Sick leave guidance for GP trainees

October 2013

This guidance note is intended to clarify sick leave arrangements in line with the Framework Contract agreed between GPC and COGPED. If you are in an area where your contract is with a lead employer or your contract is not based on the framework contract then it will be particularly important to ensure that you are familiar with any local arrangements.

If a GP trainee is absent from the practice due to illness, he or she must inform the practice as soon as practicable on the first day.

A self-certification form should be completed for any sickness absence lasting for seven days or less. If the illness continues beyond seven days, a medical certificate should be completed.

Sick leave of up to two weeks

For this short period of leave, the length of the training programme should not be affected.

Sick leave over two weeks

These provisions now mirror the entitlements for junior hospital doctors and came into effect from November 2003. Further details can be found in the Directions to employers concerning GP trainees on the NHS Employer's website.

The provisions for payments to GP registrars during sickness should be made on the basis of the number of years of service with the NHS and the number of months of sickness leave and are set out below:

1st year of service	1 month's full pay and (after completing 4 month's service), 2 months' half pay
2nd year of service	2 months' full pay and 2 months' half pay
3rd year of service	4 months' full pay and 4 months' half pay
4th year of service	5 months' full pay and 5 months' half pay
5th year of service	5 months' full pay and 5 months' half pay
6th year of service+	6 months' full pay and 6 months' half pay

The training period will generally need to be extended if sick leave exceeds two weeks. With the training programme director's agreement, this can be completed in the GP trainee's current post. GP registrars are advised to contact their local postgraduate dean's office for individual guidance.