

NHS England and NHS Improvement

Team Name

Address line 1

Address line 2

Address line 3

Postcode

Email address

Date

Dear Colleague

**Support to stay in practice**

NHS England and NHS Improvement working with Health Education England (HEE) have now established a new streamlined processes for Emergency Registered Practitioner (ERP) GPs who wish to remain in practice on both a medium and longer-term basis. There are also a number of other streamlined pathways available for GPs wishing to return to practice which may be suitable, these can be found [here](https://gprecruitment.hee.nhs.uk/ir/gp-return-to-practice-scheme).

**Why return to practice?**

Your life may have changed; NHS general practice is changing too.

Perhaps you took early retirement or a break to raise a family, work abroad, or gain experience in a different profession or role. Whatever your reason for taking a break, you’ll be coming back to one of the most rewarding, challenging, flexible and diverse careers in medicine.

Investment in primary care has been increasing and the new GP contract has provided more certainty around funding, while looking to reduce pressure on general practice.

Many areas are starting to work in primary care networks with growing multi-disciplinary teams and significant amounts of investment in creating another 26,000 non-GPs roles allowing GPs to focus on the most complex patients and spend less time on administration.

Efforts are underway to reduce bureaucracy across general practice including a new trial approach to the annual appraisal system to make it less burdensome.

A new state backed indemnity scheme is now in place for all general practice staff, while additional funding for IT will allow both patients and practices to benefit from the latest digital technologies, cutting down on unnecessary paperwork.

There are also options for new ways of working including flexible careers, defined scope and the option of clinical and non-clinical roles such as mentorship, whilst new Independent Care Systems (ICSs) incorporating primary, community and secondary care provide an opportunity to work across traditional boundaries.

There is also a renewed focus on supporting the health and well-being of NHS staff though the [NHS People Plan](https://www.england.nhs.uk/ournhspeople/).

**ERP Returner Programme**

GPs who had been off the Medical Performers List for up to 6 years and have already re-joined the NHS workforce as an ERP via the Fast-Track Covid-19 approval process may wish to fully return in the future to work as an NHS GP again.

GPs on this temporary registration have undertaken a number of roles with a widely varied clinical experience to meet the demands of the COVID-19 response. These have included:

* Working nationally for 111 CCAS
* Deployment within a local footprint with appropriate supervision
* Direct employment within a practice with varying levels of supervision
* Mix of 111 CCAS and local clinical service deployment leadership roles.

This new program allows doctors temporarily registered under the ERP regulations to apply for a Return to Practice placement and to obtain advice on the most appropriate supported return pathway.

Following a review of your recent clinical role and experience by the Local HEE Educational lead and with the agreement of your NHS England and NHS Improvement Regional Medical Director you may be able to:

1. Directly enter the Medical Performers List without conditions or restrictions following a limited placement
2. Directly enter with conditions of undertaking a placement of up to 3 months or longer if required
3. Apply for the HEE Learning Needs Assessment Pathway which requires the passing of the MCQ and Simulated Surgery.
4. Receive alternative career advice and support

As part of this, we are able to offer:

* A monthly tax-free bursary of up to £3500 per month for those on a placement (if completing the scheme in an unsalaried position)
* Help towards the cost of child or social care whilst undertaking a placement
* Help towards the costs of registration, occupational health and other fees
* Access to online and in-person educational support to guide you through the process

To find out more or to register for the programme, please visit <https://gprecruitment.hee.nhs.uk/ir/gp-return-to-practice-scheme>

**Support for ERPs looking for other roles**

NHS England and NHS Improvement regional teams may in some areas be able to signpost GPs to other roles as part of the pandemic response including roles with the vaccination programme and other services such as local NHS 111 and long-Covid treatment centres. There may also be opportunities to be part of new ways of working and in non-clinical roles such as mentorship or providing comprehensive needs assessments for people with a primary health care need as part of the Continuing Healthcare service . If you would like to access this support, please contact england.primarycareworkforce@nhs.net and we will put you touch with the relevant regional team to see if they are able to assist or offer advice. [To amend to regional address or keep as is]

**Taking the next step**

We really value your contribution and hope that after your time working on the pandemic you will consider staying with the NHS family and being a part of the future of primary care.

If you would like to arrange an informal chat about the ERP Returner Programme or more generally about the career opportunities that exist in primary care, please contact england.primarycareworkforce@nhs.net. [To amend to regional address or keep as is]

Your sincerely,

Insert Signature