



Royal College of
General Practitioners

WORK, WELLBEING AND YOUR FUTURE

Getting the most out of your career

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INTRODUCTION

All the hard work, late nights and research have led you to this milestone in your training.

Whilst you focus on the finish line, you will undoubtedly also have one eye on your future career. We would like to support you with the decisions that lie ahead.

Whether you're planning to buy into a partnership, join a practice as a salaried GP or provide sessions as a locum, your role and the care you will provide as a GP is incredibly valuable, especially in these challenging times.

From advice and guidance on CPD or revalidation, useful hints and tips on career

options or becoming a GP parent, the College is here as your career companion to support you in both your development and wellbeing.

You can visit the RCGP website to see what's available to you or you can contact your local faculty First5 Lead who'll be more than happy to support you during this transition.

Here at the RCGP, we want to make sure you feel welcomed and supported into the community of general practitioners. If you have any suggestions, questions, comments or thoughts then we would love to hear from you.

Email us at membership.programmes@rcgp.org.uk

Good luck!

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LIFE AS A GP

Starting out on your career as a GP is a really exciting time but it can also be quite a daunting one. The first few years especially can present you with an array of decisions and challenges which may seem overwhelming. It needn't be. This is a time to **enjoy the experience** and variety that comes with working in general practice.

This chapter provides you with some **useful tips** and **contacts** to help you along this exciting journey as you progress through your first five years as a GP.

Enjoy the experience

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THRIVING AS A NEW GP TEN PEARLS OF WISDOM

Your career as a GP will be filled with opportunity, growth and the ability to make a difference to thousands of people, but it is not without its challenges. The useful tips in this section will help to get you started and comfortable with all the things you can do to embrace your new career.

1 Grow your network

The support networks you enjoyed as a trainee can seem to disappear once qualified but this needn't be the case. Actively take steps to find support, both clinical and non-clinical, ideally beyond your own practice team. Having a supportive practice is a great place to start, however there are also First5 peer support groups in some areas, or you can start your own. Social media groups, attending local events or the RCGP Annual Conference are all great ways to meet like-minded peers.

2 Choosing your job

You really are spoilt for choice when it comes to choosing the career for you. However, it is important to remember that you are not tied into one way of working throughout your career. Remember the choice you make should be one that works both for you and your family. Skip to our [career options](#) section for further guidance.

3 Planning ahead

There are lots of things about working as a GP that can have an impact on your life or your plans. Applying for that first mortgage, parenthood or going off sick are all life events we may have to deal with at some point in our careers. Plan, plan, plan! Planning ahead wherever possible will usually prepare you for the nuances and unpredictability that these events can bring.

4 Sorting your finances

Pensions, self-assessments, PAYE, indemnity and membership fees are just some of the things you need to be thinking about when you begin your work as a GP. Our [finances section](#) will give you an overview of the most important aspects.

5 Keep up-to-date

Investing in your continuing professional development (CPD) will ensure that you keep learning and contributing towards your appraisal. Make the most of opportunities available and really embrace the idea of lifelong learning. Try to keep on top of CPD as you go along. It may seem daunting but devoting regular small amounts of time to this will save you all that cramming later along the line. For further guidance on CPD [click here](#).

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Preparing for appraisals

Your appraisal is a chance to reflect on what you've done, what you've learnt, and to focus on the future and what you'd like to achieve. They should be a positive experience where you can chat freely and openly with your appraiser. Make contact early with your appraiser to become familiar and find out if they have any particular requests from you such as when to release your portfolio, timing/location of appraisal meeting. Skip forward to our [appraisal section](#) or you can visit our webpages [here](#) for more information.

7

Get help if things are tough

Being a GP offers a fantastic career, however it can sometimes be stressful and overwhelming when you are not feeling your best. We've provided a section in Chapter 3 dedicated to helping you get support and spotting the signs that you might need some help. We're here to help and support you.

8

Life outside your job

Remember all those things you used to enjoy before life got taken over with exams and studying? Now's the time to rediscover them. It's vital to have ways to relax and let off steam. If you don't have a hobby consider finding one!

9

Explore your clinical interests at work

Take a look at Chapter 3's career information. There's plenty to help you get your teeth into your clinical interests and take opportunities to develop them. Your interests keep GPs moving forward in knowledge and expertise so it's well worth pursuing them.

10

Don't stand still

If you enjoy your job then that's great, but if you don't you can change it. That's the beauty of being a GP. You have the chance to decide how you work, what you specialise in and who you help. The following chapter offers plenty of insight into what these options are, so if you're keen for change, then go ahead and take the plunge.



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LOOKING AFTER YOURSELF AS A NEW GP

As you go through this guide, you'll find plenty of places to get support. The quick links below will give you access to people and organisations that are here to help you. They'll also provide support and advice should you need it.

Your local First5 Lead

Your First5 Lead can be a useful person to chat with if you've got any issues. There's one in each area of the UK

Find yours [here](#)

Your local faculty board

There are 32 faculty boards across the UK, as well as the rural forum and defence group, made up of GPs with a range of professional experience and specialist expertise. Your faculty can provide mentoring and pastoral support plus opportunities to get involved in local activities.

Find your local faculty here rcgp.org.uk/faculties

General Medical Council (GMC)

The GMC helps to protect patients and improve medical education and practice in the UK by setting standards for students and doctors. They offer plenty of support in helping you achieve and exceed those standards.

Visit gmc-uk.org

Your Local Medical Committee (LMC)

LMCs are located across the UK and consist of democratically elected GPs from their local constituencies to support, advise and represent local GPs irrespective of their contractual status i.e. partner, salaried, locum. If you need anything, they are there to help you and they can provide a range of support to assist you professionally and personally.

To find out more about your local LMC visit bma.org.uk/lmc

British Medical Association (BMA)

The BMA is the professional association and trade union for doctors in the UK.

Visit bma.org.uk

Unite

Unite the union is an alternative trade union for doctors to join

Visit doctorsinunite.com/join-us/

Integrated Care Systems (ICSs), Integrated Care Boards (ICBs) and Primary Care Networks (PCNs), Local NHS Boards and Health and Social Care Trusts

Depending on the country, these are the regional clinically led NHS organisations, that commission local health services for their local communities. Visit your country's NHS website or equivalent to find the details of your local body.

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LIFE IN PRACTICE

As a newly qualified GP there are a number of considerations when adapting to the transition from trainee. The following chapter brings together **useful information provided by GPs** eager to pass on their experiences to you.

Your career options

Contributions from Dr Hareen De Silva (Chair SYNT Faculty) & Dr Lynsey Yeoman (First5 Lead West Scotland 2017-2019)

Continuing Professional Development

Dr Amy Knighton (Chair of AiT and First5 Scotland Committee) & Dr Anish Kotecha (First5 Lead SE Wales)

Appraisal and Revalidation

Dr Tabassum Khandker (First5 Lead South London 2017-2020) & Dr Susi Caesar (RCGP Medical Director Revalidation 2020)

Healthy finances

Dr Surina Chibber (co-founder of MyLocumManager.com), Dr Anish Kotecha (First5 Lead SE Wales), Dr Terry Kemple (RCGP President 2015-17) & Dr Jodie Blackadder-Weinstein (First5 Committee Chair 2017-19)

Family Matters

Dr Rachael Marchant (First5 Lead Essex)

Your wellbeing

Dr Duncan Shrewsbury (Chair of Wellbeing Committee 2017-19)

2022 Revisions

Dr Helena McKeown, (RCGP Medical Director Professional Development and Quality)

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YOUR CAREER OPTIONS

When it comes to choosing how you progress your career, there are many options to choose from.

Sometimes it can be hard to know which path to take but making a decision that sits comfortably with you and complements your personal life will stand you in good stead. Talk to your family and friends - if you're not sure what to do or where to live then take the time to explore different options.

Every GP Practice is different, and so are the services they offer. Knowing which way of working suits you best will help you to make a decision that works for you and helps you to work to your strengths.

We've summarised some of the most common career choices and signposted you to help so that you get the support you need during your transition from trainee to practising GP.

Locum

If you're looking for variety and to experience different types of practices before settling, then being a locum can be a great choice.

As a locum you'll have the opportunity to experience a diverse range of settings; rural inner city, split site, branch and dispensing practices. It also allows you to work in different locations, getting a feel for the local area before you decide if you want to take on a salaried GP role or become a partner.

