous public sector appointment is lower than the salary point of their last training grade hospital post plus the GP Registrar supplement, the allowance should be based on the latter.
- c) The exceptions to these arrangements in the case of a contract of employment entered into on or after 1st April 2007 where the GP Registrar placement commenced on or after 1st August 2007 are as follows:
- i) for a GP Registrar whose last hospital post was in the House Officer grade the allowance payment will be made at the point appropriate to the minimum of the Specialty Registrar scale and the date of taking up the general practice traineeship will become the GP Registrar's new incremental date i.e. the date he or she would eventually move on to the second and subsequent points of the Specialty Registrar scale, if at all.
  - ii) for a GP Registrar who was on the maximum of the Senior Registrar scale the payment will be at the appropriate point on the scale of GP Registrar allowances payments on a mark-time basis.
  - iii) For a GP Registrar who has entered the GP training programme directly from a substantive hospital or public health appointment (including a consultant or non-consultant



career grade) and who had held that post for a period of more than 13 months, unbroken by any period of training, immediately prior to entering GP Training, the GP Registrar allowance payable shall be as set out below.

- (aa) Except where the provisions of paragraph (dd) below apply, the allowance payable shall be based on the pay point reached in the GP Registrar's previous substantive appointment and retaining the current value of the pay point or threshold reached immediately before entering the GP Training Programme.
  - (bb) The allowance payable in accordance with the provisions of paragraph (aa) above will increase during the GP Registrar's period of employment as a GP Registrar in accordance with any general pay awards applicable to their last substantive appointment but not moving up the incremental scale.
  - (cc) The total allowance payable in accordance with paragraph (aa) above will be calculated as if the GP Registrar's contracted training duties in the GP placement had been carried out under the terms of their previous substantive appointment.
  - (dd) If the total allowance calculated under the provisions of paragraph (aa) above would be less than an allowance calculated, in accordance with the scales in Annex 3, on the basis of the salary point of the last training grade hospital post held by the GP Registrar, plus the GP Registrar's supplement, then the allowance payable shall be the allowance calculated, in accordance with the scales in Annex 3, on the basis of the last training grade hospital post held by the GP Registrar, plus the GP Registrar's supplement, and increasing on the anniversary of the GP Registrar's incremental date to the next higher point in that scale.
- iv) For a GP Registrar who has entered the GP training programme directly from a substantive hospital or public health appointment (including a consultant or non-consultant career grade) but who had not held that appointment for a period of more than 13 months, unbroken by any period of training, immediately prior to entering GP Training, the GP

Registrar allowance payable shall be the allowance calculated, in accordance with the scales in Annex 3, on the basis of the last training grade hospital post held by the GP Registrar, plus the GP Registrar's supplement.

- v) for a GP Registrar who has entered the GP training programme directly from any public sector appointment (other than those specified in sub-paragraphs (i) to (iv) or, sub-paragraph (a)) including an appointment as a doctor in HM Armed Forces, the payment shall not be less as a GP Registrar than he or she was receiving in that previous appointment. The allowance for such doctors should be paid at the rate of the current salary they were receiving in that appointment (including any allowances that formed part of that salary) for the scale point of the last relevant appointment, or salary as a serving officer in HM Armed Forces. This allowance will attract Doctors and Dentists Review Body pay uplifts. If the salary in the previous public sector appointment is lower than the salary point of their last training grade hospital post plus the GP Registrar supplement, the allowance should be based on the latter.

### SCHEDULE 3

Direction 2 (d) (ii)

c) In all cases:-

- (i) payments shall be abated by the amount of any Statutory Sick Pay or injury benefit which is payable to the GP Registrar.
- (ii) payments of the GP Trainer's grant and any allowance for an additional motor vehicle provided by the practice shall continue for absences totalling no more than 12 months.
- (iii) payment of the GP Registrar's motor vehicle Regular User annual lump sum shall continue for the remainder of the month in which the car was out of use and for a further three months thereafter. Payment shall be made at the rate of 50% of the annual lump sum for a further three months. No further payments shall be made if the vehicle is out of use for six months or longer.

### SCHEDULE 4

Direction 2 (e)

#### **42) Maternity, paternity and adoption leave for GP Registrars**

Payments in respect of the GP Registrar's allowance will continue to be made to GP Trainers during any maternity, paternity or adoption leave taken by the GP Registrar in accordance with this Part and provided that the relevant conditions set out in paragraphs 43) to 56) are met. These conditions are generally similar to those applicable to hospital doctors (contained in Temporary Appendix VI(i) of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service(England and Wales) 2005 as amended). It should be noted that the provisions that follow do not constitute an entitlement for GP Registrars to maternity, paternity or adoption leave or pay as these are matters between the GP Registrar and the GP Trainer as their employer subject to statutory entitlements (see paragraph 56). The purpose of the provisions is to set out the conditions to be met in order that the GP Trainer can continue to be reimbursed the cost of the allowance paid to the GP Registrar. Before payment is made, the GP Trainer and the GP Registrar may be required to confirm that the arrangements made have been in accordance with these conditions.

#### **43) Qualifying conditions in respect of maternity leave**

Payments to GP Trainers in respect of salaries paid to GP Registrars during maternity leave will be dependent on the GP Registrar meeting the conditions set out in subparagraphs a) to e) below.

- a) The GP Registrar has completed at least 12 months' continuous service (which may be in one or more posts in an employing authority, a Local Authority, or as a GP Registrar in general practice) immediately before the beginning of the eleventh week before the expected week of childbirth. The following will not be considered as breaking the 12 months' continuous service and may for this purpose be disregarded -
  - i) a break in service of 3 calendar months or less, between termination of employment with one Strategic Health Authority and resumption with another,
  - ii) a break of 3 calendar months or less between GP Registrar posts,
  - iii) a break of less than 6 calendar months spent in the employment of a person who provides primary medical services to the National Health Service pursuant to a general medical services contract, a personal medical services agreement or an alternative provider medical services contract (under section 83(2)(b) of the National Health Service Act 2006), or
  - iv) a period of up to 6 months spent abroad as part of an approved vocational training programme on the advice of a Postgraduate Dean or College or Faculty Adviser in the speciality concerned.

- b) The GP Registrar continues to be employed by the GP Trainer until immediately before the beginning of the eleventh week prior to the expected week of childbirth.
- c) The GP Registrar notifies the GP Trainer, in writing, of her intention to take maternity leave and whether or not she intends to resume the traineeship with the same or another GP Trainer after her childbirth; and that this notification is made before the end of the 15<sup>th</sup> week before childbirth, or, if this is not possible, as soon as is reasonably practicable thereafter.
- d) The GP Registrar submits to the GP Trainer a statement from a registered medical practitioner or a certified midwife indicating the expected date of confinement as soon as possible and in any event not later than 21 days before the commencement of maternity leave, or, if this is not possible, as soon as is reasonably practicable.
- e) In this paragraph, "employing authority" means a Primary Care Trust, a Strategic Health Authority, an NHS Trust or an NHS Foundation Trust.

#### **44) Commencement of Maternity Leave**

Payments to GP Trainers will be made as follows:

- a) where maternity leave commences not earlier than the beginning of the eleventh week before the expected week of childbirth. Postponement is subject to the production to the GP Trainer of written evidence from a practitioner of capacity to continue the traineeship.
- b) where a GP Registrar is on sick leave prior to the eleventh week before the expected week of childbirth and childbirth occurs, maternity leave commences from the day after the actual day of childbirth and any earlier absence, supported by a medical statement of incapacity for work, or a self-certificate, is treated as sick leave in accordance with provisions of paragraph 41. If the GP Registrar works in the actual week of childbirth and is therefore entitled to payment in respect of the work done, maternity leave should start on the first day of absence.
- c) Payment will continue to be made to the GP Trainer where, with his or her agreement, and where the GP Registrar's baby is born before the 11<sup>th</sup> week before the expected week of childbirth and the baby is still in hospital, the GP Registrar chooses to split her maternity leave entitlement, taking a minimum period of two weeks leave immediately after childbirth and the rest of her leave following her baby's discharge from hospital.
- d) If a GP Registrar is off work ill, or becomes ill, with a pregnancy-related illness during the last four weeks before the expected week of childbirth, maternity leave will commence at the beginning of the fourth week before the expected week of childbirth or the beginning of the next week after the GP Registrar last worked, whichever is

the later. Absence prior to the last four weeks before the expected week of childbirth, supported by a medical statement of incapacity for work, or a self-certificate, shall be treated as sick leave in accordance with normal leave provisions.

- e) Where a GP Registrar's baby is born dead after the 24<sup>th</sup> week of pregnancy the GP Registrar will be entitled to the same amount of maternity leave and pay as if her baby was born alive.
- f) Where a GP Registrar has a miscarriage before the 25<sup>th</sup> week of pregnancy normal sick leave provisions as set out in paragraph 41 will apply as appropriate.

**45) Other Conditions to be met by the GP Registrar and GP Trainer in respect of maternity leave**

GP Trainers and GP Registrars shall ensure that the following conditions are met

- a) the GP Registrar shall provide written confirmation of the actual date of childbirth;
- b) the GP Trainer shall send a written request to the GP Registrar, not earlier than 49 days from the date on which he or she was notified as the beginning of the expected week of childbirth or the date of childbirth, asking the GP Registrar to state in writing whether she intends to resume her traineeship, and in the course of the request explain to her the effect of this provision on her right to return;
- c) the GP Registrar should provide the written notice asked for within 14 days of receiving the request (or if that is not reasonably practicable, as soon after as is reasonably practicable);
- d) where appropriate, the GP Registrar should inform her GP Trainer of the date she proposes to return, in writing, at least 28 days before that date; and
- e) if the GP Trainer has reasonable doubts whether the GP Registrar is medically fit to return to duty after childbirth, her return should be delayed until the GP Registrar produces a doctor's statement of fitness for duty.

