Nottinghamshire LMC

"Leaving the practice"

Retirement Planning Event 22 February 2023



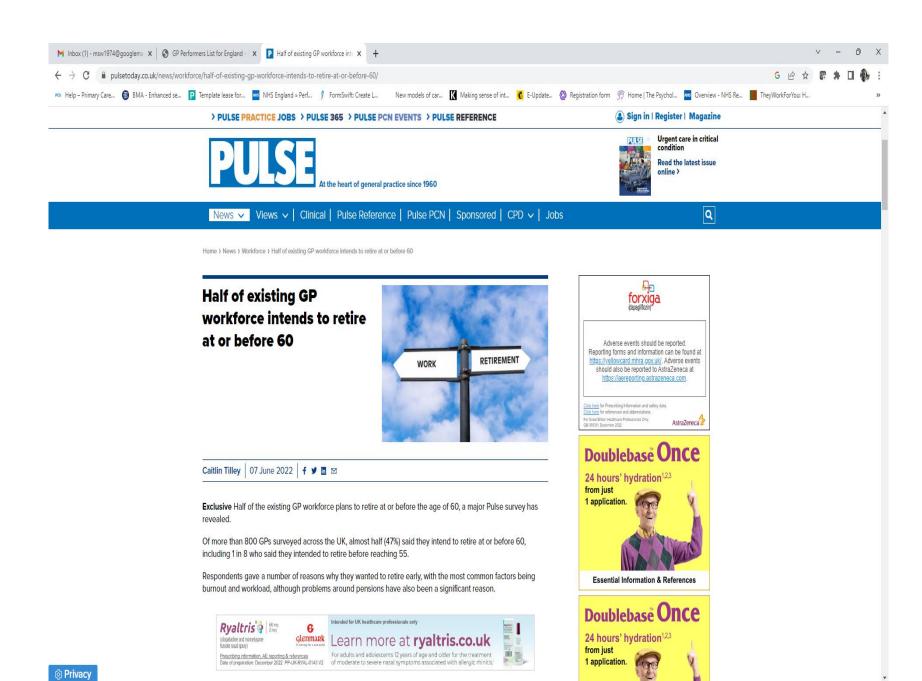


Michael Wright

2016- LMC CHIEF EXECUTIVE
2013-2016 LMC HEAD OF LIAISON
2013 FREELANCE PRACTICE MANAGER
2011-2013 CCG DIRECTOR OF PRIMARY CARE
2006-2011 GP PRACTICE MANAGER
2005-2006 OUT-OF-HOURS PROJECT MANAGER
1994-2005 ROYAL AIR FORCE MEDIC

Introduction

- 1. Reasons for considering leaving
- 2. What does retirement mean to you?
- 3. Practicalities of leaving
- 4. Planning to leave and leaving well



Reasons for considering leaving

- LMC survey on Notts GPs considering leaving (late 2017)
 - 33 x responses
 - Average age 52 (youngest 33, oldest 67)
 - Main drivers workload, patient demand, financial pressure, bureaucracy
 - 26 x partners, 5 x salaried, 2 x not disclosed
- Discussions on reasons for leaving
 - How did you get here?
 - Internal/external factors?
 - Do you want to retire or change your work?
 - Considered sabbatical? Career break?
 - Do you need new challenges?
 - If you could choose to work/live how you want,
 what would your life look like?
 Nottinghamshire Local Medical Committee

What does retirement mean to you?

- What are you retiring from?
 - Retiring from the partnership and the GP Performers List (GPPL)
 - Retiring from the partnership, not taking 24 hour retirement and staying on the GPPL to do non-partnership work
 - Retiring from the partnership, taking 24 hour retirement and staying on the GPPL to do non-partnership work
 - Taking 24 hour retirement and returning to the partnership (still on the GPPL)



Practicalities of leaving

- Who do you tell?
 - Partners
 - Staff
 - Primary Care Support England
 - NHS Pensions
 - NHSEI
 - ICB
 - The practice accountant
 - CQC
 - Medical Defence Organisation
 - HMRC
 - Patients



Planning to leave and leaving well

- Ensure to do the following (individual and partnership actions):
 - Examine the partnership agreement to determine length of notice and method of serving this, how and when do you take your 'stake' out of the practice?
 - Examine the partnership agreement for other relevant clauses i.e. about minimum term between partners retiring
 - Do you need to be 'bought out?' particularly relevant if own premises
 - Discuss in partnership/practice how wish to leave and inform patients/other stakeholders
 - Get support (peers/GP-S/Phoenix Programme/PASS)
 - Check on any documents signed by the leaving partner to ensure that they do not go out of date e.g. PGDs
 - Ensure any policies/benefits at partnership level reflects change e.g. mortgage, loans, leases, insurances, bank,
 - Amend stationery, withdraw IT accounts, return equipment etc.
 - Refresh partnership agreement when a new partner joins



LMC Support

- Advice on partnership agreements
- Help in partnership disputes
- Assistance for salaried GPs when looking at contracts/job plans
- Help for locum GPs with keeping up-to-date etc
- GP-S
- GP Phoenix Programme
- Anything else...The LMC is the official representative and support body for all General Practitioners!
- Contact <u>office@nottslmc.co.uk</u>
- 0115 977 1341
- www.nottinghamshirelmc.co.uk
- https://www.phoenixprogramme.co.uk/
- https://www.gp-s.org/







Questions and Answers

