

NHS Board Primary Care Leads
Local Medical Committees

In 2014 Scotland Welcomes the World



30 May 2014

Dear Colleague

PAYMENTS FOR LOCUMS COVERING MATERNITY, PATERNITY AND ADOPTIVE LEAVE

Scottish Government (SG) and the Scottish General Practitioners Committee (SGPC) of the BMA have been dealing with a number of queries regarding the arrangements for locum cover for maternity, paternity and adoptive leave, as outlined in Section 9 of the Statement of Financial Entitlements (SFE). The contents of this letter has been jointly agreed with SGPC.

Locum cover should normally be provided by external locums, and paragraph 9.3 outlines the arrangements and requirements.

The issues that have been raised are in regard to the limited availability of external locums to provide this cover, and what arrangements a GP Practice can put in place to cover maternity, paternity and adoptive leave in these circumstances, and whether internal locum arrangements can apply.

It is our view that paragraphs 9.2 and 21.14 (d) of the SFE does provide NHS Boards with flexibility to consider individual situations to vary these arrangements where external locums are not available, and it would be our expectation that NHS Boards should use these paragraphs to consider individual requests from GP Practices where sufficient evidence can be given that normal avenues have been exhausted and additional sessions were being undertaken.

SG and SGPC are currently reviewing the SFE for 2014/15 and will be considering whether there is any requirement to amend Section 9 of the SFE to address this situation in the longer term.

Yours sincerely



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