**46) Payments to GP Trainers in respect of maternity pay**

Payments to GP Trainers in respect of the allowance for GP Registrars during maternity leave will be on the following basis

- a) for the first 8 weeks of absence (weeks 1 to 8), full allowance, less any Statutory Maternity Pay or Maternity Allowance (including any dependant's allowances) receivable;
- b) for the next 18 weeks of absence (weeks 9 to 26), half of the full allowance providing the total receivable including any Statutory Maternity Pay or Maternity Allowance (including any dependant's allowances) does not exceed full allowance;
- c) the GP Registrar shall have entitlement to maternity leave, including the period of paid maternity leave, of 52 weeks;

- d) a GP Registrar who has retained her option to pay the reduced rate Class 1 National Insurance contributions shall be deemed for the purposes of this paragraph to be in receipt of the full rate of National Insurance benefits, including Dependant's benefit, which would have been receivable had she not elected to pay the reduced rate contributions. Payment due under this scheme shall be subject to adjustment by reference to an appropriate notional rate of Maternity Allowance and other weekly National Insurance benefits;
- e) the period of continuous employment for the purpose of satisfying the service qualification in paragraph 43 shall be calculated in accordance with section 211 of the Employment Rights Act 1996 as amended, except that a break in service shall be as defined in paragraph 43;
- f) full pay shall be calculated using the average weekly earnings rules used for calculating Statutory Maternity Pay entitlements, subject to the following qualifications:
  - i) in the event of the GP Registrar allowance being increased before the paid maternity leave period begins, the payment to the GP Trainer in respect of the GP Registrar's maternity pay shall be calculated as though the increase had effect throughout the entire Statutory Maternity Pay calculation period,
  - ii) in the event of an increase to the GP Registrar allowance during the paid maternity leave period, the payment to the GP Trainer in respect of the GP Registrar's maternity pay shall be increased accordingly from the date of that increase, and
  - iii) in the case of a GP Registrar on unpaid sick absence or on sick absence attracting half pay during the whole or part of the period used for calculating average weekly earnings in accordance with the earnings rules for Statutory Maternity Pay purposes, average weekly earnings for the period of sick absence shall be calculated on the basis of full sick pay;
- g) in the case of a part-time GP Registrar "full pay" or "full allowance" means the amount earned by the GP Registrar for the hours normally worked and proportionate payments will be based on the full allowance so determined;
- h) where a GP Registrar qualifies for maternity leave but she has notified the GP Trainer in advance of the commencement of maternity leave that she does not intend to resume her traineeship with the same or another GP Trainer, the payments to her GP Trainer in respect of the GP Registrar's allowance will be the equivalent of 6 weeks pay at 9/10ths full pay less the flat rate National Insurance Maternity Allowance, if receivable, or in the case of those married women GP Registrar optants who do not qualify for Statutory Maternity Pay the equivalent notional benefit provided that the GP Registrar also has the following service:

- i) 2 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 16 hours a week; or
- ii) 5 or more years' continuous service with 1 or more employing authorities or as a GP Registrar in general practice, of at least 8 hours a week;
- i) the period of continuous employment for the purpose of satisfying the conditions of paragraphs 46(h) i) and ii) will be as defined in paragraph 43 and the 6 weeks period shall be regarded as service except where the GP Registrar has finished her training;
- j) the term "employing authorities" in this paragraph is defined in accordance with the definition of "employing authority" in paragraph 43.

**47) GP Registrars returning to their traineeships after maternity leave**

A GP Registrar who has notified her Director and her GP Trainer that, following childbirth, she intends to return to work in accordance with paragraph 43(c) must be able to resume her traineeship under her original contract and on no less favourable terms and conditions.

**48) Failure to return to work after maternity leave**

- a) In the event of illness following the date the GP Registrar was due to return to work normal sick leave provisions as set out in paragraph 41) will apply as appropriate.
- b) Where a GP Registrar, who has notified her GP Trainer of her intention to resume her traineeship on a particular date after expiry of her maternity leave fails to return to work within fifteen months of the beginning of her maternity leave, the GP Trainer shall notify the Strategic Health Authority immediately and return to the Strategic Health Authority any payments, less any Statutory Maternity Pay to which the GP Registrar is entitled, that may have been sent to him in respect of the GP Registrar on the assumption that the GP Registrar had, as originally intended, resumed her traineeship on expiry of her maternity leave.
- c) If there is no right to return to be exercised because the contract would have ended if pregnancy and childbirth had not occurred the repayment provisions set out in paragraph b) above will not apply.

**49) Extension of traineeship during maternity leave**

Where a GP Registrar who satisfies the conditions in paragraph 43 is subject to a contract which expires after the eleventh week before the expected childbirth, and the Director extends the contract so as to enable her to receive 26 weeks paid maternity leave, payments to the GP Trainer, within the scope defined in paragraph 52), will cover the whole of that period.

**50) Time off for ante-natal care**

GP Trainers shall not unreasonably refuse time off work to receive ante-natal care provided that:

- a) a GP Registrar makes an appointment for such care and requests time off for the purpose; and
- b) in respect of the first such appointment the GP Registrar provides evidence on request from the GP Trainer that she is pregnant and that an appointment has been made.

**51) Sick pay and maternity leave**

Where a GP Registrar submits a medical statement from a practitioner, or a self-certificate to cover absence from:

- a) the date she has notified her GP Trainer that she will return to work following childbirth; or
- b) the date she and the GP Trainer have agreed that she will return; or
- c) where no date has been notified or agreed, the first day following the maximum period on maternity leave,

then payments may be made to the GP Trainer in accordance with the provisions of paragraph 41) from that date. Except as provided for in paragraphs 44) b) and c) payments made to the GP Trainer in respect of absences during the period from the beginning of the eleventh week before the expected week of childbirth until the date in paragraph a) to c) above shall be treated as made in respect of maternity leave and entitlement of the GP Trainer to payments under the provisions of paragraph 41) shall be suspended during this period.

**52) Scope of payments: maternity leave and adoption leave**

No payments under the GP Registrar Scheme will be made during the GP Registrar's absence on maternity leave, other than:-

(i) payments in respect of the GP Registrar's allowance as provided for in paragraphs 42) to 51) (maternity leave) or 52B) (adoption leave), and the employer's share of National Insurance and superannuation contributions as appropriate, and

(ii) payments of the GP Registrar's Regular User annual lump sum which shall continue for the remainder of the month in which the car was out of use and for a further three months thereafter. Payment shall be made at the rate of 50% of the annual lump sum for a further three months or until the end of maternity leave, whichever is the less. No further payments shall be made if the vehicle is out of use for six months or longer. Payment of the annual lump sum for GP Registrars not intending to return to work shall be limited to the period of paid maternity leave as determined under Paragraph 46) of this Schedule.

**52A) Maternity Support (Paternity) leave and pay**

- a) Payments to GP Trainers in respect of the allowance for GP Registrars during paternity leave will be on the basis of 2 weeks at



the full allowance, less any statutory paternity pay receivable where the GP Registrar has 12 months' continuous service.

- b) Sub-paragraph a) applies to biological and adoptive fathers, the same sex partner of a woman who has given birth to a child and the same sex partner of a person who has adopted a child.
- c) Paragraph 46e), f) and g) apply to payments under this paragraph as if references to "Statutory Maternity Pay" were to "Statutory Paternity Pay" and as if references to "maternity leave" were to "paternity leave": the definition of "continuous service" in paragraph 43a) also applies to this paragraph.
- d) The GP Trainer shall inform the GP Registrar as to the period during which leave can be taken and whether it must be taken in a continuous block or may be split up over a specific period.
- e) The GP Registrar must give the GP Trainer a completed form SC3 "Becoming a Parent" at least 28 days before they want the paternity leave to start.
- f) GP Trainers should not unreasonably refuse time off work to attend ante-natal classes provided that:
  - i) a GP Registrar requests time off for the purpose; and
  - ii) in respect of the first such class the GP Registrar provides evidence on request from the GP Trainer that his partner is pregnant and that an appointment has been made to attend an ante-natal class.

**52B) Adoption Leave and pay**

- a) If an eligible GP Registrar is going to be the adoptive parent of a child and will be the main care provider for that child, the GP Trainer shall be eligible for payments in respect of that GP Registrar in accordance with this paragraph during a period of adoption leave, the period of such leave to be agreed between the GP Trainer and the GP Registrar, subject to relevant statutory requirements.
- b) In this paragraph, "eligible GP Registrar" means a GP Registrar who has 12 months' continuous service within the meaning of paragraph 43a), as if for the words "immediately before the beginning of the eleventh week before the expected week of childbirth" in that paragraph, there were substituted "ending with the week in which the GP Registrar was notified of having been matched with the child for adoption, including any such notification received from an adoption agency".
- c) Paragraph 46e), f) and g) apply to payments under this paragraph as if references to "Statutory Maternity Pay" were to "Statutory Adoption Pay" and as if references to "maternity leave" were to "adoption leave".
- d) Payments to GP Trainers in respect of the allowance for GP Registrars during adoption leave will be:-

- i) for the first 8 weeks of absence (weeks 1 to 8), full allowance, less any Statutory Adoption Pay receivable;
  - ii) for the next 18 weeks of absence (weeks 9 to 26), half of the full allowance, providing the total receivable including any Statutory Adoption Pay, does not exceed full allowance;
- e) Reasonable time off to attend official meetings in the adoption process shall also be given.

**53) Certifying Strategic Health Authorities: maternity leave and adoption leave**

GP Trainers shall inform Strategic Health Authorities and Directors as soon as they receive notices of expected childbirth from GP Registrars in respect of maternity leave or, as regards adoption leave, as soon as the GP Trainer becomes aware that a GP Registrar intends to take such leave.