Pros

- Work in multiple locations
- Work in a variety of practices
- Explore other medical interests
- Flexible hours and days

Cons

- Unpredictability of available work
- Impact on sick and holiday pay entitlement
- Impact on your indemnity
- Ability to get a mortgage

It's important that you're clear about what will be involved in your session and what you will/ won't agree to do. Different surgeries will want you to do different things. Whilst some will want you to solely carry out face to face consultations, others may want you to do telephone consultations, home visits, sign scripts, deal with results or even be on-call.

At the moment, there's plenty of locum work available so if you're interested in giving it a try, the opportunities are there for you to explore.

Top Tips



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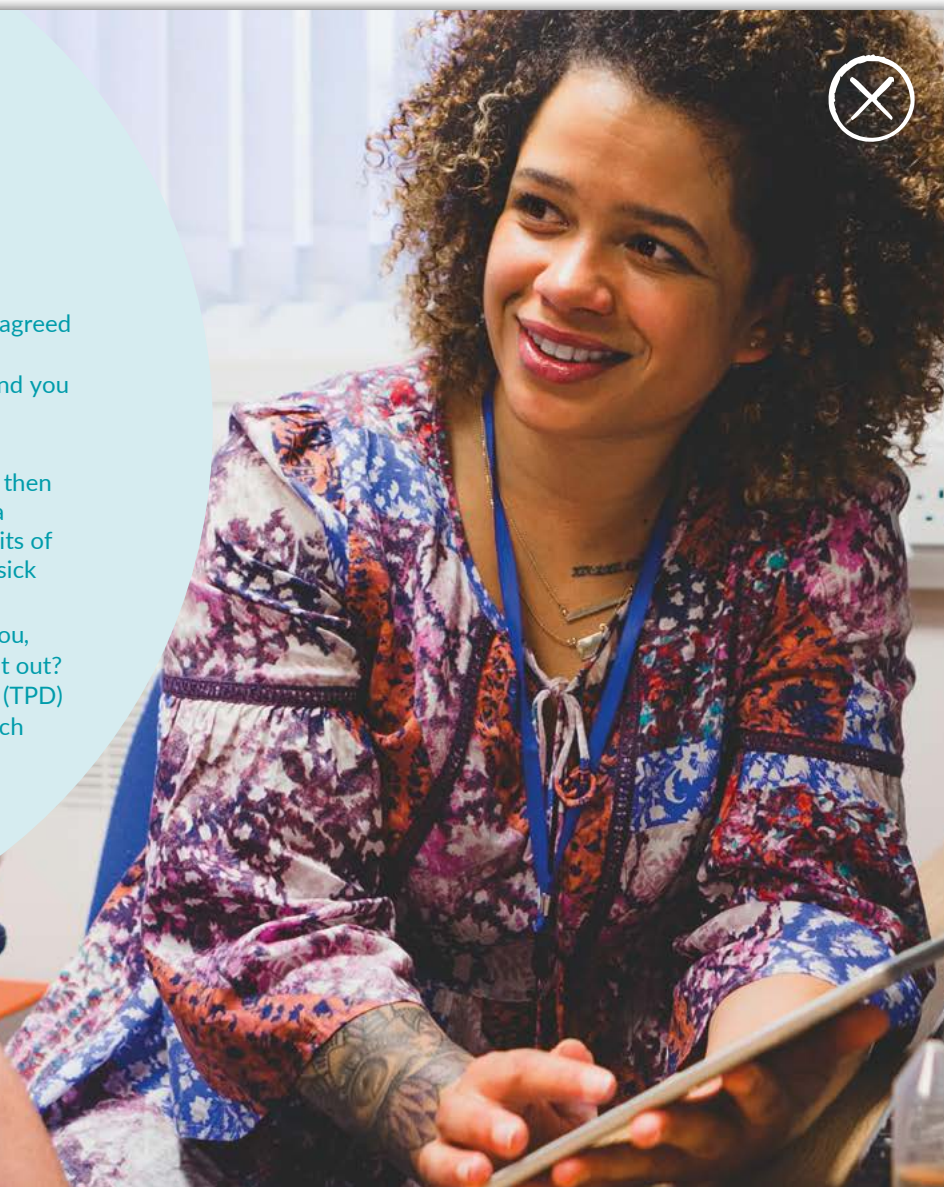


YOUR CAREER OPTIONS

Top Tips

- A notice of cancellation on both sides should be agreed to maintain a professional approach.
- Agreed terms from the outset help the practice and you to know what's expected and what to do when problems occur.
- After 6 months of being a locum at one practice, then it's time to have a conversation about becoming a salaried member of staff and receiving the benefits of this (employer pension contribution, annual and sick leave, CPD time if agreed).
- If you're not sure whether being a locum is for you, why not take on a couple of shifts initially to try it out?
- You could ask your Training Programme Director (TPD) to send your CV out to practices in your area which often brings in offers of work.

At the moment, there's plenty of locum work available so if you're interested in giving it a try, the opportunities are there for you to explore.



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YOUR CAREER OPTIONS

Salaried

People prefer the option of a salaried GP role for a number of reasons. Only having to get to grips with one system of working is a bonus for a lot of people, while the perks of being employed and not having the hassle of being self-employed is a driver for others.

Your responsibilities vary from practice to practice, but you'll be part of the team and do most of what a partner would do.

Pros

- Regular salary
- Entitled to annual, sick and maternity/paternity pay and death in service
- Compatible alongside family responsibilities
- Paid by PAYE

Cons

- Less involvement in business decisions
- Contracted duties and hours
- You may have less autonomy
- Less opportunity to learn new skills

Top Tips

- Your salary can be negotiated. The BMA can check your contract and you can discuss local rates bma.org.uk/advice/employment/pay/general-practitioners-pay

Partnerships

As a partner, you're self-employed and essentially own and run the practice along with your other partners. Most practices have more than one partner so it goes without saying that it's important you get on with each other as you'll be making important business decisions.

Many GPs like this approach because:

- You have a say in how the practice is run
- You choose what additional services you offer
- You decide how you want to organise your day

Opting for a partnership is not something to be done without understanding the risks. If you want to be a partner then consider the following:

- Is this the right practice for you?
- Is it a practice where partners and staff support each other?
- Is it a robust and future-proof business?
- Is it a good financial investment?
- What will it be like in 10 years' time?
- Are you happy with the partnership agreement being offered?

Becoming a partner holds a lot of responsibility. You're effectively running a business, so you're responsible for making business critical decisions and looking after the welfare of your staff and your patients.

The GMC contract makes you responsible for the registered patients of the Practice five days a week 0800-1830 even for GPs drawing part-time drawings and providing part-time sessions.

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YOUR CAREER OPTIONS

Portfolio career

Portfolio careers can have a lot of benefits for GPs and their employers. A portfolio career can bring balance to a lot of people along with vast personal satisfaction by enriching your skill base, presenting new challenges and reducing the risk of burnout.

In a nutshell, a portfolio career is a combination of part-time roles outside of a GP practice which make up a full-time provision. You could choose another clinical role such as:

- Becoming a GPwER
- Out Of Hours (OOH) Work
- Hospice work
- A+E
- Drugs clinic
- Prison/Police GP
- DWP assessor

BUT you could also choose to take on roles outside of the clinical arena such as:

- Academic GP (masters in Primary Care or Public Health)
- Business
- Media
- Charity work
- Medico-legal (Postgrad qualification available)

- Medical writing
- Teaching (Undergraduate, Postgraduate, PG Cert, Diploma and Masters in Med Ed)
- Pharmaceutical industry
- Health policy e.g. BMA, LMCPCN etc.
- RCGP opportunities

GP with extended roles (GPwERs) – formerly GPwSIs

As well as being a GP, you can choose to specialise in an array of other fields. Bringing your experience with you from outside your GP training will help you to develop your skills in practice.

Some GPs choose to undertake extended roles for the benefit of their personal development and their practice. By undertaking an extended role, you are bringing a new skill which might help deliver high quality care to patients in a local setting.

You can find opportunities to specialise inside and outside your practice, so explore your options and check with your Primary Care Organisation for areas where there may be shortages. For more on this, check out the [handy links](#) at the end of this section.



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- Health policy e.g. BMA, LMCPCN etc.
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GP with extended roles (GPwER)

As well as being a GP, you can take on an array of other fields. Bring your skills from outside your GP practice to your skills in practice.

Some GPs choose to take on roles to the benefit of their practice. By undertaking a role which might be a skill which might be needed in a local setting.

You can find opportunities outside your practice, so you can help your Primary Care team. There may be shortages. For more [links](#) at the end of this page.



YOU COULD...

