

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;

(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.

- l) 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 15th 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 11th 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 24th 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 25th 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. | <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 (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. | <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 (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. 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 (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 Basic £		A New £basic	B £supp (55%)	C Total £	
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