**54) Incremental Dates**

Absence on maternity, paternity and adoption leave, whether paid or unpaid, shall count towards any incremental progression to which the GP Registrar may be entitled, and will not defer the original incremental date.

**55) Extension of Traineeship**

Extension of the total period of the traineeship by the appropriate period of maternity, paternity or adoption leave shall be allowed by the Director to enable training to be completed (including, in the case of maternity or adoption leave, a longer extension where, with the Director and GP Trainer's agreement, the GP Registrar works fewer hours than prior to the birth).

**56) Statutory Rights**

Nothing in the conditions for payments to GP Trainers in respect of a GP Registrar's maternity, paternity or adoption leave shall be interpreted as qualifying a GP Registrar's statutory maternity, paternity or adoption leave rights.

**SCHEDULE 5**

Direction 2 (f)

**ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR DIRECTIONS 2003**

This Annex contains details of the payments payable in respect of the GP Registrar Scheme.

Section 1 contains details of the payments payable in the case of a contract of employment entered into before 1st April 2007, irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date

Section 2 contains details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007

Section 3 contains details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.

### Section 1

Details of the payments payable in the case of a contract of employment entered into before 1st April 2007, irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date

#### 1. GENERAL ALLOWANCES

- a. Training grant £7,287
- b. London Weighting (1) London Zone £2,162  
(2) The fringe area £149
- c. GP Registrar's subscription to a professional defence organisation  
See paragraph 7 of Schedule 1 to these Directions.

#### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance  
Col B : GP Registrar Supplement  
Col C : Col A + Col B = total allowance payable to GP Registrar

#### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates for contracts of employment entered into before 1st April 2007 irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date)

From 1 April 2007

	A	B	C	
	£	£	£	
1	House Officer†	26,270	17,076	43,346 *
2	1st year SHO	26,270	17,076	43,346 *
3	2nd year SHO	28,031	18,221	46,252 *
4	3rd year SHO	29,792	19,365	49,157 *
5	4th year SHO	31,553	20,510	52,063 *
6	5th year SHO	33,314	21,655	54,969 *

7	6th year SHO	35,076	22,800	57,876	*
8	SHO maximum	36,837	23,945	60,782	*
9	1st year SpR	29,364	19,087	48,451	*
10	2nd year SpR	30,851	20,054	50,905	*
11	3rd year SpR	32,338	21,020	53,358	*
12	4th year SpR	33,825	21,987	55,812	*
13	5th year SpR (Registrar Maximum)‡	35,619	23,153	58,772	*
14	6th year SpR	37,413	24,319	61,732	*
15	7th year SpR	39,207	25,485	64,692	*
16	8th year SpR	41,001	26,651	67,652	*
17	9th year SpR	42,795	27,817	70,612	*
18	10th year SpR	44,581	28,978	73,559	#
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis			

Notes

SHO = Senior House Officer, SpR = Specialist Registrar

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

† See Paragraph 2(b)i) of Schedule 1 to these Directions.

\* Incremental dates as in last hospital post

# Mark-time basis

**3. VEHICLE ALLOWANCES**

For additional vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

For the use of private vehicles

**1. Public Transport rate**

23p per mile

**2. Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

**3. Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

**4. Passenger Allowances**

Each Passenger 2p per mile

## Section 2

Details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007

### 1. GENERAL ALLOWANCES

- a. Training grant £7,287
- b. London Weighting (1) London Zone £2,162  
 (2) The fringe area £149
- c. GP Registrar's subscription to a professional defence organisation  
 See paragraph 7 of Schedule 1 to these Directions.

### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance  
 Col B : GP Registrar Supplement  
 Col C : Col A + Col B = total allowance payable to GP Registrar

#### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates for contracts of employment entered into on or after 1st April 2007 and commenced before 1 August 2007 where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007)

From 1 April 2007

	A	B	C		
	£	£	£		
1	House Officer†	26,270	14,449	40,719	*
2	1st year SHO	26,270	14,449	40,719	*
3	2nd year SHO	28,031	15,418	43,449	*
4	3rd year SHO	29,792	16,386	46,178	*
5	4th year SHO	31,553	17,355	48,908	*
6	5th year SHO	33,314	18,323	51,637	*
7	6th year SHO	35,076	19,292	54,368	*
8	SHO maximum	36,837	20,261	57,098	*
9	1st year SpR	29,364	16,151	45,515	*
10	2nd year SpR	30,851	16,969	47,820	*
11	3rd year SpR	32,338	17,786	50,124	*
12	4th year SpR	33,825	18,604	52,429	*
13	5th year SpR	35,619	19,591	55,210	*
	(Registrar Maximum)‡				
14	6th year SpR	37,413	20,578	57,991	*
15	7th year SpR	39,207	21,564	60,771	*

16	8th year SpR	41,001	22,551	63,552	*
17	9th year SpR	42,795	23,538	66,333	*
18	10th year SpR	44,581	24,520	69,101	#
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis			

Notes:

SHO = Senior House Officer, SpR = Specialist Registrar

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

† See Paragraph 2)b)i) of Schedule 1 to these Directions.

\* Incremental dates as in last hospital post

# Mark-time basis

**3. VEHICLE ALLOWANCES**

For additional vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

For the use of private vehicles

**1. Public Transport rate**

23p per mile

**2. Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

**3. Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc	Over
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	or less	125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

**4. Passenger Allowances**

Each Passenger 2p per mile



### Section 3

Details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.

#### 1. GENERAL ALLOWANCES

a.	<u>Training grant</u>		£7,287
b.	<u>London Weighting</u>	(1) London Zone	£2,162
		(2) The fringe area	£149
c.	<u>GP Registrar's subscription to a professional defence organisation</u> See paragraph 7 of Schedule 1 to these Directions.		

#### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (Speciality Registrar scale) = current GPR basic allowance

Col B : GP Registrar Supplement

Col C : Col A + Col B = total allowance payable to GP Registrar

Col X : Hospital salary (last NHS training appointment held)

#### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates for contracts of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.)

From 1 August 2007

		X		A	B	C	
		Basic		New	£supp	Total	
		£	New pay point	£basic	(55%)	£	
1	House Officer	26,270	F2 minimum	26,270	14,449	40,719	*
2	1st year SHO	26,270	F2 minimum	26,270	14,449	40,719	*
3	2nd year SHO	28,031	Specialty Registrar minimum	28,118	15,465	43,583	*
4	3rd year SHO	29,792	StR point 01	29,879	16,433	46,312	*
5	4th year SHO	31,553	StR point 02	32,338	17,786	50,124	*
6	5th year SHO	33,314	StR point 03	33,825	18,604	52,429	*
7	6th year SHO	35,076	StR point 04	35,619	19,590	55,209	*
8	SHO maximum	36,837	StR point 05	37,413	20,577	57,990	*
9	1st year SpR	29,364	1st year Specialist Registrar	29,364	16,150	45,514	*
10	2nd year SpR	30,851	2nd year SpR	30,851	16,968	47,819	*
11	3rd year SpR	32,338	3rd year SpR / StR point 02	32,338	17,786	50,124	*
12	4th year SpR	33,825	4th year SpR / StR point 03	33,825	18,604	52,429	*
13	5th year SpR	35,619	5th year SpR / StR point 04	35,619	19,590	55,209	* †
14	6th year SpR	37,413	6th year SpR / StR point 05	37,413	20,577	57,990	*

15	7th year SpR	39,207	7th year SpR / StR point 06	39,207	21,564	60,771	*
16	8th year SpR	41,001	8th year SpR / StR point 07	41,001	22,551	63,552	*
17	9th year SpR	42,795	9th year SpR / StR point 08	42,795	23,537	66,332	*
18	10th year SpR	44,581	10th year SpR / StR point 09	44,581	24,520	69,101	#
19	Consultant	As determined under the provisions of Section 2)c) of Schedule 1 to the Directions					

Notes:

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

# Mark-time basis

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

### 3. VEHICLE ALLOWANCES

#### For a vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

#### For the use of private vehicles

1. **Public Transport rate**

23p per mile

2. **Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

3. **Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

4. **Passenger Allowances**

Each Passenger 2p per mile

**NATIONAL HEALTH SERVICE, ENGLAND**

**STRATEGIC HEALTH AUTHORITIES AND GP REGISTRAR (AMENDMENT) (No 3) DIRECTIONS 2007**

The Secretary of State gives the following Directions in exercise of the powers conferred by section 8(1) of the National Health Service Act 2006 (1):

**Citation, commencement, application and interpretation**

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) (No 3) Directions 2007.

(2) These Directions shall come into force on 1st November 2007.

(3) These Directions apply in relation to England only.

(4) In these Directions, "the GP Registrar Directions 2003" means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(2).

**The Amendments**

2. In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

**Revocations**

3. The following provisions are hereby revoked—

(a) direction 2(3) of the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004;

(b) direction 3(1)(e) of the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005;

(c) direction 2(3) of the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006;

(d) the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007; and

(e) direction 2(f) of the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007.

Signed by authority of the Secretary of State for Health

(1) 2006 c.41.

(2) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007 and by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.

25/10/2007

*N. J. Hill*

Department of Health  
A member of the Senior Civil Service

**SCHEDULE**  
**ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR**  
**DIRECTIONS 2003**

Direction 2

**Annex 3**

This Annex contains details of the payments payable in respect of the GP Registrar Scheme.

Section 1 contains details of the payments payable in the case of a contract of employment entered into before 1st April 2007, irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date

Section 2 contains details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007

Section 3 contains details of the payments payable in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.

**Note:** the numbering of the points in the tables of GP Registrar allowances in Sections 1 and 2 is for reference only and does not indicate a continuous pay scale.

## Section 1

Details of the payments payable from 1st November 2007 in the case of a contract of employment entered into before 1st April 2007, irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date

### 1. GENERAL ALLOWANCES

- a. Training grant £7,323
- b. London Weighting (1) London Zone £2,162  
(2) The fringe area £149
- c. GP Registrar's subscription to a professional defence organisation  
See paragraph 7 of Schedule 1 to these Directions.

### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B : GP Registrar Supplement

Col C : Col A + Col B = total allowance payable to GP Registrar

### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates from 1st November 2007 for contracts of employment entered into before 1st April 2007 irrespective of whether the GP Registrar placement commenced before 1st August 2007 or on or after that date)

	A	B	C	
	£	£	£	
1	House Officer†	26,532	17,246	43,778
2	1st year SHO	26,532	17,246	43,778
3	2nd year SHO	28,267	18,374	46,641
4	3rd year SHO	30,002	19,502	49,504
5	4th year SHO	31,737	20,630	52,367
6	5th year SHO	33,472	21,757	55,229
7	6th year SHO	35,207	22,885	58,092
8	SHO maximum	36,942	24,013	60,955
9	1st year SpR	29,580	19,227	48,807
10	2nd year SpR	31,045	20,180	51,225
11	3rd year SpR	32,510	21,132	53,642
12	4th year SpR	33,975	22,084	56,059
13	5th year SpR (Registrar Maximum)‡	35,742	23,233	58,975
14	6th year SpR	37,510	24,382	61,892
15	7th year SpR	39,278	25,531	64,809
16	8th year SpR	41,045	26,680	67,725
17	9th year SpR	42,813	27,829	70,642
18	10th year SpR	44,581	28,978	73,559
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis		

Notes

SHO = Senior House Officer, SpR = Specialist Registrar

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

† See Paragraph 2(b)(i) of Schedule 1 to these Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.

\* Incremental dates as in last hospital post

# Mark-time basis

**3. VEHICLE ALLOWANCES**

For additional vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

For the use of private vehicles

**1. Public Transport rate**

23p per mile

**2. Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

**3. Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

**4. Passenger Allowances**

Each Passenger 2p per mile

## Section 2

Details of the payments payable from 1st November 2007 in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007

### 1. GENERAL ALLOWANCES

- |    |   |                               |
|----|---|-------------------------------|
| a. | <u>Training grant</u>   | £7,323                        |
| b. | <u>London Weighting</u>   | (1) London Zone      £2,162   |
|    |   | (2) The fringe area      £149 |
| c. | <u>GP Registrar's subscription to a professional defence organisation</u> |                               |
|    | See paragraph 7 of Schedule 1 to these Directions.                        |                               |

### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance

Col B : GP Registrar Supplement

Col C : Col A + Col B = total allowance payable to GP Registrar

### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates from 1st November 2007 for contracts of employment entered into on or after 1st April 2007 and commenced before 1 August 2007 where the GP Registrar placement commenced on or after 1st April 2007 but before 1st August 2007)

		A	B	C	
		£	£	£	
1	House Officer†	26,532	14,593	41,125	.
2	1st year SHO	26,532	14,593	41,125	.
3	2nd year SHO	28,267	15,547	43,814	.
4	3rd year SHO	30,002	16,502	46,504	.
5	4th year SHO	31,737	17,456	49,193	.
6	5th year SHO	33,472	18,410	51,882	.
7	6th year SHO	35,207	19,364	54,571	.
8	SHO maximum	36,942	20,319	57,261	.
9	1st year SpR	29,580	16,269	45,849	.
10	2nd year SpR	31,045	17,075	48,120	.
11	3rd year SpR	32,510	17,881	50,391	.
12	4th year SpR	33,975	18,687	52,662	.
13	5th year SpR (Registrar Maximum)‡	35,742	19,659	55,401	.
14	6th year SpR	37,510	20,631	58,141	.
15	7th year SpR	39,278	21,603	60,881	.
16	8th year SpR	41,045	22,575	63,620	.
17	9th year SpR	42,813	23,548	66,361	.
18	10th year SpR	44,581	24,520	69,101	#
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis			



**Notes:**

SHO = Senior House Officer, SpR = Specialist Registrar

- ‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.
- † See Paragraph 2)b)i) of Schedule 1 to these Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.
- \* Incremental dates as in last hospital post
- # Mark-time basis

**3. VEHICLE ALLOWANCES**

For additional vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

For the use of private vehicles

**1. Public Transport rate**

23p per mile

**2. Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

**3. Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

**4. Passenger Allowances**

Each Passenger 2p per mile

### Section 3

Details of the payments payable from 1st November 2007 in the case of a contract of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.

#### 1. GENERAL ALLOWANCES

- a. Training grant £7,323
- b. London Weighting (1) London Zone £2,162  
(2) The fringe area £149
- c. GP Registrar's subscription to a professional defence organisation  
See paragraph 7 of Schedule 1 to these Directions.

#### 2. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Key to columns in the table below

Col A : Hospital salary (Speciality Registrar scale) = current GPR basic allowance

Col B : GP Registrar Supplement

Col C : Col A + Col B = total allowance payable to GP Registrar

Col X : Hospital salary (last NHS training appointment held)

#### PAYMENTS IN RESPECT OF THE GP REGISTRAR SCHEME

(Rates from 1st November 2007 for contracts of employment entered into on or after 1st April 2007, where the GP Registrar placement commenced on or after 1st August 2007.)

Grade / pay point on entry	X Basic £	New pay point	A New £basic	B £supp (55%)	C Total £
House Officer	26,532	Speciality Registrar minimum	28,352	15,594	43,946
1st year SHO	26,532	Speciality Registrar minimum	28,352	15,594	43,946
2nd year SHO	28,267	Speciality Registrar minimum	28,352	15,594	43,946
3rd year SHO	30,002	StR point 01	30,087	16,548	46,635
4th year SHO	31,737	StR point 02	32,510	17,881	50,391
5th year SHO	33,472	StR point 03	33,975	18,687	52,662
6th year SHO	35,207	StR point 04	35,742	19,659	55,401
SHO maximum	36,942	StR point 05	37,510	20,631	58,141
1st year SpR	29,580	1st year Specialist Registrar	29,580	16,269	45,849
2nd year SpR	31,045	2nd year SpR	31,045	17,075	48,120
3rd year SpR	32,510	3rd year SpR / StR point 02	32,510	17,881	50,391
4th year SpR	33,975	4th year SpR / StR point 03	33,975	18,687	52,662
5th year SpR	35,742	5th year SpR / StR point 04	35,742	19,659	55,401
6th year SpR	37,510	6th year SpR / StR point 05	37,510	20,631	58,141
7th year SpR	39,278	7th year SpR / StR point 06	39,278	21,603	60,881
8th year SpR	41,045	8th year SpR / StR point 07	41,045	22,575	63,620
9th year SpR	42,813	9th year SpR / StR point 08	42,813	23,548	66,361
10th year SpR	44,581	10th year SpR / StR point 09	44,581	24,520	69,101
Consultant					

As determined under the provisions of Paragraph 2(jc) of Schedule 1 to the Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August

**Notes:**

- \* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.
- # Mark-time basis
- † Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist/Specialty Registrar.

**3. VEHICLE ALLOWANCES**

For a vehicle provided by the employing practice

(1) for one year's full-time training	£4,598.10
(2) for 2 year's part-time training (for each year)	£3,016.30

For the use of private vehicles

1. **Public Transport rate**  
23p per mile
2. **Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.0p	33.5p	40.0p
Thereafter	16.2p	18.3p	20.5p

3. **Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	34.0p	43.0p	53.0p
Thereafter	16.2p	18.3p	20.5p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

c. Pedal Cycles

For local agreement, subject to a minimum of 6.2p per mile.

4. **Passenger Allowances**

Each Passenger	2p per mile
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**NATIONAL HEALTH SERVICE, ENGLAND**  
**STRATEGIC HEALTH AUTHORITIES AND GP REGISTRAR**  
**(AMENDMENT) DIRECTIONS 2008**

The Secretary of State, in exercise of the powers conferred by section 8(1) of the National Health Service Act 2006 (1), gives the following Directions:

**Citation, commencement, application and interpretation**

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008.

(2) These Directions come into force on 11th July 2008.

(3) These Directions apply to England.

(4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(2).

**The Amendments**

2.—(1) In direction 1(3) of the GP Registrar Directions 2003, in the appropriate alphabetical position, insert—

““Amendment Directions 2008” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008 which came into force on 11th July 2008;”

(2) After direction 6 (“Transitional provision relating to the Amendment Directions 2006”) of the GP Registrar Directions 2003, insert the following—

**“Transitional provision relating to the Amendment Directions 2008**

7.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2008, and that GP Registrar’s GP Trainer was at any time on or after that date entitled to receive a payment in respect of the GP Registrar from a Strategic Health Authority pursuant to paragraph 2 of Schedule 1 to these Directions, that Strategic Health Authority shall make a payment to that GP Trainer calculated in accordance with paragraph (2).

(2) The payment specified in paragraph (1) shall consist of—

(a) the allowance the GP Trainer would have received in respect of the GP Registrar between 1st April 2008 and 10th July 2008 (for the period within that time that the GP Trainer was entitled to be paid by that Strategic Health

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(1) 2006 c.41.

(2) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007 and by the Strategic Health Authorities and GP Registrar (Amendment) (No 3) Directions 2007 which came into force on 1st November 2007.

Authority in respect of that GP Registrar pursuant to paragraph 2 of Schedule 1 to these Directions) as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2008 had taken effect on 1st April 2008; minus

(b) the allowance that the Strategic Health Authority actually paid to that GP Trainer in respect of that GP Registrar during the period specified in subparagraph (a)."

