

The British Medical Association

BMA

- Introduction to The British Medical Association for International Medical Graduates in General Practice
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Guide for GP's



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www.bma.org.uk
0330 123 1233

The Trade Union for Doctors and medical Students in the UK with over 160,000 members

What we do

- The BMA represents, supports and negotiates on behalf of all UK doctors and medical students. We are member-run and led, fighting for the best terms and conditions as well as lobbying and campaigning on the issues impacting the medical profession.
- As a recognised trade union for all doctors working in UK, we understand your day-to-day working lives and the pressures you face.
- We represent you both individually, collectively, locally and nationally, negotiating your pay and rights, and supporting you at work.



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Which type of work will you choose as a GP?

There are many ways to work as a GP...

Salaried GPs

Self employed own ltd company

Self employed Freelance

Self Employed GP locum Agency

Agency employed GP Locum

The BMA has a roundup of resources for salaried GPs, locum GPs and their employers, including handbooks, model contracts, advice for negotiations and employment rights

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Salaried GPs

A qualified GP who is employed by an organisation and receives a salary is a **salaried** GP. They do not have an independent contract with the NHS.

Following a change to the regulations in 2015, all practices, irrespective of the contract type, are required to offer a contract that reflects the nationally negotiated contract.

Contracts offered by GP practices should be no less favourable than the model contract, which does mean there is scope for negotiation.

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Self Employed GPs

If you're working in a self-employed capacity under a contract for services, you will generally have no employment rights.

You will have no rights to holiday pay, sick pay, or paid maternity, paternity or parental leave. It's important to factor this in when considering what you will charge a practice for your fees.

However, these arrangements are complex and if there is a problem then you should contact the BMA for advice. HMRC has advice on what it means to be a contractor, and your tax liabilities under IR35 legislation.

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Agency GP locums

Some agencies may employ GP locums, and this would mean that contracts would be negotiated to include employment rights such as annual leave and holiday pay.

BMA GP locum handbook

- Template for locum inductions
- How to calculate locum fees
- Tips for CPD, how to avoid isolation

Self-employment advice

- Self-employed contract check
- Advice & Guidance
- Chase agencies for payment
- Referral to solicitors
- Advice on pension contributions

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Get your contract checked by the BMA

It's important for all GPs to understand the terms and conditions of their contracts or service level agreements whether you are self-employed, employed or agency. Our BMA resources can help you draw up and negotiate your contracts and ensure you know your rights.

- BMA dedicated free contract checking service
 - Model contracts
- Up to date salary scales to negotiate your rates of pay



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It'll never happen to me!

No one expects to have problems in the workplace where they may need to ask for help from a Trade Union but you never know what is around the corner and here are some Common problems GP's regularly need our help with:

- Bad contracts exploiting GP's on many issues especially pay
- Being overworked and overwhelmed with workloads
- No time allocated for annual leave, study leave or mandatory training
- Racial and Sexual discrimination
- Bullying and Harassment
- Relationship issues with colleagues / education supervisors / managers
- No Employment rights
- Non payment of salary
- Pension problems
- GP training placement issues



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Call our First Point of Contact team for advice

If you're a BMA member with a question about your contract, pay or any other aspect of your working life, our advisers are here to help you.

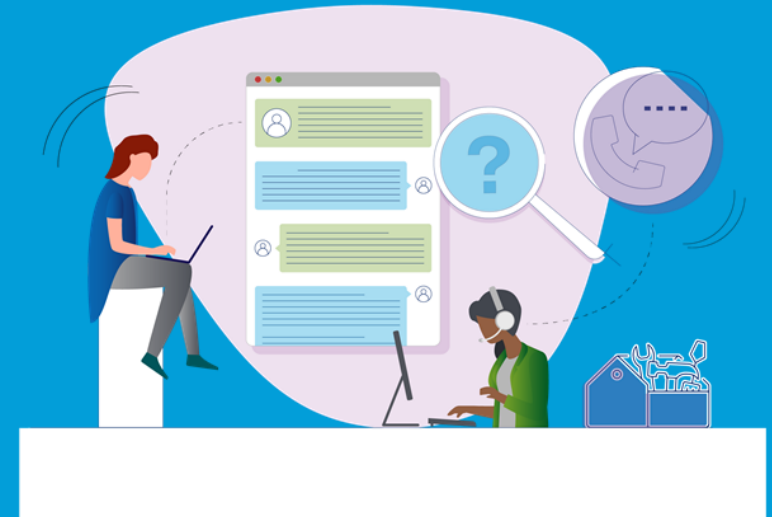
- Call [0300 123 1233](tel:03001231233)
- Email support@bma.org.uk
- Use the 'Chat with us' icon to the right of this page to talk with our advisers
 - [Book a call to talk with an adviser](#) at a time that suits you

Opening hours

Phone lines and webchat are open:

8am to 8pm, Monday to Friday

9am to 5pm, on Saturdays.



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24/7 free and confidential wellbeing services

Providing counselling and peer support for all doctors and medical students

0330 123 1245 /
www.bma.org.uk/yourwelbeing



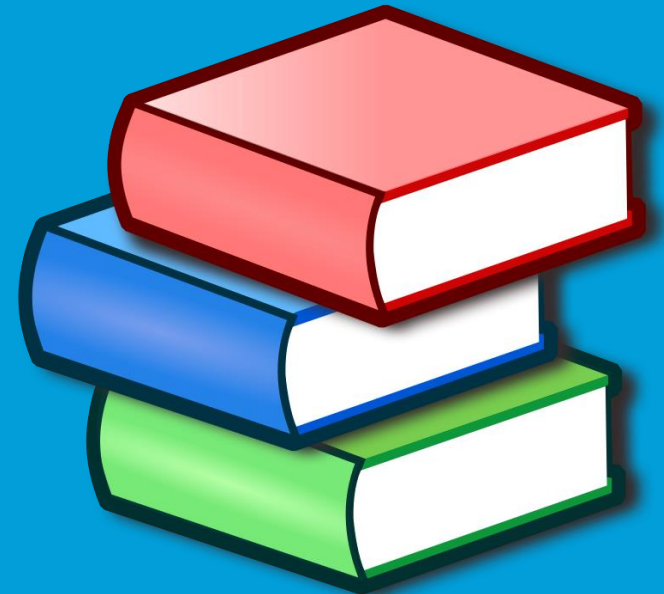
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Our Library

Over 1,000 CPD clinical and non-clinical learning modules through the BMJ for FREE

The BMA library is a free resource for all members to use



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Useful links for GPs on the BMA Website

- <https://www.bma.org.uk/what-we-do>
- <https://www.bma.org.uk/pay-and-contracts/contracts/gp-contract/gp-contract-england-202122>
- <https://www.bma.org.uk/advice-and-support/covid-19/gp-practices/covid-19-toolkit-for-gps-and-gp-practices>
- <https://www.bma.org.uk/what-we-do/committees/general-practitioners-committee/gp-trainees-committee>
- <https://www.bma.org.uk/advice-and-support/your-wellbeing>



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for doctors new to the UK.

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Link to join
www.bma.org.uk/joinx1101

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