Handy link

- bma.org.uk/advice-and-support/gp-practices
- bma.org.uk/pay-and-contracts/contracts
- bma.org.uk/pay-and-contracts/contracts/salaried-gp-contract/sessional-and-locum-gp-contract-guidance

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You could...

Run your practice diabetes service



Take on a post as a Clinical Assistant
at your local hospital



Become an Undergraduate
university lecturer



Train to be a Postgraduate GP trainer



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YOUR CAREER OPTIONS

GP Fellowships

It can be difficult to find time to get hands-on experience with different techniques and procedures during our GP training. Fellowships offer intensive training opportunities in a sub-specialty of General Practice and are perfect if you're looking for focused training with plenty of exposure to your area of special interest.

Often, fellowships are for a fixed period and they can be clinical, non-clinical or a combination of both our local NHS Trust or Health Board is your best starting point for fellowship opportunities and they're often funded or partly funded.

Handy links

- rcgp.org.uk/gpwer
- hee.nhs.uk/our-work/gp-fellowships
- scotlanddeanery.nhs.scot/your-development/gp-fellowships/

Getting your CV in shape

Help is close at hand! Your Educational Supervisor (ES) is the best person to help you with this, after all, they've spent a lot of time getting to know you and your work. Your ES is probably involved in recruitment at their practice and they will have seen hundreds of CV's over their career, so asking them for a tutorial on CV writing is a great way of getting expert eyes to look it over.



WHERE DO I FIND A JOB?

Top Tips

- Tailor your CV to the job you're applying for.
- Short and snappy is best for locum applications – two sides of A4 is usually enough.
- Think about your unique selling points.
- Be personable – they want to know if you'll be a good fit.
- Include your relevant experience for the post.
- Your personal statement is your chance to tell them why you'd suit the job.

Handy links

- bma.org.uk/advice/career/applying-for-a-job/medical-cv

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Where do I find a job?

Speed Career events are held across lots of faculties. It's just like speed dating – practices sit at a table and prospective employees rotate every few minutes finding out what they want about the job. Employees and employers are then “matched” at the end of the evening.

It's a fun way to meet an employer but it's also a great opportunity to network and make new friends, all of which are essential when you're just starting out in your career.

Available jobs for the area you live in, or want to move to, are also listed on local GP specialty training schemes and LMC websites. The administrator on the local training scheme is usually the first person to know about job vacancies, so making friends with them definitely won't hurt!



Handy links

- jobs.rcgp.org.uk
- pulsepracticejobs.com/
- jobs.bmj.com/jobs/
- jobs.gponline.com/

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CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

You'll already have been told by now that being a doctor means that you and lifelong learning go hand in hand – Continuing Professional Development (CPD) is your way of showing your commitment to this.

As you've gone through your GP training, you'll already be used to the idea of continuous learning – you'll have, and be working on, your Personal Development Plan (PDP) which will mean you're constantly reflecting on your learning and growing your skill set.

Appraisal is much the same, but don't forget that you can take your CPD beyond the GP curriculum – it really is up to you how much you want to learn.

Appraisal

is a chance for you to show your appraiser how you have recognised your learning needs, developed them and what you still need to learn. PDP continues as part of your appraisal process and helps to guide your development year on year.

Keeping up-to-date

CPD is your way of keeping up-to-date with clinical developments and growing your knowledge of management and leadership so that you can **get the most out of your career** as an independent GP

The GMC requires you to do enough CPD to keep up-to-date across your whole scope of work.

Your supporting information must cover your whole scope of practice and be of sufficient quality to support your learning and development, and helps you to identify areas for improvement in your practice. The GMC does not set a minimum quantity of supporting information,

hours or credits you must collect. The GMC advises against collecting multiple examples that demonstrate reflection and learning of the same skills. We recommend in preparing for your appraisal you reflect on three examples of learning over the year that have led you to make a change in your own practice, and reflect on changes you have made as a result of reflecting on patient feedback/complaints and learning events.

What counts as CPD?

Examples include, but are not limited to:

- Evening meetings run by your local health board/trust or RCGP faculty.
- Day long courses.
- Clinical meetings/SEA meetings held in practice.
- eLearning modules from a variety of sources – RCGP have a huge portfolio accessible, free to members.
- Webinars.
- If you spend time looking up something you weren't sure about, during morning surgery for example, reflect on it and record it.
- Listening to podcasts.
- Keep up-to-date with current affairs and reflecting on how these may affect your clinical practice.
- Mandatory CPD like BLS, fire safety infection control, manual handling etc. It can vary locally so it's worth checking with your appraiser or workplace.

Top Tips



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CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

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- Keep a record of your CPD as you go along. You'll be surprised how quickly you will be fulfilling your annual requirement.
- Most CPD is done as part of **your** day job – you see a patient and think; 'I really can't remember the clinical features of thalassemia' and you look it up. This adds to your knowledge and helps develop your skills.
- CPD isn't just clinical learning - running a practice, learning business skills and taking on a leadership role with both clinical and non-clinical staff counts.
- Variety is key - try to demonstrate CPD across the GP curriculum, covering your whole scope of practice over the five-year revalidation cycle.
- Pick what's right for you – it's your CPD so choose what works best for you.



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CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Finding CPD opportunities

Your College hosts over 800 member events - virtual and face-to-face each year. These include clinical and non-clinical topics, with the vast majority contributing towards your CPD. Upcoming events can be viewed through the RCGP website, your weekly faculty e-bulletins and bi-monthly learning emails.

Your College also has a wealth of e-learning resources which are hosted on our fantastic e-learning portal. One of which is our recently launched [First5 Pathway](#). The Pathway provides resources linked to five learning outcomes, created by GPs for the RCGP. All resources have been curated by First5 GPs and you can select the learning which is most relevant to your learning needs.

Keep an eye out for our weekly e-bulletin, where we communicate new e-learning opportunities to you.

There are lots of opportunities outside of the RCGP too should you need to further top up your CPD. Your local hospital may offer a weekly grand round, open to all, or study days on specific subjects. The BMA, doctors.net, Fourteen Fish, Red Whale and many others also offer excellent e-learning resources for paying members.

Holding educational meetings within your surgery, creating or joining a CPD group or simply having a chat with a colleague all have the potential to be counted as CPD, so long as you are reflecting and applying your learning to your practice.

Remember!

Everyone learns differently, so your learning journey will be different to your friends and colleagues – that's ok! While some people learn well by sitting in a lecture hall for six hours, others need something more interactive or individual online learning.



Handy links

- rcgp.org.uk/learning
- rcgp.org.uk/learning/cpd
- bma.org.uk/library

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APPRAISAL AND REVALIDATION

Don't panic – appraisal and revalidation should be straightforward. The RCGP aim is to increase the value and reduce the burden every step of the way. If you are organised, you'll have nothing to worry about when it comes to fulfilling all the GMC requirements.

Revalidation is the renewal of your UK license to practice by the GMC, usually once every five years, providing you have demonstrated your continued competence in the work you do. It is based on the appraisal process, and the recommendation of your responsible officer. If you're engaging in the appraisal process, there is no extra work required for your revalidation.

Your appraisals are facilitated by an appraiser, who'll normally be provided based on your GMC Connection to a designated body. It is your responsibility to ensure that the details held by them about your work are accurate so that your connection can be correctly worked out – so make sure your status and location are kept up-to-date with the GMC and your designated body

You should receive details about your local appraisal process within six months of completing your CCT, so keep track of your nominated appraisal month, and when your appraiser is appointed, get in touch with them early. If you're having any problems then you should have a local appraisal team who can help.

Some designated bodies nominate specific appraisal platforms (such as SOAR in Scotland, and MARS in Wales). There are other commercial online toolkits for appraisal, which include mobile apps for easy recording

of CPD. Whatever you choose, it is sensible to check that your toolkit of choice is supported by your primary care organisation and, if so, to register and log-in early so that you can get familiar with the toolkit and start collecting supporting information in good time.

What do I need to do?

Your appraisal is your chance to reflect on what you're doing to keep up to date and fit to practice, across your whole scope of practice. It is also a chance to get help with your personal and professional development planning. The following section outlines the summary of requirements for revalidation.

Don't forget!

In your appraisal portfolio, you must provide:

- Your personal details including your GMC reference number
- Details of the organisations and locations where you have worked as a doctor since your last appraisal, and the roles or posts held
- A comprehensive description of the scope and nature of your practice
- A record of your annual whole practice appraisals, including confirmation whether you are in any revalidation non-engagement, licence withdrawal or appeal process
- Your personal development plans and their reviews.