(3) In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health



Department of Health

A member of the Senior Civil Service

10/7/2008

## SCHEDULE

### ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR DIRECTIONS 2003

#### 1. GENERAL ALLOWANCES

- |    |   |        |
|----|---|--------|
| a. | <u>Training grant</u>   | £7,485 |
| b. | <u>London Weighting</u> (1) London Zone   | £2,162 |
|    | (2) The fringe area   | £149   |
| c. | <u>GP Registrar's subscription to a professional defence organisation</u><br>See paragraph 7 of Schedule 1 to these Directions. |        |

#### 2. VEHICLE ALLOWANCES

##### For an additional vehicle provided by the employing practice

- |   |           |
|---|-----------|
| (1) for one year's full-time training               | £4,598.10 |
| (2) for 2 year's part-time training (for each year) | £3,016.30 |

##### For the use of private vehicles

#### 1. Public Transport rate

24p per mile

#### 2. Regular User Allowance

##### Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	27.7p	36.9p	44.0p
Thereafter	17.8p	20.1p	22.6p

#### 3. Standard Rate

##### a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	37.4p	47.3p	58.3p
Thereafter	17.8p	20.1p	22.6p

##### b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p

Over 5,000 miles                      6.1p                      9.0p

**c. Pedal Cycles**

For local agreement, subject to a minimum of 10p per mile.

**4. Passenger Allowances**

Each Passenger                      5p per mile

**3. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE**

**Notes on Allowances**

1. The determination of the allowance payable in respect of each placement within a training programme is normally determined, regardless of the date the placement under the contract actually commences, by the date the contract was entered into and the grade of the doctor at the time that contract was entered into. With those details the allowance payable can be found in the following table by first identifying the column relating to the date the contract for the GP Registrar placement was entered into and then ascertaining the amount of allowance payable, under that column, in respect of the grade of the doctor at the time the contract was entered into. The appropriate point on that grade is the point the doctor is on, or would have been on if he had remained in that grade, at the time the placement under the contract actually commences.
2. However, in all cases, if the allowance so determined is less than the allowance calculated on the basis of the practitioner's current training grade (and their point on that training grade) and supplement payable at the time the placement under the contract actually commences, then the higher amount is payable.
3. For doctors entering the GPR programme from a training grade the following points, which reflect the phasing out of certain of these grades, must be noted in establishing the doctor's grades for the purpose of paragraphs 1 and 2 above:
  - The allowance for a practitioner in a placement contracted for before 1 August 2007 while the practitioner was in the Senior House Officer or Specialist Registrar grade will be determined as if the practitioner had continued in that grade, regardless of any intervening service in the Specialty Registrar Grade. These allowances are shown in parts (a) and (b) below;
  - The allowance for a placement contracted for on or after 1 August 2007 will be based on the presumption that the doctor was in the Specialty Registrar (StR) grade at the time the contract was entered into and will be paid in accordance with the section of part (c) relating to the date the contract was entered into, irrespective of whether the practitioner was already in the (StR) grade at the time of the contract was entered into. However, if the previous post held by the doctor was as a Specialist Registrar (SpR) and the doctor is, at the time the placement actually commences, on the minimum or first incremental point of that scale, then the allowance will be determined with reference to part (b) of the table.
4. Practitioners entering from non-training grades are provided for separately in part (d).

Scale point	Formal employment contract for practice placement made (dates are inclusive):											
	Pre-1 April 2007 Supplement 65%			1 April '07 - 31 July '07 Supplement 55%			1 August '07 - 31 March '08 Supplement 55%			1 April '08 - 31 March '09 Supplement 50%		
	Basic Salary (all contracts)	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	
SHO minimum	£27,116	£17,626	£44,742	£14,914	£42,030	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 01	£28,889	£18,778	£47,667	£15,889	£44,778	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 02	£30,663	£19,931	£50,594	£16,865	£47,528	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 03	£32,436	£21,084	£53,520	£17,840	£50,276	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 04	£34,209	£22,236	£56,445	£18,815	£53,024	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 05	£35,982	£23,389	£59,371	£19,791	£55,773	n/a	n/a	n/a	n/a	n/a	n/a	
SHO point 06	£37,755	£24,541	£62,296	£20,766	£58,521	n/a	n/a	n/a	n/a	n/a	n/a	
SpR minimum	£30,231	£19,951	£49,882	£16,628	£46,959	£16,628	£46,959	£16,628	£46,959	£15,116	£45,347	
SpR point 01	£31,726	£20,624	£52,352	£17,451	£49,179	£17,451	£49,179	£17,451	£49,179	£15,864	£47,592	
SpR point 02	£33,226	£21,597	£54,823	£18,275	£51,501	£18,275	£51,501	£18,275	£51,501	£16,613	£49,839	
SpR point 03	£34,723	£22,570	£57,293	£19,098	£53,821	£19,098	£53,821	£19,098	£53,821	£17,362	£52,085	
SpR point 04	£36,229	£23,744	£60,273	£20,091	£56,620	£20,091	£56,620	£20,091	£56,620	£18,265	£54,794	
SpR point 05	£38,336	£24,919	£63,256	£21,085	£59,421	£21,085	£59,421	£21,085	£59,421	£19,168	£57,504	
SpR point 06	£40,143	£26,083	£66,236	£22,079	£62,222	£22,079	£62,222	£22,079	£62,222	£20,072	£60,215	
SpR point 07	£41,948	£27,267	£69,215	£23,072	£65,020	£23,072	£65,020	£23,072	£65,020	£20,974	£62,922	
SpR point 08	£43,755	£28,441	£72,196	£24,066	£67,821	£24,066	£67,821	£24,066	£67,821	£21,878	£65,633	
SpR point 09	£45,562	£29,616	£75,178	£25,060	£70,622	£25,060	£70,622	£25,060	£70,622	£22,781	£68,343	
SiR minimum	£26,976	n/a	n/a	£15,937	£44,913	£15,937	£44,913	£15,937	£44,913	£14,488	£43,464	
SiR point 01	£30,749	n/a	n/a	£16,912	£47,661	£16,912	£47,661	£16,912	£47,661	£15,375	£46,124	
SiR point 02	£33,226	n/a	n/a	£18,275	£51,501	£18,275	£51,501	£18,275	£51,501	£16,613	£49,839	
SiR point 03	£34,723	n/a	n/a	£19,098	£53,821	£19,098	£53,821	£19,098	£53,821	£17,362	£52,085	
SiR point 04	£36,229	n/a	n/a	£20,091	£56,620	£20,091	£56,620	£20,091	£56,620	£18,265	£54,794	
SiR point 05	£38,336	n/a	n/a	£21,085	£59,421	£21,085	£59,421	£21,085	£59,421	£19,168	£57,504	
SiR point 06	£40,143	n/a	n/a	£22,079	£62,222	£22,079	£62,222	£22,079	£62,222	£20,072	£60,215	
SiR point 07	£41,948	n/a	n/a	£23,072	£65,020	£23,072	£65,020	£23,072	£65,020	£20,974	£62,922	
SiR point 08	£43,755	n/a	n/a	£24,066	£67,821	£24,066	£67,821	£24,066	£67,821	£21,878	£65,633	
SiR point 09	£45,562	n/a	n/a	£25,060	£70,622	£25,060	£70,622	£25,060	£70,622	£22,781	£68,343	
Consultant / Career Grade												

As determined under the provisions of Paragraph 2(c) of Schedule 1 to the Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.

Source



Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

† Doctors on the first Incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second Incremental point (02) of the Specialty Registrar scale.

# Mark-line basis

‡ Guidance (PIM(61)30) on the accreditation of previous experience in General Practices equates such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar scale is equivalent to 5th Year Specialist/Specialty Registrar (scale point 04).

**NATIONAL HEALTH SERVICE, ENGLAND**  
**STRATEGIC HEALTH AUTHORITIES AND GP REGISTRAR**  
**(AMENDMENT) DIRECTIONS 2009**

The Secretary of State, in exercise of the powers conferred by section 8(1) of the National Health Service Act 2006 (1), gives the following Directions:

**Citation, commencement, application and interpretation**

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2009.

(2) These Directions come into force on 8th July 2009.

(3) These Directions apply to England.

(4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(2).

**The Amendments**

2.—(1) In direction 1(3) of the GP Registrar Directions 2003, in the appropriate alphabetical position, insert—

““Amendment Directions 2009” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2009 which came into force on 8th July 2009;”

(2) After direction 7 (“Transitional provision relating to the Amendment Directions 2008”) of the GP Registrar Directions 2003, insert the following—

**“Transitional provision relating to the Amendment Directions 2009**

8.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2009, and that GP Registrar’s GP Trainer was at any time on or after that date entitled to receive a payment in respect of the GP Registrar from a Strategic Health Authority pursuant to these Directions, that Strategic Health Authority shall make a payment to that GP Trainer calculated in accordance with paragraph (2).

(2) The payment specified in paragraph (1) shall consist of—

- (a) the payment or payments the GP Trainer would have received in respect of the GP Registrar between 1st April 2009 and 7th July 2009 (for the period within that time that the GP Trainer was entitled to be paid by that Strategic Health Authority in respect of that GP Registrar pursuant to these Directions) as if the

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(1) 2006 c41.

(2) These Directions were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 3) Directions 2007 which came into force on 1st November 2007 and by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008 which came into force on 11th July 2008.

amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2009 had taken effect on 1st April 2009; minus

- (b) the payment or payments that the Strategic Health Authority actually paid to that GP Trainer in respect of that GP Registrar during the period specified in sub-paragraph (a).

9.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2009, and that GP Registrar was at any time on or after that date entitled to receive a payment from a Strategic Health Authority pursuant to these Directions, that Strategic Health Authority shall make a payment to that GP Registrar calculated in accordance with paragraph (2).

(2) The payment specified in paragraph (1) shall consist of—

- (a) the payment or payments the GP Registrar would have received between 1st April 2009 and 7th July 2009 (for the period within that time that the GP Registrar was entitled to be paid by that Strategic Health Authority pursuant to these Directions) as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2009 had taken effect on 1st April 2009; minus
- (b) the allowance that the Strategic Health Authority actually paid to that GP Registrar during the period specified in sub-paragraph (a)."

