

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

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Half of existing GP workforce intends to retire at or before 60



Caitlin Tilley | 07 June 2022 | [f](#) [t](#) [in](#) [m](#) [e](#)

Exclusive Half of the existing GP workforce plans to retire at or before the age of 60, a major Pulse survey has revealed.

Of more than 800 GPs surveyed across the UK, almost half (47%) said they intend to retire at or before 60, including 1 in 8 who said they intended to retire before reaching 55.

Respondents gave a number of reasons why they wanted to retire early, with the most common factors being burnout and workload, although problems around pensions have also been a significant reason.

forxiga
(dapagliflozin)

Adverse events should be reported. Reporting forms and information can be found at <https://yellowcard.mhra.gov.uk/>. Adverse events should also be reported to AstraZeneca at <https://aareporting.astrazeneca.com>.

Click here for Prescribing Information and safety data.
Click here for references and abbreviations.
For Great Britain Healthcare Professionals Only.
GB-19109 | December 2022

Doublebase™ Once

24 hours' hydration^{1,2,3}
from just
1 application.

Essential Information & References

Doublebase™ Once

24 hours' hydration^{1,2,3}
from just
1 application.

Ryaltris 50 mg / 2 mg
(oxipropazone and mometasone furoate nasal spray)

glenmark
A company for AstraZeneca

Intended for UK healthcare professionals only

Learn more at ryaltris.co.uk

For adults and adolescents 12 years of age and older for the treatment of moderate to severe nasal symptoms associated with allergic rhinitis.¹

Prescribing information, AE reporting & references
Date of preparation: December 2022 PP-UK-RVAL-0143 V2

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?

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 office@nottslmc.co.uk
- 0115 977 1341
- www.nottinghamshirelmc.co.uk
- <https://www.phoenixprogramme.co.uk/>
- <https://www.gp-s.org/>



Nottinghamshire 
Local Medical Committee

Representing and supporting GPs

Questions and Answers