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SIGNIFICANT EVENTS (SE)



FEEDBACK FROM PATIENTS AND COLLEAGUES



REVIEW OF COMPLAINTS AND COMPLIMENTS



Handy links

- rcgp.org.uk/revalidation
- elearning.rcgp.org.uk
- pcse.england.nhs.uk/services/performers-lists/gp-performers-list-for-england/
- appraisal.nes.scot.nhs.uk
- medical.marswales.org/
- england.nhs.uk/medical-revalidation/appraisers/mag-mod

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- Set up a system to keep track of your most important learning on an ongoing basis – there are dedicated apps and tools to help you do this
- It should cover your whole scope of practice and the GP curriculum every 5 years
- We recommend in preparing for your appraisal you reflect on three examples of learning over the year that have led you to make a change in your own practice.
- Think broadly about all the different ways which you learn and the different triggers to your learning. Remember, CPD includes any activity where you learn something and decide how to put it into practice
- Include a range of types of CPD and record reflections on your mostvaluable learning each year

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QUALITY IMPROVEMENT ACTIVITIES (QIA)



- You need to show that you've participated in QIA relevant to your whole scope of practice, at least once per revalidation cycle
- We recommend you review and learn from your practise every year by reflecting on QIA relevant to your circumstances
- Keep it proportionate and include a range of QIA over the cycle such as reflective learning from cases, data, events and feedback from colleagues and patients

SIGNIFICANT EVENTS (SE)



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REVIEW OF COMPLAINTS AND COMPLIMENTS



- rcgp.org.uk/revalidation
- elearning.rcgp.org.uk
- [First5 Appraisal and Revalidation Guide](#)
- marswales.org
- ngland.nhs.uk/medical-revalidation/appraisers/mag-mod

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- A GMC level SE is any event which could have, did, lead to harm to one or more patients. You are required by the GMC to record and reflect on such an event in your appraisal if you are involved in one
- Reflective discussions in your appraisal should focus on what you've learned from the event and if you've made changes to your practise as a result
- Learning events, which GPs used to call SE should be renamed learning events and recorded as a form of QIA

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- You need to complete and reflect on at least one GMC compliant colleague feedback exercise and one GMC compliant patient exercise per revalidation cycle
- We recommend that you reflect on your relationship with your patients and any informal feedback that you've received each year, recognising that GPs see a lot of patients and get feedback all of the time

REVIEW OF COMPLAINTS AND COMPLIMENTS



Handy links

- rcgp.org.uk/revalidation
- elearning.rcgp.org.uk
- First5 Appraisal and Revalidation Guide
- appraisal.nes.scot.nhs.uk
- marswales.org
- ngland.nhs.uk/medical-revalidation/appraisers/mag-mod

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- The GMC states that you must declare and reflect on any compliments and formal complaints made about you each year
- At your appraisal discussion, you should discuss those that evidence your insight and learning, and have caused you to make changes to your practise
- Remember to keep original evidence separate to your portfolio to preserve anonymity

- rcgp.org.uk/revalidation
- elearning.rcgp.org.uk
- [First5 Appraisal and Revalidation Guide](#)
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- ngland.nhs.uk/medical-revalidation/appraisers/mag-mod

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HEALTHY FINANCES

When you're considering what path to take, it can help to know what's involved when it comes to looking after your finances. If you have opted for a partnership, locum work or a role as a salaried GP then here are some key things every new GP needs to know.

Locum

Your rates

If you book work directly with a practice, you can set your rates per hour/session/on-call.

Your pension contribution is usually added on top of this, but agree this in advance with the practice.

When you're working for an agency the rate is usually non-negotiable.

- Hourly rate – this fee is agreed for a specific duration of work; for example, £85/hour* plus pension contribution for three hours work from 9-12pm. Any additional work on top of these hours (visits, signing prescriptions, seeing extra patients, etc.) is chargeable.
- Sessional rate – this fee is agreed for a set amount of work; for example, £300* for a morning session from 09:00-13:00.
- On call/duty doctor – this is usually paid as a set fee for the amount of time a practice requires you; for example, £700* for the day.

* these are example amounts only.

Sole trader or limited company?

Whether you want to work as a sole trader or a limited company depends on multiple factors so it is important to discuss your needs with a medical accountant.



[VIEW COMPARISON TABLE](#)

Income and expenses

Being self-employed or a Director of a limited company means that you need to be great at keeping records of your income and expenses. You can offset expenses from your income to reduce your tax liability and there are lots of expenses you can claim - for a list of claimable expenses, visit gov.uk/expenses-if-youre-self-employed/overview



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HEALTHY FINANCES

Sole Trader

You can set up as a sole trader on the HMRC website or ask your accountant to do it for you.

Your business profits and other personal income are taxed via annual self-assessment.

You can contribute to your NHS pension as a sole trader.

You pay National Insurance Contributions (NICs) on your profits. Class 2 NICs are £2.95 per week (2018/19 tax year). Class 4 NICs are due on profit over £8,424 – for more info www.gov.uk/self-employed-national-insurance-rates

Limited Company

Your business is separate from you and your personal finances. Any profit your company makes is owned by the company after it pays corporation tax.

Corporation tax is 19% (2018/19 tax year). As the Director of a limited company, you have reduced tax liability.

You can't claim your NHS pension as a limited company, so you'll need to consider the benefits of your tax savings versus any loss of your NHS pension.

Working as a limited company involves more paperwork and higher accountancy fees. New tax legislation has also affected the benefits of being a limited company. For more info www.gov.uk/limited-company-formation/setting-up



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HEALTHY FINANCES

Your pension

If you're self-employed, then you can still contribute to your pension and there are a few steps you need to take to make sure it's done correctly

1 Complete Locum Form A which certifies the work you've done at a given practice. You need to submit this with every invoice to your practice. They'll sign it, stamp it and return the form to you. Every month you need to send all your Form As to the pensions office, along with Form B (see below), and your pension payments for that month.

2 Complete Locum Form B which needs to be done once a month. It summarises all the pensionable pay that you've received from practices that month and gives you a final figure of your contribution to the NHS pension scheme for that month.

3 Send your pension forms and BACs payment to your respective pensions office. **See table to the right.**

You need to send your pension forms and contribution payments within 10 weeks of the date worked or before the 7th of the next month.

England

Locum A and B forms can now be submitted directly via [PCSE Online](#).

Further useful guidance on the process and how to pay your contributions can be found [here](#).

Scotland

Scan & return the completed forms to Practitioner Services: nss.locumcontributions@nhs.scot

To make a payment into your pension scheme, use the [NSS online payment portal](#) to do so.

Wales

Make your cheques payable to your [Local Health Board](#) and send your forms and cheque to them.

Northern Ireland

The process in NI has a few more steps to it. Check out the HSC's 'New Locum Checklist' for full instructions, [here](#).

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HEALTHY FINANCES

Your pension

If you're self-employed, then you can still contribute to your pension and there are a few steps you need to take to make sure it's done correctly

1 Complete Locum Form A which certifies the work you've done at a given practice. You need to submit this with every invoice to your practice. They'll sign it, stamp it and return the form to you. Every month you need to send all your Form As to the pensions office, along with Form B (see below), and your pension payments for that month.

2 Complete Locum Form B which needs to be sent once a month. It summarises all the pension payments that you've received from practices throughout the month and gives you a final figure of your contribution to the NHS pension scheme for that month.

3 Send your pension forms and BACs payments to your respective pensions office. See table 1 for details.

You need to send your pension forms and contributions payments within 10 weeks of the date worked, or the 7th of the next month.

England

Locum A and B forms can now be submitted directly via [PCSE Online](#).

Further useful guidance on the process and how to pay your contributions can be found [here](#).

Scotland

Scan & return the completed forms to Practitioner Services: nss.locumcontributions@nhs.scot

Handy links

- PCSE England
- HSC Pension Service
- Welsh Health Boards
- NHS National Services Scotland

If you're a GP, NI has a few more steps to it. Check the HSC's 'New Locum Checklist' for full instructions, [here](#).

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HEALTHY FINANCES

A good accountant

A specialist medical accountant will have in-depth knowledge of what you do. Asking your colleagues is a great way to find someone with experience or you can find your own by having a look at the Association of Independent Specialist Medical Accountants (aisma.org.uk). Expect to pay somewhere between £400-800 for sole trader accounts and £900+ for limited companies.

