GP sickness absence reimbursement – update

On 1st April 2017, changes were made to the GMS contract, affecting the reimbursement practices can claims for GP sickness absence. A further uplift took effect on 1st April 2018.

Reimbursement

In summary, non-discretionary reimbursement is available as follows:

- the lower of invoiced costs and £1751 pw, payable after 2 weeks of absence, for up to 26 weeks
- the lower of invoiced costs and £875 pw for the second 26 weeks of absence
- covers all doctors regardless of pre-existing medical conditions
- covers partners and salaried doctors (subject to salary continuing to be paid), but not locums
- covers core hours only
- is subject to aggregation
- cover has to be provided by a doctor ie the practice can’t use an Advanced Nurse Practitioner to cover sessions.
- for sessions covered by a salaried GP on a fixed term contract

Our locum insurance

- is benefit driven:
  - following a valid claim, the weekly benefit is paid regardless of who covers for the absent GP and regardless of any reimbursement.
- offers optional cover:
  - absences due to jury service, compassionate leave, suspension from practice, revalidation leave (none of which is covered by the new reimbursement)
  - staff: nurses, ANPs, HCAs, practice manager, admin staff (none of whom is covered by the new reimbursement)
- can be arranged on a ‘gap fill’ basis:
  - to plug the gaps in the NHS funding.

Gap fill cover in practice

<table>
<thead>
<tr>
<th>GP sickness absence</th>
<th>Extensions of cover*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 26 weeks</td>
<td>1st 26 weeks</td>
</tr>
<tr>
<td>£749</td>
<td>£2,500</td>
</tr>
<tr>
<td>£1751</td>
<td>2nd 26 weeks</td>
</tr>
<tr>
<td>£875</td>
<td>£2,500</td>
</tr>
<tr>
<td>£1625</td>
<td>1st 26 weeks</td>
</tr>
<tr>
<td>£2,500</td>
<td>2nd 26 weeks</td>
</tr>
<tr>
<td>£1625</td>
<td>2nd 26 weeks</td>
</tr>
</tbody>
</table>

NHS Reimbursement

Assumes the practice needs a weekly sum of £2,500.

Practice Cover ‘gap fill’

*Extensions of cover: jury service, compassionate leave, suspension, revalidation leave etc

To discuss the issues raised in this guide call Lynda Cox on 023 8051 3286.

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