

**To: GP ST3s in the East of England region**

April 15<sup>th</sup> 2020

Dear GP ST3 Trainee,

We have received several queries in relation to whether GP ST3s are now able to work additional overtime hours in an out of hours (OOH) setting, their own training practice, or in other settings such as CCG hot hubs or for the 111 service, whilst adhering to both the terms of their training programme and the terms upon which they are included as a 'Registrar' in the national performers list (NPL) .

We are writing to confirm that in the context of circumstances and challenges of the COVID pandemic, we have made a decision that GP ST3 trainees are currently permitted to work additional hours in these settings. Any overtime worked must be on an entirely voluntary basis and there is no compunction for anyone to work over and above their contracted hours.

The expectation is that this should not interfere with current contractual requirements. All work must be under the supervision of someone qualified to provide this; there must be access to adequate personal protective equipment (PPE); and trainees must ensure they have appropriate indemnity cover. Trainees also need to seek the agreement of their educational supervisor prior to agreeing to any additional work.

All doctors have a duty to recognise and work within their competence and particularly when working in an unfamiliar environment they should be willing to seek professional advice from colleagues as necessary.

For clarity, any payments and related contractual arrangements for this additional work need to be negotiated directly with the provider.

Should you undertake additional hours in excess of the usual 48 hour week, you must notify the lead employer and you should sign an working time directive opt out form. This can be found in the most recent FAQs on the Lead Employer website. It is important that the requirements of the working time regulations, adequate provisions re rest breaks, etc are adhered to. Trainees need to be mindful that additional employment will have implications for tax, NI and pension contributions and responsibility for these rests with the provider and the individual trainee.

COVID-19 has the potential to put huge additional demand on our NHS and our fellow citizens and your contribution to primary care is appreciated and valued, whether you choose to work any additional hours or not.

If you require further information or advice, please contact the intended provider in the first instance, talk with your supervisor, and then the lead employer as necessary

With kind regards

Yours sincerely

**Dr Janet Rutherford**  
**Head of School for General Practice**

**Prof Vijay Nayar**  
**GP Dean**