Getting a mortgage as a locum GP

As a self-employed professional between 1-3 years of accounts are required for mortgage applications. As a locum GP, your income can fluctuate and it can be difficult to get a mortgage especially if you are intending to borrow a large amount. Typical documents you may also need include:

- Three months of invoices or payslips.
- Three years of accounts and/or SA302s if you are self-employed (your accountant can help you get these).
- Your last three months bank statements.

Utilise a good mortgage broker, keep a record of your accounts and ensure you have calculated what you can afford to pay back in terms of monthly repayments.

Need more information?

The [HMRC website](http://HMRC.gov.uk) also has a lot of useful resources for the self-employed.

Partner

Partnership is a major financial investment. It is as much a business role as it is providing care to patients. This can be a rewarding investment as you and your partners are actively involved in making business critical decisions which affect the day-to-day running of your practice, the income you generate and the services on offer.

Practices and their circumstances differ, with no two practices partnership agreements being the same.

We've pulled together a list of things to think about if partnership is what you're looking for from your career as a GP.

The BMA offers advice for anyone thinking about partnership and the financial and business implications. bma.org.uk/advice/employment/gp-practices/gps-and-staff/preparing-for-changes-to-your-gp-partnership



[VIEW PARTNERSHIP DIAGRAM](#)

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HEALTHY FINANCES

Partnerships



Tax

You can claim tax relief on things like car running costs while at work and using your home as an office (internet, phone, gas and electric can all be claimed for).

Partnership agreement

Undoubtedly the most important document for an incoming partner. This should cover issues such as: share of net profits; capital investment; sick/maternity/locum provision; 'buy-in' and partnership assets. You may be able to negotiate changes to an existing Partnership agreement.

Premises

Does the practice own or lease its premises? Is there a buy-in clause? Be sure to meticulously pour over the practice property documents.

Partnership accounts

As an incoming partner, you should be given the opportunity to review the last three years accounts.

Salary

After everything is paid for in the practice, what is left is essentially the partner's drawings. You're self-employed but you'll pay employer and employee pension contribution out of your drawings.

Accountant

A good accountant is a must-have. You can choose to use your practice or personal one. Your first tax bill is usually due around 18 months and your accountant will help you to know how much money you need to keep back.

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HEALTHY FINANCES

Salaried GP

As a salaried GP, you'll have an employment contract, a regular salary and pay tax on PAYE. GP practices using the General Medical Services (GMS) contract must offer you the standard BMA salaried GP contract. Some GP practices use other contracts, like the Personal Medical Services (PMS) contract, which we recommend you get checked by the British Medical Association (BMA). bma.org.uk/advice/employment/contracts/contract-checking-service if you are a member. Your LMC may also off this service.

Negotiating your salary can be daunting for most people, and it's a fine balance between being paid a fair wage and earning the market average for the area you're working in. The BMA contract checking service is a great way of giving you the confidence to negotiate, knowing that there's someone in your corner that will read your contract and advise you to negotiate on certain points.

You can claim tax relief as a salaried GP

- Exam costs
- Training course fees
- Membership fees
- Travel and subsistence

Check with an accountant (either your personal one or your practice accountant) for clarification of what's covered.

Pensions

As a salaried GP it is important to complete an annual Type 2 self assessment form to ensure the correct level of contributions are being deducted. The deadline for the forms is on the 28 February each year, 11 months after the previous Pension year end of 31 March.

For more information visit: bma.org.uk/advice/employment/pensions/salaried-gps-self-assessment

Remember

If you take up a portfolio career (additional work on top of your salaried sessions), check with your accountant or HMRC about the impact that any additional income may have on your tax liabilities.

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Indemnity

Indemnity insurance protects you against clinical negligence claims. Since 2014 it's been a legal requirement for all healthcare professionals to have indemnity cover in place.

The state-backed indemnity scheme covers NHS clinical negligence claims for all GPs and their practice teams for indemnity costs associated with the delivery of NHS primary medical services in England and Wales.

England

The Clinical Negligence Scheme for General Practice (CNSGP) is run by NHS Resolution in England. CNSGP provides comprehensive indemnity for all claims within its scope and will automatically cover GP contractors/ principals, salaried GPs, and GP locums (including affiliated work for local authorities, Public Health England, out of hours etc).

Wales

The Welsh Government have commissioned NHS Wales Shared Services Partnership Legal and Risk Services (NWSSP) to operate the scheme for General Medical Practice Indemnity (GMPI) in Wales. GMPI provides clinical negligence indemnity for providers of GP services in Wales for compensation arising from the care, diagnosis and treatment of a patient following incidents.

Locum GPs will need to apply to NWSSP to be included in the **All Wales Locum Register if they want to access the Scheme.**

Northern Ireland and Scotland

Since NI currently has no elected administration they have not been in the position to establish any sort of long-term indemnity structure similar to England & Wales. However, there was a funding increase of £1m last year to help offset increases in indemnity costs as an interim measure. The BMA and RCGPNI continue to push for a solution to the indemnity challenge in Northern Ireland.

The position in Scotland remains unchanged with both the profession and Scottish Government comfortable in not establishing a parallel to CNSGP or NWSSP.

That position will be kept under review.

Unless similar schemes are introduced in Scotland, or Northern Ireland, if you are working as a GP in these countries you must arrange adequate and appropriate insurance or indemnity as you will not be covered by those in England and Wales.

Be aware!

The state-backed indemnity does not provide other forms of help traditionally offered by Medical Defence Organisations (MDO), such as non-NHS or private work, inquests, regulatory and disciplinary proceedings, employment and contractual disputes, and non-clinical liabilities.

All GPs will still need MDO cover for these non-NHS activities.

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Legal Advice

All the indemnity providers encourage open conversations with their policy holders, so if you need some advice then call them – even if it's just for reassurance. It won't affect your premium and it could provide you with invaluable peace of mind.

Providers

- Medical and Dental Defence Union of Scotland (MDDUS) – not just for Scotland
- Medical Defence Union (MDU)
- Medical Protection Society (MPS)

Final thought

Irrespective of where you practise, you are advised to get in touch with your MDO of choice, prior to gaining your CCT to ensure appropriate cover for the entirety of your NHS work, as well as any non-NHS work.

For GPs in Scotland and Northern Ireland you will need to arrange appropriate indemnity cover.

For those in England and Wales, you will still need additional cover in respect of activities and services not covered by CNSGP or GMPI.

Handy links

- [NHS Resolution CNSGP](#)
- [NHS Wales GMPI](#)
- [BMA indemnity support](#)

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FAMILY MATTERS

Becoming a parent and a career as a GP are two of the most rewarding, yet challenging experiences out there.

You might already have children, be keen to start a family soon or want to wait until further on in your career – whatever your plans, we want to give you the lowdown on how to achieve a balance that works for you and your career.

Preparing for parenthood

There's one thing that's certain when you become a parent, and that's uncertainty. Being a parent is unpredictable, so preparation is key to helping make it as smooth as it can be when you have a busy career as a GP.

Balancing looking after a young child and a career in medicine can be stressful, so don't be afraid to lean on people close to you or to seek out advice or help when you need it. Having a strong supportive network of connections and caring people will help you feel less overwhelmed – these might be family, friends or paid help. It's never too early to get things in place.

Top Tips

- Look into childcare options before your baby is born – waiting lists are common.
- Look at the different options – nursery, nanny or childminder, **grandparents, au pair?**
- Are opening times/care times a good fit for your job?
- What will it cost?
- How will you cover periods when childcare is unavailable or your child is ill?
- Is it easy to get there from work and home?

Look after yourself

We give advice and guidance to our patients every day but we're often the last to take our own advice! As a prospective new parent, it's vital to look after your emotional and physical wellbeing, both for you and your baby. It might be the first time that you're on the receiving end of care as a service user which can be really strange as you're so used to seeing it from the inside out.

Top Tips

- Attend all your antenatal scans and review appointments – they offer advice and support.
- Rest is important – make time to put your feet up.
- Eat healthily – getting a balanced diet is key to keeping your energy up.
- Do gentle exercise – swimming, yoga and walking are all great during pregnancy.
- Massage can aid relaxation and reduce your stress levels.
- If you feel overwhelmed, or need guidance, ask your maternity team for help.

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Your maternity entitlements

The minimum entitlement of any employee is the statutory maternity provisions. Any enhancement of those provisions will be dependent on the contract of employment and what employees are able to negotiate.

Salaried GP on NHS Contract

If you are on a General Medical Services (GMS) contract, you should be in line with the model contract negotiated between the BMA and the NHS Confederation, in which case you are eligible for the NHS Maternity Scheme.