(3) In Schedule 1 to the GP Registrar Directions 2003—

(a) in paragraph 43 (qualifying conditions in respect of maternity leave)—

(i) for sub-paragraph b) substitute the following sub-paragraph—

"b) The GP Registrar continues to be employed by the GP Trainer until immediately before the beginning of the eleventh week prior to the expected week of childbirth, save that, where the employment by the GP Trainer commenced after that point, it will suffice for the purpose of this sub-paragraph if the GP Registrar was employed at that point by an employing authority, a local authority or as a GP Registrar in general practice.", and

(ii) for sub-paragraph e) substitute the following sub-paragraph—

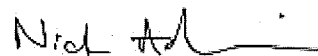
"In this paragraph "employing authority" means a Primary Care Trust, a Strategic Health Authority, an NHS Trust, an NHS Board, the Northern Ireland Health Service or an NHS Foundation Trust.";

(b) for paragraph 49, substitute the following paragraph—

"49. Where a GP Registrar who satisfies the conditions in paragraph 43 is subject to a contract which expires after the 11th week before the expected childbirth and the Director extends the contract for any period up to 52 weeks (so as to enable her to receive 26 weeks leave during which contractual maternity pay is payable, 13 weeks leave during which statutory maternity pay is payable and 13 weeks of unpaid maternity leave, or such portion of such periods of leave as she wishes to claim) payments to the GP Trainer, within the scope defined in paragraph 52, will cover the whole of period of the extended contract."; and

(c) for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health



Nicholas Adkin  
Department of Health  
A member of the Senior Civil Service

7th July 2009

## SCHEDULE

Direction 2 (3)(c)

### ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR DIRECTIONS 2003

#### 1. GENERAL ALLOWANCES

- a. Training grant £7,598
- b. London Weighting (1) London Zone £2,162  
(2) The fringe area £149
- c. GP Registrar's subscription to a professional defence organisation  
See paragraph 7 of Schedule 1 to these Directions.

#### 2. VEHICLE ALLOWANCES

For an additional vehicle provided by the employing practice

- (1) for one year's full-time training £4,598.10
- (2) for 2 year's part-time training (for each year) £3,016.30

For the use of private vehicles

##### 1. Public Transport rate

24p per mile

##### 2. Regular User Allowance

###### Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	29.7p	36.9p	44.0p
Thereafter	17.8p	20.1p	22.6p

##### 3. Standard Rate

###### a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	37.4p	47.3p	58.3p
3,501 – 9000 Miles	23.0p	28.2p	33.5p
Thereafter	17.8p	20.1p	22.6p

**b. Motor Cycles**

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	16.2p	25.3p
Over 5,000 miles	6.1p	9.0p

**c. Pedal Cycles**

For local agreement, subject to a minimum of 10p per mile.

**4. Passenger Allowances**

Each Passenger 5p per mile

**3. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE**

**Notes on Allowances**

1. The determination of the allowance payable in respect of each placement within a training programme is normally determined, regardless of the date the placement under the contract actually commences, by the date the contract was entered into and the grade of the doctor at the time that contract was entered into. With those details the allowance payable can be found in the following table by first identifying the column relating to the date the contract for the GP Registrar placement was entered into and then ascertaining the amount of allowance payable, under that column, in respect of the grade of the doctor at the time the contract was entered into. The appropriate point on that grade is the point the doctor is on, or would have been on if he had remained in that grade, at the time the placement under the contract actually commences.
2. However, in all cases, if the allowance so determined is less than the allowance calculated on the basis of the practitioner's current training grade (and their point on that training grade) and supplement payable at the time the placement under the contract actually commences, then the higher amount is payable.
3. For doctors entering the GPR programme from a training grade the following points, which reflect the phasing out of certain of these grades, must be noted in establishing the doctor's grades for the purpose of paragraphs 1 and 2 above:
  - The allowance for a practitioner in a placement contracted for before 1 August 2007 while the practitioner was in the Senior House Officer or Specialist Registrar grade will be determined as if the practitioner had continued in that grade, regardless of any intervening service in the Specialty Registrar Grade. These allowances are shown in parts (a) and (b) below;
  - The allowance for a placement contracted for on or after 1 August 2007 will be based on the presumption that the doctor was in the Specialty Registrar (StR) grade at the time the contract was entered into and will be paid in accordance with the section of part (c) relating to the date the contract was entered into, irrespective of whether the practitioner was already in the (StR) grade at the time of the contract was entered into. However, if the previous post held by the doctor was as a Specialist Registrar (SpR) and the doctor is, at the time the placement actually commences, on the minimum or first incremental point of that scale, then the allowance will be determined with reference to part (b) of the table.
4. Practitioners entering from non-training grades are provided for separately in part (d).

Formal contract for practice placement made (dates are inclusive):

Scale point	Basic Salary at 1 Apr '04 (all contracts)	Pre - 1 April 2007 Supplement 65%		1 April '07 - 31 July '07 Supplement 55%		1 August '07 - 31 March '08 Supplement 55%		1 April '08 - 31 March '09 Supplement 50%		1 April '09 - 31 March '10 Supplement 45%	
		GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
SHO minimum	£27,823	£17,880	£46,413	£15,138	£42,561	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 01	£28,323	£19,090	£48,383	£16,128	£45,451	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 02	£31,422	£20,230	£51,352	£17,118	£48,240	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 03	£32,922	£21,400	£54,322	£18,108	£51,030	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 04	£34,122	£22,570	£56,322	£19,098	£53,820	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 05	£36,322	£23,740	£59,262	£20,088	£56,610	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 06	£38,322	£24,910	£63,232	£21,078	£59,400	n/a	n/a	n/a	n/a	n/a	n/a
SpR minimum	£30,885	£19,946	£50,831	£16,877	£47,562	£16,877	£47,562	£15,343	£46,028	£13,809	£44,484
SpR point 01	£32,204	£20,533	£53,137	£17,713	£49,517	£17,713	£49,517	£16,102	£48,308	£14,492	£46,896
SpR point 02	£33,724	£21,921	£55,645	£18,549	£52,273	£18,549	£52,273	£16,962	£50,598	£15,176	£48,906
SpR point 03	£35,244	£22,508	£58,153	£19,385	£54,829	£19,385	£54,829	£17,822	£52,886	£15,860	£51,104
SpR point 04	£37,077	£24,101	£61,178	£20,303	£57,470	£20,303	£57,470	£18,539	£55,818	£16,665	£53,782
SpR point 05	£38,911	£25,293	£64,204	£21,402	£60,313	£21,402	£60,313	£19,456	£58,367	£17,510	£56,421
SpR point 06	£40,745	£26,485	£67,230	£22,410	£63,155	£22,410	£63,155	£20,373	£61,118	£18,336	£59,081
SpR point 07	£42,578	£27,676	£70,254	£23,418	£65,996	£23,418	£65,996	£21,289	£63,967	£19,181	£61,738
SpR point 08	£44,412	£28,868	£73,280	£24,427	£68,838	£24,427	£68,838	£22,206	£66,818	£19,986	£64,388
SpR point 09	£46,246	£30,060	£76,306	£25,435	£71,682	£25,435	£71,682	£23,123	£69,368	£20,811	£67,057
SJR minimum	£29,411	n/a	n/a	n/a	n/a	£16,177	£46,359	£14,706	£44,117	£13,235	£42,648
SJR point 01	£31,211	n/a	n/a	n/a	n/a	£17,167	£48,379	£15,206	£46,817	£14,045	£45,259
SJR point 02	£33,011	n/a	n/a	n/a	n/a	£18,157	£50,399	£16,162	£49,386	£15,176	£48,000
SJR point 03	£34,811	n/a	n/a	n/a	n/a	£19,147	£52,419	£17,122	£51,895	£16,307	£50,861
SJR point 04	£36,611	n/a	n/a	n/a	n/a	£20,137	£54,439	£18,077	£54,404	£17,438	£53,722
SJR point 05	£38,411	n/a	n/a	n/a	n/a	£21,127	£56,459	£19,032	£56,913	£18,569	£56,583
SJR point 06	£40,211	n/a	n/a	n/a	n/a	£22,117	£58,479	£19,987	£59,422	£19,700	£59,444
SJR point 07	£42,011	n/a	n/a	n/a	n/a	£23,107	£60,499	£20,942	£61,931	£20,831	£62,305
SJR point 08	£43,811	n/a	n/a	n/a	n/a	£24,097	£62,519	£21,897	£64,440	£21,962	£65,166
SJR point 09	£45,611	n/a	n/a	n/a	n/a	£25,087	£64,539	£22,852	£66,949	£23,093	£68,027

As determined under the provisions of Paragraph 2(c) of Schedule 1 to the Directions, as amended by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 16 August 2007.

Incremental rates in the best hospital post, except where the incremental rate has been amended on transfer to the Specialty Registrar grade.

Doctors on the first incremental point (01) of the Specialty Registrar scale will not receive their incremental rate move to the second incremental point (02) of the Specialty Registrar scale.

Guidance (RAGS-130) on the accumulation of general experience in General Practice equates such experience to the Specialist Registrar grade for the sake of clarity it should be noted that the maximum of the Registrar scale is equivalent to 5th Year Non-acute posts.

# NATIONAL HEALTH SERVICE ACT 2006, ENGLAND

## STRATEGIC HEALTH AUTHORITIES AND GP REGISTRAR (AMENDMENT) DIRECTIONS 2010

The Secretary of State, in exercise of the powers conferred by sections 8(1), 272(7) and (8) and 273(1) of the National Health Service Act 2006(a), gives the following Directions:

### Citation, commencement, application and interpretation

1.—(1) These Directions are given to Strategic Health Authorities and may be cited as the Strategic Health Authorities and GP Registrar (Amendment) Directions 2010.

(2) These Directions come into force on 21st June 2010.

(3) These Directions apply to England.

