7 May 2020

Dear Colleague

Model terms and conditions of service for a salaried general practitioner employed by a NHS Scotland Health Board or Special Health Board during the COVID-19 pandemic

1. **PCA(M)(2020)02** advised Health Boards to offer contracts to GP locums during the period of the COVID-19 pandemic. Engaging the services of GP locums on a longer-term, fee based and continuous contractual basis will afford GP locums Assistant Practitioner status under the Scottish NHS Pension Scheme Regulations rather than Locum Practitioner status as well as entitlement to sick pay and annual leave.

2. Scottish Government and SGPC have agreed model terms and conditions for these contracts. Health Boards should look to adopt them where local agreements fall short of the level set here.

3. The model terms and conditions are for use in Scotland during the COVID-19 pandemic. They are not appropriate for use in other circumstances where the standard model terms and conditions of service for a salaried general practitioner should be used.

**Action**

4. NHS Boards are requested to bring this circular to the attention of all GP locums on their local databases established under **PCA(M)(2020)02**.

Yours sincerely

Daniel Hinze
Deputy Director and Head of Primary Care Division