Those who are on a Personal Medical Services (PMS) contract, entitlements to maternity leave and pay depend on the contract of employment negotiated. You are advised to speak to your employer in this case.



LEAVE



ELIGIBILITY



PAY

Self-employed GPs



LOCUMS



GP PARTNERS

Your paternity entitlements

Paternity leave is available, regardless of how many hours you work, as long as you've worked continuously for the same employer for 26 weeks by the 15th week before your baby is due.

Top Tips

Handy links

- gov.uk/browse/childcare-parenting/pregnancy-birth
- bma.org.uk/advice/work-life-support/working-parents

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Leave

In line with the statutory requirements, a salaried GP is entitled under the model salaried GP contract to 52 weeks maternity leave. This is made up of:

- Ordinary Maternity Leave – first 26 weeks
- Additional Maternity Leave – last 26 weeks

You do not have to take 52 weeks, but you must take 2 weeks' leave after your baby is born.



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FAMILY MATTERS

Eligibility

It is important to note that Statutory Maternity Pay is a statutory entitlement whilst the NHS scheme is a contractual entitlement. The two schemes have separate but overlapping amounts of leave and pay which depend on 'qualifying service'.

To qualify for the NHS Scheme, the following criteria must be fulfilled:

- 12 months continuous service, without a break of over three months with one or more NHS employers at the beginning of the 11th week before the expected week of childbirth
- notification to your employer in writing before the end of the 15th week before the expected date of childbirth (or if this is not possible, as soon as it is reasonably practicable thereafter):

- of your intention to take maternity leave
- of the date you wish your maternity leave to start. Note: this can be changed by giving the employer at least 28 days' notice, or if this is not possible, as soon as it is reasonably practicable beforehand
- your intention to return to work for the same or another NHS employer for a minimum period of three months after the maternity leave has ended and you provide a Mat B1 from the midwife or GP giving the expected date of childbirth.

If you do not qualify for the NHS Scheme, you are advised to check the eligibility requirements for [Statutory Maternity Pay \(SMP\)](#) and [Maternity Allowance \(MA\)](#)



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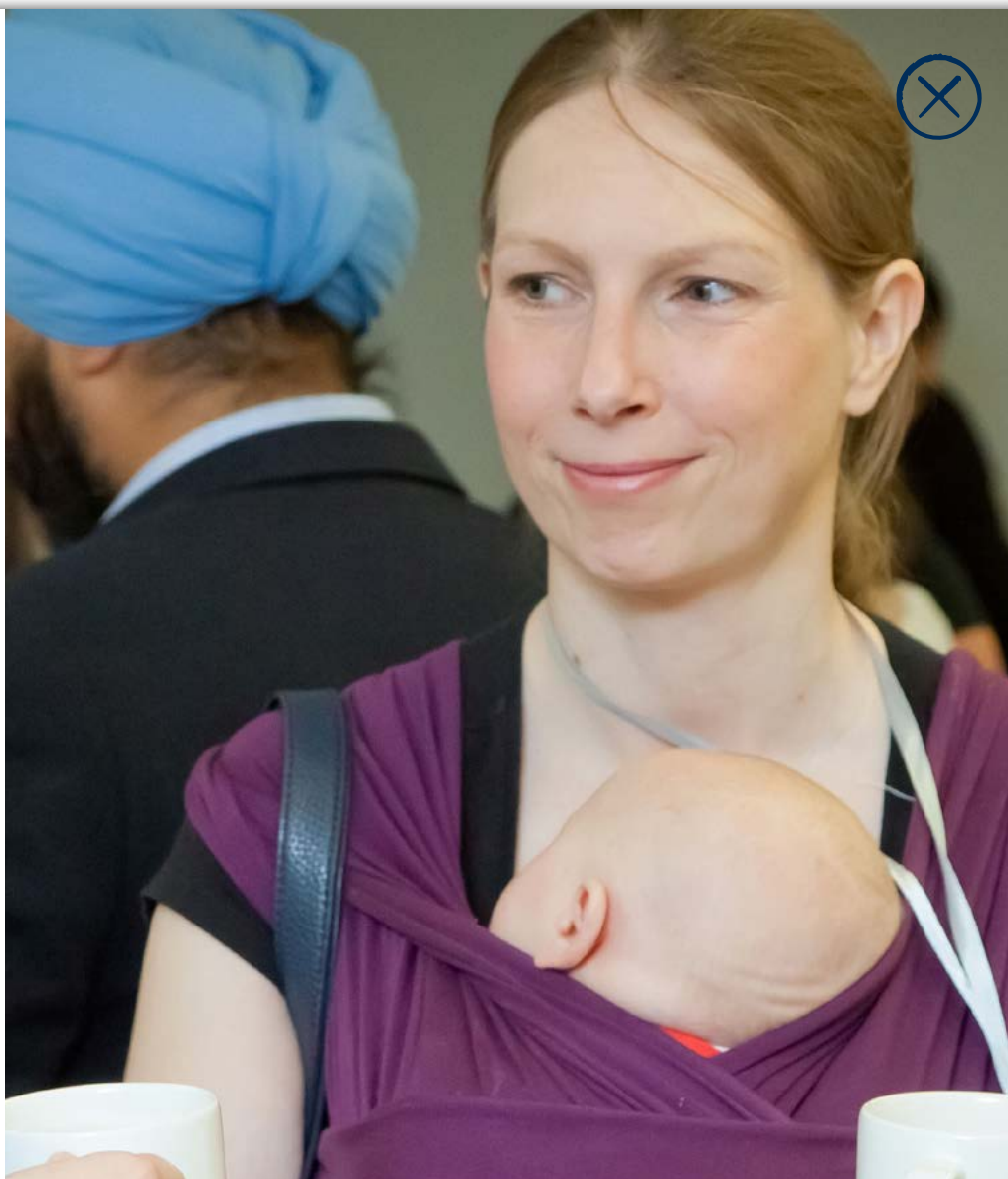


FAMILY MATTERS

Pay

Should you meet the NHS scheme eligibility requirements you will be entitled to:

- 8 weeks full pay less any SMP or MA receivable;
- 14 weeks half pay plus your SMP or MA (including any dependants' allowances) providing the total doesn't exceed your normal full pay;
- 17 weeks SMP or MA which you're entitled to under the Statutory Maternity Pay and Maternity Allowance scheme.



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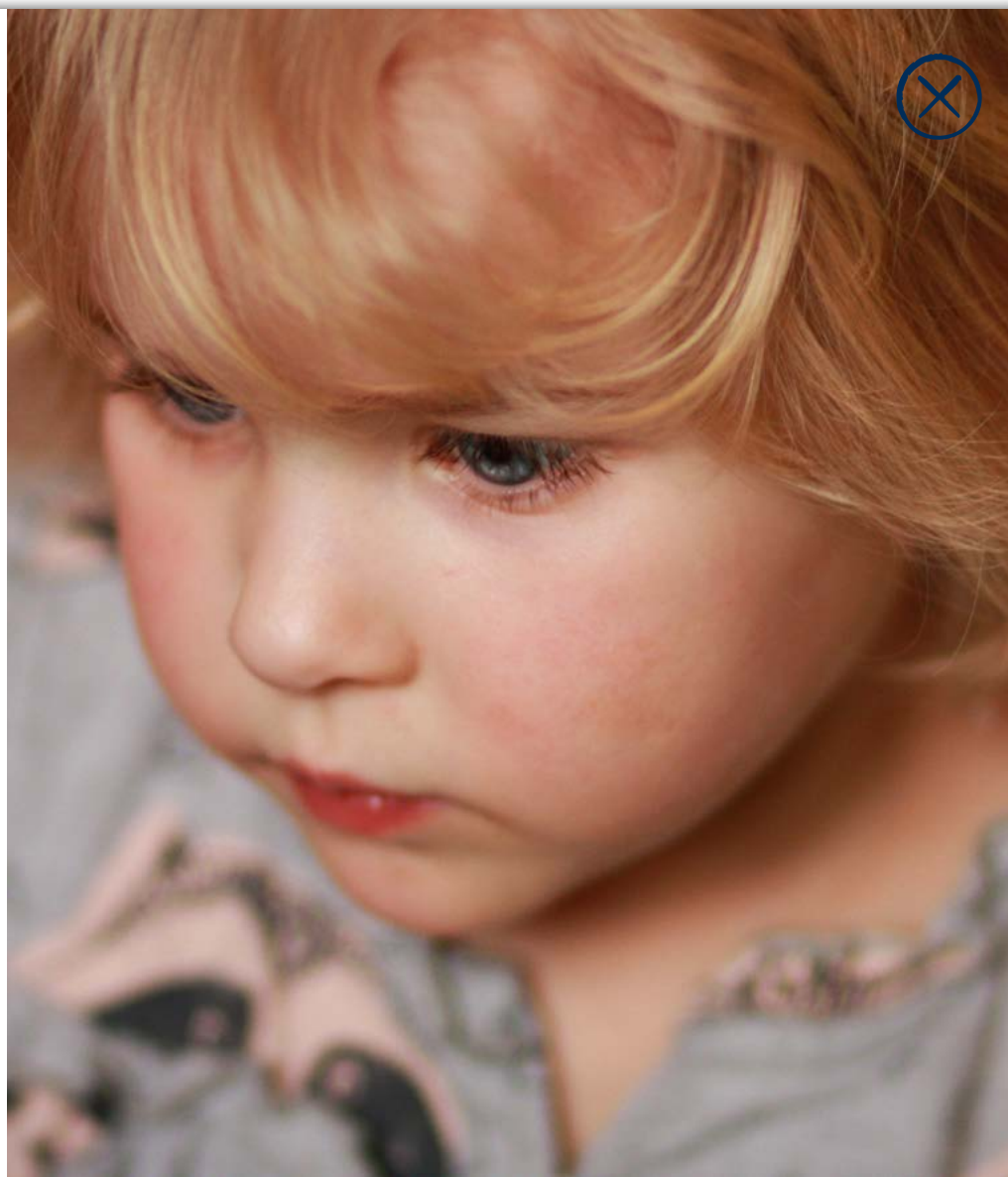
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FAMILY MATTERS