(4) In these Directions, “the GP Registrar Directions 2003” means the Directions to Strategic Health Authorities Concerning GP Registrars that came into force on 3rd November 2003(b).

### The Amendments

2.—(1) In direction 1(3) of the GP Registrar Directions 2003—

(a) in the appropriate alphabetical position, insert—

“Amendment Directions 2010” means the Strategic Health Authorities and GP Registrar (Amendment) Directions 2010 which came into force on 21st June 2010;” and

(b) for the definition of—

(i) “GP Registrar” substitute—

““GP Registrar” means a general medical practitioner who is being trained in general practice by a GP Trainer;” and

(ii) “GP Trainer” substitute—

““GP Trainer” means a general medical practitioner, other than a GP Registrar, who is approved by the General Medical Council for the purposes of providing training to a GP Registrar;”.

(2) After direction 8 (“Transitional provision relating to the Amendment Directions 2009”) of the GP Registrar Directions 2003, insert the following—

### “Transitional provision relating to the Amendment Directions 2010

9.—(1) Where a GP Registrar was in a GP Registrar post on or after 1st April 2010, and that GP Registrar’s GP Trainer was at any time on or after that date entitled to receive a payment in respect of the GP Registrar from a Strategic Health Authority pursuant to these

(a) 2006 c.41.

(b) These Directions are published on [www.dh.gov.uk](http://www.dh.gov.uk) and were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 3) Directions 2007 which came into force on 1st November 2007, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008 which came into force on 11th July 2008 and by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2009 which came into force on 8th July 2009.

Directions, that Strategic Health Authority shall make a payment to that GP Trainer calculated in accordance with paragraph (2).

(2) The payment specified in paragraph (1) shall consist of—

- (a) the payment or payments the GP Trainer would have received in respect of the GP Registrar between 1st April 2010 and 20th June 2010 (for the period within that time that the GP Trainer was entitled to be paid by that Strategic Health Authority in respect of that GP Registrar pursuant to these Directions), as if the amendments to Annex 3 of Schedule 1 to these Directions effected by the Amendment Directions 2010 had taken effect on 1st April 2010; minus
- (b) the payment or payments that the Strategic Health Authority actually paid to that GP Trainer in respect of that GP Registrar during the period specified in subparagraph (a).”

(2) In Schedule 1 to the GP Registrar Directions 2003, for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health



Nicholas Adkin  
Department of Health  
A member of the Senior Civil Service

18 June 2010

## SCHEDULE

Direction 2(3)

### ANNEX 3 OF SCHEDULE 1 TO THE GP REGISTRAR DIRECTIONS 2003

#### 1. GENERAL ALLOWANCES

- |    |   |                     |        |
|----|---|---------------------|--------|
| a. | <u>Training grant</u>   |                     | £7,674 |
| b. | <u>London Weighting</u>   | (1) London Zone     | £2,162 |
|    |   | (2) The fringe area | £149   |
| c. | <u>GP Registrar's subscription to a professional defence organisation</u><br>See paragraph 7 of Schedule 1 to these Directions. |                     |        |

#### 2. VEHICLE ALLOWANCES

For an additional vehicle provided by the employing practice

- |     |   |           |
|-----|---|-----------|
| (1) | for one year's full-time training               | £4,598.10 |
| (2) | for 2 year's part-time training (for each year) | £3,016.30 |

For the use of private vehicles

1. Public Transport rate



24p per mile

**2. Regular User Allowance**

Cars

Engine Capacity:-	Up to 1000cc	1001 to Over 1500cc	1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	29.7p	36.9p	44.0p
Thereafter	17.8p	20.1p	22.6p

**3. Standard Rate**

a. Cars

Engine Capacity:-	Up to 1000cc	1001 to Over 1500cc	1500cc
Up to 3,500 Miles	37.4p	47.3p	58.3p
3,501 – 9000 Miles	23.0p	28.2p	33.5p
Thereafter	17.8p	20.1p	22.6p

b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	17.8p	27.8p
Over 5,000 miles	6.7p	9.9p

c. Pedal Cycles

For local agreement, subject to a minimum of 10p per mile.

**4. Passenger Allowances**

Each Passenger 5p per mile

**3. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE**

**Notes on Allowances**

1. The determination of the allowance payable in respect of each placement within a training programme is normally determined, regardless of the date the placement under the contract actually commences, by the date the contract was entered into and the grade of the doctor at the time that contract was entered into. With those details the allowance payable can be found in the following table by first identifying the column relating to the date the contract for the GP Registrar placement was entered into and then ascertaining the amount of allowance payable, under that column, in respect of the grade of the doctor at the time the contract was entered into. The appropriate point on that grade is the point the doctor is on, or would have been on if he had remained in that grade, at the time the placement under the contract actually commences.

2. However, in all cases, if the allowance so determined is less than the allowance calculated on the basis of the practitioner's current training grade (and their point on that training grade) and supplement payable at the time the placement under the contract actually commences, then the higher amount is payable.

3. For doctors entering the GPR programme from a training grade the following points, which reflect the phasing out of certain of these grades, must be noted in establishing the doctor's grades for the purpose of paragraphs 1 and 2 above:

- The allowance for a practitioner in a placement contracted for before 1 August 2007 while the practitioner was in the Senior House Officer or Specialist Registrar grade will be determined as if the practitioner had continued in that grade, regardless of any intervening service in the Specialty Registrar Grade. These allowances are shown in parts (a) and (b) below;
- The allowance for a placement contracted for on or after 1 August 2007 will be based on the presumption that the doctor was in the Specialty Registrar (StR) grade at the time the contract was entered into and will be paid in accordance with the section of part (c) relating to the date the contract was entered into, irrespective of whether the practitioner was already in the (StR) grade at the time of the contract was entered into. However, if the previous post held by the doctor was as a Specialist Registrar (SpR) and the doctor is, at the time the placement actually commences, on the minimum or first incremental point of that scale, then the allowance will be determined with reference to part (b) of the table.

4. Practitioners entering from non-training grades are provided for separately in part (d).

**Formal contract for practice placement made (dates are inclusive):**

Scale point	Basic Salary From Apr '10 (all contracts)	Pre-April 2007 Supplement 65%		April '07 - July '07 Supplement 56%		August '07 - March '08 Supplement 53%		April '08 - March '09 Supplement 50%		April '09 - March '11 Supplement 45%	
		GPR	Total Allowance	GPR	Total Allowance	GPR	Total Allowance	GPR	Total Allowance	GPR	Total Allowance
SHO minimum	£27,798	£2,089	£49,887	£2,289	£52,087	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 01	£29,576	£19,251	£48,827	£6,289	£55,116	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 02	£31,434	£20,433	£51,867	£7,289	£59,156	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 03	£33,351	£21,614	£54,965	£8,289	£63,254	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 04	£35,308	£22,795	£57,103	£9,289	£66,392	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 05	£36,887	£23,977	£60,864	£10,289	£71,153	n/a	n/a	n/a	n/a	n/a	n/a
SHO point 06	£38,705	£25,559	£64,264	£11,289	£75,553	n/a	n/a	n/a	n/a	n/a	n/a
SR minimum	£30,992	£26,945	£57,937	£12,046	£70,046	£10,046	£66,030	£10,046	£76,082	£10,046	£86,128
SR point 01	£32,326	£28,142	£60,468	£13,046	£73,514	£11,046	£69,468	£12,046	£81,510	£13,046	£94,556
SR point 02	£34,061	£29,400	£63,461	£14,284	£77,745	£12,284	£73,461	£13,284	£85,745	£14,284	£99,029
SR point 03	£35,996	£30,718	£66,714	£15,578	£82,292	£13,578	£77,714	£14,578	£90,292	£15,578	£104,870
SR point 04	£37,440	£32,142	£70,582	£16,927	£87,509	£14,927	£82,582	£15,927	£95,509	£16,927	£111,436
SR point 05	£39,000	£33,545	£74,545	£18,315	£92,860	£16,315	£87,545	£16,927	£101,487	£18,315	£118,802
SR point 06	£41,162	£35,749	£79,911	£19,834	£99,745	£17,834	£93,911	£18,500	£108,415	£19,834	£127,249
SR point 07	£43,003	£37,852	£83,855	£21,522	£106,377	£19,522	£100,855	£20,284	£116,141	£21,522	£136,663
SR point 08	£44,936	£39,957	£87,913	£23,357	£113,270	£21,357	£107,913	£22,244	£124,384	£23,357	£146,721
SR point 09	£46,708	£42,061	£92,069	£25,349	£120,418	£23,349	£115,069	£24,284	£133,068	£25,349	£157,417
SR minimum	£29,705	n/a	n/a	n/a	n/a	n/a	£46,043	n/a	£44,588	n/a	£43,073
SR point 01	£31,523	n/a	n/a	n/a	n/a	n/a	£48,261	n/a	£47,286	n/a	£45,709
SR point 02	£33,481	n/a	n/a	n/a	n/a	n/a	£50,736	n/a	£49,002	n/a	£47,389
SR point 03	£35,586	n/a	n/a	n/a	n/a	n/a	£53,374	n/a	£51,394	n/a	£49,115
SR point 04	£37,448	n/a	n/a	n/a	n/a	n/a	£56,174	n/a	£53,852	n/a	£51,085
SR point 05	£39,300	n/a	n/a	n/a	n/a	n/a	£59,145	n/a	£56,560	n/a	£53,205
SR point 06	£41,162	n/a	n/a	n/a	n/a	n/a	£62,286	n/a	£59,500	n/a	£55,571
SR point 07	£43,003	n/a	n/a	n/a	n/a	n/a	£65,595	n/a	£62,684	n/a	£58,195
SR point 08	£44,855	n/a	n/a	n/a	n/a	n/a	£69,167	n/a	£66,028	n/a	£60,942
SR point 09	£46,708	n/a	n/a	n/a	n/a	n/a	£72,998	n/a	£69,582	n/a	£63,727

**Consultant / Career Grade\*** As determined under the provisions of Paragraph 2(c) of Schedule 1 to the Conditions, as inserted by the Strategic Health Authorities and GPs Register (Amendment) (No 2) Directions 2007 which came into force on 18 August 2007.

