Maternity Leave Factsheet

As there will now be a break in your training programme, we will need to review your placements both in hospital and General Practice. We will do our best to accommodate you with a rotation similar to the one you were previously following, but please be aware that there may be changes to some of your posts. We will ensure that you are kept informed of your rotations with at least 12 weeks’ notice as required by the Code of Practice. If you have any queries or concerns about your placements, please contact your Programme Director or the GP Programme Manager.

There are a number of actions for you to undertake in preparation for and during your maternity leave:

Who should I tell about my maternity leave?

Please contact the following people to inform them of your expected dates of leave:

- **GP Programme Manager** at Health Education England, Wessex Ysabel Hensford, (gp.wx@hee.nhs.uk)
- **Patch Office Manager** - [http://www.wessexdeanery.nhs.uk/gp_primary_care/contact_your_patch_office.aspx](http://www.wessexdeanery.nhs.uk/gp_primary_care/contact_your_patch_office.aspx)
- **If you are in a Hospital post:** Human Resources Department/Medical Staffing/Medical Education whichever applicable to individual Trust notified to you at the time of offer of employment giving appropriate notice as set out in [NHS Employers Terms and Conditions](http://www.wessexdeanery.nhs.uk/gp_primary_care/trainees/before_training_starts.aspx) Placement provider for current and next placement
- **If you are in a GP surgery:** Practice Manager

Pay and Contracts

- Your Employer (either Hospital Trust or GP surgery) can give you information about your maternity pay. You should also notify your future placement.
- If you will be working in a Practice placement as a GP ST1, 2 or 3 when you start your maternity leave, please complete a PAY2 form. ([http://www.wessexdeanery.nhs.uk/gp_primary_care/trainees/before_training_starts.aspx](http://www.wessexdeanery.nhs.uk/gp_primary_care/trainees/before_training_starts.aspx)) and send it to the GP Programme Coordinator at Southern House, Otterbourne, Winchester SO21 2RU with a photocopy of your MATB1 form. You must keep the original MATB1 form to give to your employer.
- If your employment contract with your current employer is due to end less than 11 weeks before the start of your maternity leave, it may need to be extended to cover your maternity leave to ensure that you receive maternity pay as appropriate. If this would apply to you, please discuss this with your employer and Ysabel Hensford at the earliest opportunity.
- Once you have informed the GP School at Health Education England, Wessex and your local Patch Office of the dates of your maternity leave, we will share this information with your Programme Director and HR administrators at your employing Hospital Trust or your training practice. It is however still your responsibility to give your employers appropriate formal notice of your maternity leave according to NHS Employers guidance and your contract of employment.
ePortfolio, ARCP and Revalidation

- Ensure your ePortfolio is amended to state when you will be on maternity leave – the Patch Office will do this for you. If you have any queries related to the ePortfolio please email Patch Office Manager, http://www.wessexdeanery.nhs.uk/gp__primary_care/contact_your_patch_office.aspx.

- You must complete an Educational Supervisor’s Review every 6 months during your training whether you are a full or less than full time trainee.

- Before you start your maternity leave, you may find it helpful to ensure that the evidence including all assessments in your ePortfolio is up to date and arrange with your Educational Supervisor to complete an ESR to cover the period in training up to the start of your maternity leave. Otherwise, you must ensure that the period of training from your last ARCP to going on maternity leave is covered in the first ESR after your maternity leave. An ESR should not usually cover more than 6 months, but the RCGP will allow an ESR to cover a slightly longer period where maternity leave or less than full time training make a 6 month review impractical.

- If you are in a hospital post, you must arrange for a Clinical Supervisors Report to be completed.

- You will not have an ARCP during your maternity leave which together with your accrued annual leave does not count towards your training time. You will not need to have an out of programme Educational Supervisors Review during this period. Your next ARCP after your maternity leave will be 12 calendar months of time in training after your last ARCP, so not counting your time on maternity leave.