Locums

If you are a self-employed locum, there is no automatic qualification for SMP, however you may be eligible for MA. You are however advised to check with your employer as depending on length of NHS Service (as a locum), you may be able to negotiate improved terms.



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GP Partners

For GP partners there is no automatic qualification for employee-based rights. Instead, this will be a matter for negotiation and agreement within your partnership, and a clause covering this should be included in your partnership agreement.



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Top Tips

- Your leave can't start until your baby's born or you can agree a date after the birth;
- You need to tell your employer that you intend to take paternity leave by the end of the 15th week before your baby is due;
- To qualify for Statutory Paternity Pay (SPP), you need to earn above or on the average weekly earnings for National Insurance by the end of the 15th week before your baby's due;
- You need to give your employer 28 days' notice before your baby is born to qualify for SPP;
- SPP is the same as the standard rate of SMP;
- You can choose to take one week or two consecutive weeks of paternity leave

Have you thought about?

Shared Parental Leave could be an option for you and your partner.

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FAMILY MATTERS

Finding a practice that fits you and your family

When you first qualify, even if being a parent is on your radar and you've given it a lot of consideration, there are so many things that can have a huge impact on your future family plans. Finding a practice that fits with your life plan can make all the difference to you feeling happy and supported with your choice to be a parent and a GP. We've drawn up a short list of some of the things to think about that could impact on your work and your family.



Things to consider

- How far is it to home/schools and is it easy to get to?
- Are you happy to live in the catchment area of your practice? (Consider that you might bump into patients at nursery, on the school run etc.)
- What hours will you be working? Do they open late?
- Will there be cover when your child is sick? Are they flexible?
- What are their annual leave arrangements? Are they restrictive during certain times of the year?
- Are they willing to give and take? Will you get time off for nativity plays, parents' evenings or your children's hospital appointments?

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YOUR WELLBEING

Once you've finished your training it's easy to focus on your immediate future – your career and the work ahead of you. But it's really important to focus on your own wellbeing – if your health and happiness is suffering, then you won't get the best out of yourself and neither will your patients.

Everyone has their own interests, hobbies, activities and 'go to' people to help in times of need – right now is probably the most important time to keep these going and keep your support network strong. Your future self will thank you for it! Here are some tips to help you make sure you're looking after yourself as you transition into your career as a GP.

Pause and take notice

Allow yourself time in your day, or at least your week, to pause and reflect on how you feel. Read Roger Neighbour's 5-checkpoint consultation model - the 'housekeeping' checkpoint is a helpful way of keeping in touch with yourself and making sure that you're aware of your behavior. If you find yourself doing any of the below, then perhaps it's time to take a break and get a little bit more 'you' time?

- Struggling to weigh up or make decisions, or finding this more stressful than usual?
- Getting rigid in your thinking, decision making or way of communicating?
- Snappy or defensive with colleagues or patients?

Connect

Support networks are vital to anyone, but especially as a newly qualified GP. When you're training, you often develop nurturing relationships with educational supervisors and a great way of replacing that support is to get yourself a mentor. **Mentoring can be incredibly valuable** and powerful and you don't have to wait for your appraisal to talk to someone about you and your career – go out there and find someone who you think would make a great mentor.

- Is there someone you admire who you want to learn from?
- What other qualities do you want in a mentor?
- Find someone who will positively challenge you to be the best you can be.

RCGP Mentoring Platform

RCGP Mentoring, where members can support one another in their career growth and development.

The platform matches future or current GP mentees with mentors possessing their desired interests, skills and expertise and vice versa.

But it's much more than just that.

RCGP Mentoring offers an array of resources to help you navigate the mentoring process, supporting you in your role as a mentee or mentor and ensuring that your mentoring relationships are enjoyable and productive. Whatever grade of RCGP membership you have, simply log in to get started and we will start our search for a match that suits you.

Mentoring is a rewarding experience for both participants.

<https://www.rcgp.org.uk/your-career/gp-mentoring>

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Stay active

What do you get up to in your spare time? It might be you get your kicks from your weekly running group, or perhaps you're more into attending your local book club. Whatever it is, make sure you make time for it. So often these activities are the ones we drop when facing increased workloads, without realising just how important they are to our wellbeing. Make a note of which activities and hobbies are important to you and protect that time in your weekly or monthly organiser

Give

As GPs, we'd be lying if we said it's unusual to feel so exhausted that you feel as if you have nothing left to give... it's not. But keeping some of 'you' aside to give to your family and friends is important, and making small gestures to the people we love and care for makes us feel good. Spending quality time with your favourite people is the best medicine for recharging your batteries.

Keep learning

You've already read a lot about CPD and its importance to you, but investing in your own personal growth and development has immense value for your own wellbeing too. Not just related to work, but learning more about yourself, and what helps you is just as important to help sustain you in your role.



Handy links

- rcgp.org.uk/wellbeing
- selfcareforum.org
- bma.org.uk/advice/work-life-support/your-wellbeing
- gphealth.nhs.uk/

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RCGP AND ME

The Royal College of General Practitioners (RCGP) is the membership body for general practitioners and represents over 52,000 members across the UK, and overseas. We are here to support you throughout your GP career and offer continuing professional development, peer support and involvement in developing the profession.

While we are a national membership body, we do most of our work at a local level. The College is split into eight regions, which are made up of local faculties. The faculties provide a forum for sharing ideas, offering mutual support and run educational meetings and networking events.

In this chapter you can read about the national representative Committee for members 0-5 years post-CCT as well as ways in which you can make the most of your membership.

We are here to support you!

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YOUR COMMITTEE

Welcome to the start of one of the best jobs you could ever have – being a GP!

You are entering the GP workforce at a crucial time for general practice within the UK. Right through your career, especially in these early years, you'll encounter a variety of challenges. We are confident however that the rewards of a career in general practice will captivate and invigorate you when the going gets tough.

When you qualify, it can feel like you lose your support network - your trainer, GP training group, support in your practice. That's why the First5 Committee was created; to provide a voice to newly qualified GPs both locally within your faculty and nationally through a voting seat on Council. The committee is made up of First5 Leads for each faculty so if ever you need to bend an ear, seek a bit of info or you'd like to contribute locally or nationally, we'd be really pleased to hear from you.

Over the the past two years of our committee term, we have focused on developing support for members transitioning from trainee to newly qualified GP. Look out for our series of pre-CCT events designed to equip delegates with the non-clinical information on what to expect, and how to prepare for your life after speciality training.

Once qualified you can look forward to our post-CCT 'Welcome to First5' events which aim to introduce you to your area, connect you to useful local contacts and to your peers. We are also working hard to develop new



and existing CPD and wellbeing support – more will be revealed this year! Representing a community of 10,700 newly qualified members is a responsibility that we take seriously and we know that there's still a lot of work to be done to support you to the fullest. This is something we'll continue to strive for whilst championing the interests of recently qualified GPs across the UK.