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.  
 † Doctors on the first incremental point (01) of the Specialty Registrar grade will, on reaching their incremental date move to the second incremental point (02) of the Specialty Registrar grade.  
 ‡ Candidates (M01/M02) on the re-evaluation of previous experience in General Practice require such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar grade is equivalent to 9th Year Specialist/ Specialty Registrar (grade point 04).  
 § Nine-time basis

# NATIONAL HEALTH SERVICE ACT 2006

## Strategic Health Authorities Concerning GP Registrars (Amendment) Directions 2011

The Secretary of State, in exercise of the powers conferred by sections 8(1), 272(7) and (8) and 273(1) of the National Health Service Act 2006(a), gives the following Directions:

### Citation, commencement and application

1.—(1) These Directions may be cited as the Strategic Health Authorities Concerning GP Registrars (Amendment) Directions 2011.

(2) These Directions come into force on 1st April 2011.

(3) These Directions are given to Strategic Health Authorities and apply to England.

### Amendment to the Directions to Strategic Health Authorities Concerning GP Registrars 2003

2. In Schedule 1 to the Directions to Strategic Health Authorities Concerning GP Registrars 2003 that came into force on 3rd November 2003(b), for Annex 3 substitute the Annex 3 contained in the Schedule to these Directions.

Signed by authority of the Secretary of State for Health



*Nicholas Adkin*

Department of Health

A member of the Senior Civil Service

28 March 2011

(a) 2006 c.41.

(b) These Directions are published on [www.dh.gov.uk](http://www.dh.gov.uk) and were amended by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2004 which came into force on 9th July 2004, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2005 which came into force on 24th June 2005, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2006 which came into force on 24th May 2006, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2007 which came into force on 1st April 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007, by the Strategic Health Authorities and GP Registrar (Amendment) (No 3) Directions 2007 which came into force on 3rd November 2007, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2008 which came into force on 11th July 2008, by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2009 which came into force on 8th July 2009, and by the Strategic Health Authorities and GP Registrar (Amendment) Directions 2010 which came into force on 21st June 2010.

## SCHEDULE

Direction 2

The Annex set out below is substituted for Annex 3 of Schedule 1 to the Directions to Strategic Health Authorities Concerning GP Registrars 2003

### "ANNEX 3 OF SCHEDULE 1

#### 1. GENERAL ALLOWANCES

- |    |   |        |
|----|---|--------|
| a. | <u>Training grant</u>   | £7,674 |
| b. | <u>London Weighting</u>   |        |
|    | (1) London Zone   | £2,162 |
|    | (2) The fringe area   | £149   |
| c. | <u>GP Registrar's subscription to a professional defence organisation</u><br>See paragraph 7 of Schedule 1 to these Directions. |        |

#### 2. VEHICLE ALLOWANCES

For an additional vehicle provided by the employing practice

- |     |   |           |
|-----|---|-----------|
| (1) | for one year's full-time training               | £4,598.10 |
| (2) | for 2 year's part-time training (for each year) | £3,016.30 |

For the use of private vehicles

##### 1. Public Transport rate

24p per mile

##### 2. Regular User Allowance

###### Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Annual Lump Sum	£508	£626	£760
Up to 9000 miles	29.7p	36.9p	44.0p
Thereafter	17.8p	20.1p	22.6p

##### 3. Standard Rate

###### a. Cars

Engine Capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 Miles	37.4p	47.3p	58.3p
3,501 – 9000 Miles	23.0p	28.2p	33.5p
Thereafter	17.8p	20.1p	22.6p

###### b. Motor Cycles

Engine Capacity:-	125 cc or less	Over 125cc
Up to 5,000 Miles	17.8p	27.8p
Over 5,000 miles	6.7p	9.9p

###### c. Pedal Cycles

For local agreement, subject to a minimum of 10p per mile.

**4. Passenger Allowances**

Each Passenger:- 5p per mile

**3. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE**

**Notes on Allowances**

1. The determination of the allowance payable in respect of each placement within a training programme is normally determined, regardless of the date the placement under the contract actually commences, by the date the contract was entered into and the grade of the doctor at the time that contract was entered into. With those details the allowance payable can be found in the following table by first identifying the column relating to the date the contract for the GP Registrar placement was entered into and then ascertaining the amount of allowance payable, under that column, in respect of the grade of the doctor at the time the contract was entered into. The appropriate point on that grade is the point the doctor is on, or would have been on if he had remained in that grade, at the time the placement under the contract actually commences.

2. However, in all cases, if the allowance so determined is less than the allowance calculated on the basis of the practitioner's current training grade (and their point on that training grade) and the supplement payable at the time the placement under the contract actually commences, then the higher amount is payable.

3. For doctors entering the GPR programme from a training grade the following points, which reflect the phasing out of certain of these grades, must be noted in establishing the doctor's grades for the purpose of paragraphs 1 and 2 above:

- The allowance for a practitioner in a placement contracted for before 1 August 2007 while the practitioner was in the Senior House Officer or Specialist Registrar grade will be determined as if the practitioner had continued in that grade, regardless of any intervening service in the Specialty Registrar Grade. These allowances are shown in parts (a) and (b) below;
- The allowance for a placement contracted for on or after 1 August 2007 will be based on the presumption that the doctor was in the Specialty Registrar (StR) grade at the time the contract was entered into and will be paid in accordance with the section of part (c) relating to the date the contract was entered into, irrespective of whether the practitioner was already in the (StR) grade at the time of the contract was entered into. However, if the previous post held by the doctor was as a Specialist Registrar (SpR) and the doctor is, at the time the placement actually commences, on the minimum or first incremental point of that scale, then the allowance will be determined with reference to part (b) of the table.

4. Practitioners entering from non-training grades are provided for separately in part (d).

SCHEDULE 2

Direction 3(3)(b)

PAYMENTS IN RESPECT OF GP REGISTRARS (FROM APRIL  
2013)

**Formal contract for practice placement made (dates are inclusive):**

Scale point	Basic Salary From Apr '10 (all contracts)	Pre-April 2007 Supplement 65%			April '07 - July '07 Supplement 55%			August '07 - March '08 Supplement 55%			April '08 - March '09 Supplement 50%			From April '09 Supplement 45%			
		GPR	Supplement	Allowance	Total	GPR	Supplement	Allowance	Total	GPR	Supplement	Allowance	Total	GPR	Supplement	Allowance	Total
a) SpR minimum	£31,301	£20,346	£21,354	£51,647	£48,517	£17,216	£18,069	£17,216	£48,517	£17,216	£18,069	£18,922	£18,069	£16,651	£14,086	£45,387	£45,387
SpR point 01	£32,852	£21,354	£54,206	£50,921	£50,921	£18,069	£18,922	£18,069	£50,921	£18,069	£18,922	£18,922	£18,069	£16,426	£14,784	£47,636	£47,636
SpR point 02	£34,402	£22,362	£56,764	£53,324	£53,324	£19,774	£19,774	£19,774	£53,324	£19,774	£19,774	£19,774	£19,774	£17,201	£15,481	£49,883	£49,883
SpR point 03	£35,952	£23,369	£59,321	£55,726	£55,726	£20,803	£20,803	£20,803	£55,726	£20,803	£20,803	£20,803	£20,803	£17,976	£16,179	£52,131	£52,131
SpR point 04	£37,822	£24,585	£62,407	£58,625	£58,625	£21,832	£21,832	£21,832	£58,625	£21,832	£21,832	£21,832	£21,832	£18,911	£17,020	£54,842	£54,842
SpR point 05	£39,693	£25,801	£65,494	£61,525	£61,525	£22,861	£22,861	£22,861	£61,525	£22,861	£22,861	£22,861	£22,861	£19,847	£17,862	£57,555	£57,555
SpR point 06	£41,564	£27,017	£68,581	£64,425	£64,425	£23,889	£23,889	£23,889	£64,425	£23,889	£23,889	£23,889	£23,889	£20,782	£18,704	£60,268	£60,268
SpR point 07	£43,434	£28,233	£71,667	£67,323	£67,323	£24,918	£24,918	£24,918	£67,323	£24,918	£24,918	£24,918	£24,918	£21,717	£19,546	£62,980	£62,980
SpR point 08	£45,304	£29,448	£74,752	£70,222	£70,222	£25,947	£25,947	£25,947	£70,222	£25,947	£25,947	£25,947	£25,947	£22,652	£20,387	£65,691	£65,691
SpR point 09	£47,175	£30,664	£77,839	£73,122	£73,122	£25,947	£25,947	£25,947	£73,122	£25,947	£25,947	£25,947	£25,947	£23,588	£21,229	£68,404	£68,404
b) SpR minimum	£30,002	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£15,001	£13,501	£43,503	£43,503
SpR point 01	£31,838	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£15,919	£14,328	£46,166	£46,166
SpR point 02	£34,402	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£17,201	£15,481	£49,883	£49,883
SpR point 03	£35,952	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£17,976	£16,179	£52,131	£52,131
SpR point 04	£37,822	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£18,911	£17,020	£54,842	£54,842
SpR point 05	£39,693	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£19,847	£17,862	£57,555	£57,555
SpR point 06	£41,564	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£20,782	£18,704	£60,268	£60,268
SpR point 07	£43,434	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£21,717	£19,546	£62,980	£62,980
SpR point 08	£45,304	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£22,652	£20,387	£65,691	£65,691
SpR point 09	£47,175	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	£23,588	£21,229	£68,404	£68,404
c) Consultant / Career Grade	As determined under the provisions of Paragraph 2(c) of Schedule 1 to the Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.																

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

# Guidance (PM(8130)) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar

# Mark-time basis