**Stakeholder Report Form  
EoE Primary Care School Board Meeting**

| Programme / Workstream Name: | Retention, RtP and IIP | | |
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| Programme Lead: | Emma Salik | | |
| PCS School Strategy Objective: | Retention | | |
| Period of Update: | February -July 2025 | RAG Status for project: | N/A |
| Programme / Workstream Summary | | | |
| The National GP Retention Programme was established to address the ongoing challenge of retaining experienced GPs within the NHS workforce. The programme focuses on providing tailored support to GPs who are at risk of leaving the profession due to various factors such as workload pressures, work-life balance challenges, and where there is a need for additional educational supervision.    Doctors must hold full registration and a licence to practice with the GMC and be on the National Medical Performers List.  Objectives: The primary aim of the programme is to support GPs in maintaining a sustainable career by offering flexible working opportunities, mentorship, and professional development. The programme seeks to ensure that GPs can continue to deliver high-quality care while avoiding burnout and enhancing job satisfaction during a time in their career which is particularly difficult.    **What does the scheme deliver to the GPs:**    **Flexible Working Patterns:** The programme facilitates part-time, portfolio, or sessional working options, allowing GPs to manage their work-life balance more effectively. This flexibility is particularly important for those nearing retirement, those with family commitments, caring responsibilities, health concerns, or those considering career break  **Support for Career Development:** Through targeted mentorship, coaching, and peer support, GPs are provided with opportunities to develop their careers further. The programme offers access to continued professional development (CPD) activities to help GPs enhance their skills and explore new clinical or non-clinical roles. This will help them develop a flexible working pattern in the future.  **Local and National Collaboration:** The programme is delivered through partnerships between the GP School, NHS England, and local workforce bodies. Local schemes are now being adapted to regional needs, ensuring that the retention efforts are relevant to the specific challenges faced by GPs in different areas. Regionally the retention teams are working hard on how to support GPs in the future.  **Financial Support for Practices and CPD for GPs:**   * **Practice Support:** Practices that employ retained GPs are eligible for financial support to cover the additional costs associated with flexible working arrangements. Practices receive a payment of up to £76.92 per clinical session worked by the retained GP, which helps alleviate the financial burden of managing a less traditional workforce structure. * **CPD Allowance for Retained GPs:** Retained GPs receive a personal CPD allowance of £1,000 per year, enabling them to access further training, professional development, or portfolio work that supports their ongoing career. This allowance ensures that retained GPs can continue to develop their skills while balancing clinical commitments.   **Impact:** The National GP Retention Programme has provided GPs with increased access to flexible working arrangements and professional development opportunities, which may help mitigate the pressures that can lead to workforce attrition. While direct data on satisfaction and continuity of care are not yet available, anecdotal evidence and feedback suggest that the programme has been well-received in regions where it has been implemented. The financial support provided to both practices and GPs is expected to contribute to longer-term retention. | | | |
| Key Highlights | | | |
| N/A | | | |
| Decisions made since last update | | | |
| Update re national changes?? | | | |
| KPIs | | Financial Performance | |
| N/A | | N/A | |
| Operational Updates | | Progress on previous goals | |
| National updates | | The ICBs are declining far more renewals and applications which is causing stress and uncertainty to applicants. Practices are resistant to keep GPRs on with flexible working timetables. The finance position for 25/26 is still uncertain as well as future for the scheme. | |
| Risk Assessment Overview: *(Issues, Risks, Concerns, Barriers etc)* | | Governance and Compliance | |
| National changes to programme?? | | N/A | |
| Stakeholder engagement | | | |
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| Future Outlook (Upcoming priorities, initiatives, or areas of focus) | | | |
| Next Steps: Collaboration with Integrated Care Boards (ICBs) at the regional level will be key to ensuring the sustainability and effectiveness of the scheme. Regional ICBs will play a crucial role in prioritising resources, tailoring the programme to local workforce needs, and ensuring that financial support is aligned with both national objectives and regional budgetary constraints. This collaborative approach will help maintain the scheme's impact while navigating the complex financial landscape. | | | |
| Conclusion | | | |
| More applications are being declined by the Training Hubs and some of the retired GP placements are at risk as their criteria are slightly different. | | | |