If you'd like more info on the First5 Committee, have any thoughts or suggestions or would like to become more involved then have a look at rcgp.org.uk/first5 or email first5chair@rcgp.org.uk

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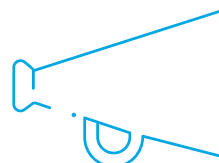
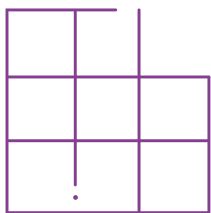
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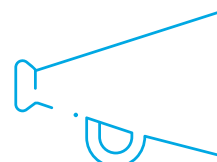
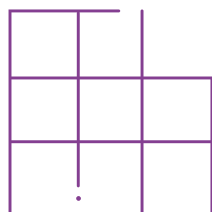
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Amongst other things, the RCGP is an institute of learning, and we're here to support your learning throughout your career as a GP.

As a newly qualified GP, we understand the need for bitesize, easily digestible learning opportunities. Your membership gives you exclusive access to a range of internationally recognised, award winning educational materials, including:

- GP SelfTest; this is now free to members and includes over 2,000 multiple choice questions, written and quality assured by GPs and Applied Knowledge Test (AKT) examiners.
- Essential Knowledge Updates (EKU); consisting of bitesize updates, challenges, podcasts, screencasts and hot topics, keeping you up-to-date with developments in general practice.
- Forums; participate in discussions on difficult clinical scenarios with fellow members.
- Our topical '5 mins to change your practice', audio and visual resources.
- Our monthly E-Learning blog linking you in to further related content.
- BJGP and InnovAiT magazines.

rcgp.org.uk/learning

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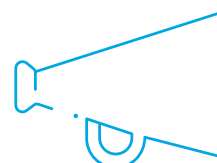
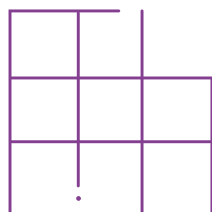
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You are now part of a community of 10,000 newly qualified GPs, as well as a wider network of over 53,000 GPs throughout the UK. An essential benefit of a membership body is that you get to connect with your peers across the profession, and with the support of your College, we encourage you to make the most of these opportunities. These include:

- Local faculties: Free social and peer-to-peer networking events available to members.
- Free pre and post-CCT faculty transition events: Our popular 'Life after (GP)VTS' and 'Welcome to First5' series of events aimed specifically at final year trainees and NQGs, preparing delegates for life as a GP.

- RCGP Annual Conference: a great opportunity for networking with your fellow peers, with First5 members receiving a 25% discount.
- We encourage you to link in with existing, or build your own personal support network or CPD group, with like-minded First5s, helping to bring about both personal and professional development.
- Local faculty boards also have positions available for First5 representatives and actively welcome contributions and suggestions as to how they can best support you through your first five years post-CCT.

rcgp.org.uk/faculties

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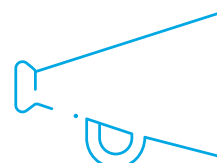
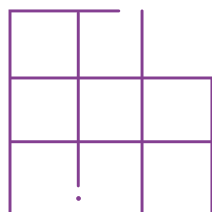
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Our members take care of over one million patients a day, but GPs can't offer their patients the highest quality care if they don't look after themselves properly first. Your wellbeing is a priority for the College and to ensure you're in the best possible shape physically, mentally and emotionally, we have a range of activities on offer:

- Local resilience and wellbeing events. Our
- popular 'Be The Best You' conferences are held across the UK and are completely free to members.
- RCGP GP Parent initiative takes a pro-active approach to engaging with GP

Parents through relevant resources, advice, guidance, and events.

- Mentoring: We have developed a UK-wide scheme which is accessible via our website.
- TeamGP: Positive campaign helping to raise the profile of general practice and inspiring the next generation #TeamGP.
- Become a parkrun practice, benefiting yourself your practice team and your patients.

[rcgp.org.uk/wellbeing](https://www.rcgp.org.uk/wellbeing)

<https://www.rcgp.org.uk/your-career/gp-mentoring>

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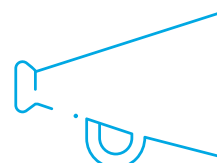
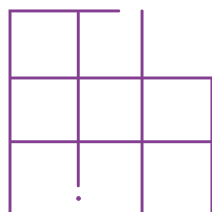
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RCGP members are leading on clinical innovation, research and engagement to achieve transformative change that will ensure primary care is effective and sustainable for the future, as well as fostering the GPs and practice leaders of tomorrow.

- Clinical Innovation and Research Centre (CIRC): raising the profile and awareness of important clinical areas in general practice and across primary care.
- A range of clinical resources.
- Bright Ideas: we want GPs, innovative work to be recognised, celebrated and shared; we hope this will inspire other GPs to both take up practices which have been successful

elsewhere and encourage them to try new ideas themselves.

- Toolkits: central hub of resources to assist in the delivery of safe and effective care to patients.
- Help inspire tomorrow's GPs by supporting student engagement either through the RCGP or with your local university GP Society.
- Contribute to our regional Discover GP student conferences.
- Our Discover GP Champions initiative which looks to support and empower our members in their engagement with school pupils, medical students and FY doctors is being trialled in Scotland with a view to expanding this UK wide.

rcgp.org.uk/circ

rcgp.org.uk/students

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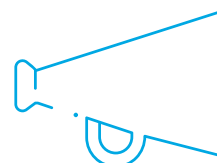
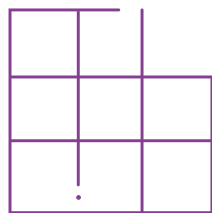
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The RCGP empowers you by being a voice for the profession to the public, politicians and in the press. As a member your views are vital to our work - we listen to what you want for the future of general practice and seek to influence key decision makers.

How can you get involved?

- We consult our members every year on what our policy and campaigning priorities should be. This means you can tell us what matters to you, so that we can represent your views and be your voice.
- You can help us lobby the governments across the UK and influence the public debate by joining our campaigns mailing list, opting into

policy emails and by keeping an eye on our social media calls to action.

What are we working on now?

- At the moment we are campaigning around our report **Fit for the Future**, which gathered the views of thousands of our members, their colleagues and patients on what the future of general practice should look like.
- We are calling on the government to guarantee **#EqualAccessGP** across the UK and commit to delivering out future vision for all members and their patients.



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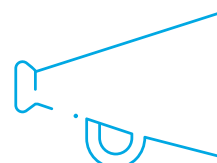
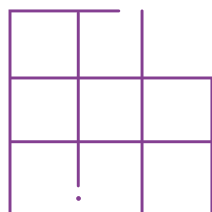
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Our recent successes:

- Following the success of our #BackGP campaign, the College secured a £4.5 billion increase in funding for primary and community healthcare and the recruitment of 20,000 specialist healthcare staff to support general practices as part of NHS England's bng Term Plan.
- Our campaigning on loneliness led to all general practices having access to a dedicated social prescriber by 2023.
- After months of campaigning from the College, the Migration Advisory Committee recommended that the Government add GPs to the Shortage Occupation List, to ease the GP recruitment crisis.

- Following the launch of our technology manifesto, All Systems GP, we secured a commitment from government for all practices to get fiberoptic broadband. rcgp.org.uk/policy or email: campaigns@rcgp.org.uk to get involved.

Good luck!

Remember that help is never far away as a GP but don't forget to ask for it.

Questions?

membership.services@rcgp.org.uk
020 3188 7665



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Exclusive member offers

As part of your RCGP membership you get to experience and enjoy RCGP Plus – a wide variety of additional member benefits and offers from our selected partners for **no additional membership fee**.

We secure preferential rates, exclusive offers and added value packages for RCGP members on a wide range of products, services and experiences with leading brands and retailers. Whether it's a meal out with friends, your weekly grocery shop, buying a new car or booking a holiday, RCGP Plus has a deal that could save you money.

Take advantage of these exclusive member offers at rcgpplus.co.uk

Here are just some of the brands where you can make a saving:



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Acknowledgments

This Newly Qualified Transition Handbook was the inspiration of the national RCGP First5 Committee in 2017. The committee wanted to ensure that soon to qualify and newly qualified GPs were fully supported during this transitional period in topics which we are often told is of concern to members at this stage. Crucially the guide contains lots of tips the committee wish they had known when they too were qualifying.

2022 edition

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