- All trainees must complete a Form R every 12 months. This requirement continues during maternity leave. The Revalidation and Accreditation Team will contact you to request the form if required.

If you have questions about the ARCP process, Revalidation, or Form R, please contact the Revalidation and Accreditation Team at Health Education England, Wessex (accreditation.wx@hee.nhs.uk).

Annual Leave and Keep In Touch Days

- Annual Leave – Plans for taking annual leave to which you are already entitled should be discussed with your current and future employers. You will continue to accrue annual leave whilst you are on maternity leave and this accrued leave is usually taken in a block at the end of your maternity leave. Health Education England, Wessex does not support using accrued leave to work in effect less than full time after maternity leave. The annual leave that is accrued while you are on maternity leave does not count towards your training time which will recommence from when you actually return to work.

- Keep in Touch (KIT) days allow you to work up to 10 days during your maternity leave under your contract of employment without losing your SMP/MA entitlement. They can include training days and other activity that allow the employee to keep in touch with the workplace. You may be paid your basic pay during these days (less your maternity pay), although this is only if prior agreement has been made with your Employer (Trust or Practice) if they offer the scheme. Please note there is no central Deanery funding for KIT days. You will also need to ensure you have appropriate medical indemnity if you are seeing patients. Please remember KIT days should be taken before the accrued leave commences as you are cannot claim for payment when you are already being paid for leave.
GMC registration and Medical Defence

- You must maintain your GMC registration with a licence to practise whilst on maternity leave.

- You must ensure that you have the appropriate level of medical defence including the enhanced cover required if working in General Practice in place for your return to work.

Returning to work

- If you are returning to work in a GP surgery and you will be moving to a Programme Lead Employer, you must complete a K4 Wessex TG form to set up payment of the trainer’s grant only. The form must be returned by post to GP Programme Co-ordinator at Health Education England, Wessex.

- If you are returning to work in a GP surgery and are not under a Programme Lead Employer, you must complete a K4 Wessex GPR payment form to set up payment of your salary and the trainer’s grant. The form must be returned by post to GP Programme Co-ordinator at Health Education England, Wessex.

- If you are not already on the National Medical Performers’ List your K4 Wessex TG or GPR forms will serve as your application for the MPL and they must be submitted to HEE Wessex before you return to work.

- You must stay in touch with the Patch Office Manager and Ysabel Hensford to let us know in advance of your intended return dates or any changes to your plans so that we can plan for your placement on return to work. Please note that as you will be out of synch with your training year colleagues, it may be necessary to change your allocated posts that occur after your maternity leave as explained above.

- If you wish to return to work Less Than Full Time you must complete an application for LTFT and send it to LTFT.WX@hee.nhs.uk for approval by the Associate Dean. You should do this at least 6 months before you return to work. The application form and guidance for LTFT can be downloaded from: http://www.wessexdeanery.nhs.uk/support/support/less_than_full_time_training.aspx

- For revalidation and ARCP purposes, please arrange to meet with your Educational Supervisor 6 to 8 weeks before the end of your maternity leave and complete a Return to Training form. This form should be forwarded to your Programme Director and to Ysabel Hensford and a copy loaded onto your learning log on the e-portfolio. Participation in the Return to Training Scheme is compulsory where you have more than three months out of training. Please see the following webpage for information and documents: http://www.wessexdeanery.nhs.uk/guidelines_procedures/return_to_training_scheme.aspx
Other Resources

- Please see General Maternity Guidance for rotational Junior Doctors in Training (June 2013) which is available at: http://www.nhsemployers.org/Aboutus/Publications/Pages/Publications.aspx

- There is also some further guidance on planning your maternity, written by a Wessex GP Trainee which you may find useful http://www.wessexdeanery.nhs.uk/gp__primary_care/resources_and_information.aspx

Please complete all of the above promptly to ensure that all of the arrangements for your maternity leave and return to work are in place. Please keep us updated with any changes to your plans throughout your pregnancy and maternity leave and do not hesitate to contact us if you have any queries.

GP School, Health Education England, Wessex
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