

GP Career Pathway Structure

2025/26



Level 1	Level 2	Level 3	Level 4	Level 5
GP Retainer Scheme	Salaried GP	Junior Associate GP	Senior Associate GP	GP Partner
Employment Package <ul style="list-style-type: none"> NHS Pension MPS indemnity Clinical Negligence Scheme for General Practice (CNSGP) 6 weeks AL 1 week study leave Option to attend up to 10 CPD Target Training Session per year Flexible leave and shift patterns as per HEE Supervision and CPD protected session NHS Blue Light Card Uniform (Scrubs) Free Car Parking Free eye test Employee Assist Scheme Occupational Health Service Medical Equipment Bike to work Scheme Free refreshment Coming soon NHS Fleet Cars 	Employment Package <ul style="list-style-type: none"> NHS Pension MPS indemnity Clinical Negligence Scheme for General Practice (CNSGP) 6 weeks AL 1 week study leave Option to attend up to 10 CPD Target Training Session per year NHS Blue Light Card Uniform (Scrubs) Free Car Parking Free eye test Employee Assist Scheme Occupational Health Service Medical Equipment Bike to work Scheme Free refreshment Coming soon NHS Fleet Cars 	Employment Package <ul style="list-style-type: none"> NHS Pension MPS indemnity Clinical Negligence Scheme for General Practice (CNSGP) 6 weeks AL 1 week study leave Option to attend up to 10 CPD Target Training Session per year Flexibility to meet business needs NHS Blue Light Card Uniform (Scrubs) Free Car Parking Free eye test Employee Assist Scheme Occupational Health Service Medical Equipment Bike to work Scheme Free refreshment Coming soon NHS Fleet Cars 	Employment Package <ul style="list-style-type: none"> NHS Pension MPS indemnity Clinical Negligence Scheme for General Practice (CNSGP) 6 weeks AL 1 week study leave Option to attend up to 10 CPD Target Training Session per year Flexibility to meet business needs NHS Blue Light Card Uniform (Scrubs) Free Car Parking Free eye test Employee Assist Scheme Occupational Health Service Medical Equipment Bike to work Scheme Free refreshment Coming soon NHS Fleet Cars 	Package <ul style="list-style-type: none"> NHS Pension Profit share full equity MPS indemnity Clinical Negligence Scheme for General Practice (CNSGP) 7 weeks AL includes 1 week study leave Option to attend up to 10 CPD Target Training Session per year GMC fee RCGP fee BMA fee Uniform (Scrubs) Flexibility to meet business needs Accountancy service Free Car Parking Locum Insurance Policy Occupational Health Service Medical Equipment NHS Blue Light Card
Clinical sessions and allocated workload <ul style="list-style-type: none"> 15 Appointments AM / PM 1-2 home visits Debrief and supervision 	Clinical sessions and allocated workload <ul style="list-style-type: none"> 15 Appointments AM / PM 2 home visits 	Clinical sessions and allocated workload <ul style="list-style-type: none"> 15 Appointments AM / PM Equal allocation of home visits Fair Rotation of Nursing home session 	Clinical sessions and allocated workload <ul style="list-style-type: none"> 15 Appointments AM / PM Equal allocation of home visits Regular Rotation of Nursing home session 	Clinical sessions and allocated workload <ul style="list-style-type: none"> 15 Appointments AM / PM Regular Total Triage GP sessions Regular Rotation of Nursing home session

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		<ul style="list-style-type: none"> • 2nd on call / Late visiting GP session • Training as GP Trainer • Training as GPSI 	<ul style="list-style-type: none"> • Supporting the Triage GP when high demand. • Add hoc Triage GP Sessions • 2nd on call GP / Late visiting session • Trainer or GPSI session (Minor Surgery, LARC) • Responsible for ensuring clinical workload for the day has been managed in the absence of a partner. 	<ul style="list-style-type: none"> • CCB Bed ward rounds • Equal allocation of home visits • Nursing home session • Late visiting GP session • Trainer or GPSI clinical lead for contracts (Minor Surgery, LARC) • Extra appointments depending on demand / capacity • Responsible for the supervision of Junior GP's / Trainees • Responsible for ensuring clinical workload for the day has been managed
Administration workload <ul style="list-style-type: none"> • Fair allocation of scripts, sick notes requests and scans • Own referrals and pathology results • Own tasks 	Administration workload <ul style="list-style-type: none"> • Fair allocation of scripts, sick notes requests and scans • Own referrals and pathology results • Own tasks 	Administration workload <ul style="list-style-type: none"> • Equal share of scripts, sick notes requests and scans • Own referrals and pathology results • Own tasks • Equal Share of admin for doctors on leave 	Administration workload <ul style="list-style-type: none"> • Equal share of scripts, sick notes requests and scans • Own referrals and pathology results • Own tasks • Equal Share of admin for doctors on leave 	Administration workload <ul style="list-style-type: none"> • Equal share of scripts, sick notes requests and scans • Own referrals and pathology results • Own tasks • Equal Share of admin for doctors on leave
Supervision of trainees <ul style="list-style-type: none"> • Not expected (If needed/ agreed) 	Supervision of trainees <ul style="list-style-type: none"> • Not expected (If needed/ agreed) 	Supervision of trainees <ul style="list-style-type: none"> • Supervision on rota basis • Training to become a GP Trainer (<i>optional</i>) 	Supervision of trainees <ul style="list-style-type: none"> • Supervision on rota basis • GP trainer (<i>optional</i>) • Designated GP for non-medical staff development 	Supervision of trainees <ul style="list-style-type: none"> • Regular supervision • GP trainer (<i>optional</i>) • Designated GP for non-medical staff development
Professional development and support <ul style="list-style-type: none"> • 6 probationary period • Supervisor support and regular reviews • Annual appraisal • Portfolio development • Undertaking clinical audits 	Professional development and support <ul style="list-style-type: none"> • 6 month probationary period for new starters • Annual Appraisal • Portfolio development • Undertaking clinical audits • Attending MDT meetings 	Professional development and support <ul style="list-style-type: none"> • 6 month probationary period for new starters • Annual Appraisal • Portfolio development • Developing as a clinical lead • Regular clinical audits 	Professional development and support <ul style="list-style-type: none"> • Gain clinical experience without the additional complexity of managing a business. • Annual Appraisal • Portfolio development • Clinical lead role 	Professional development and support <ul style="list-style-type: none"> • Continued professional development • Business and strategy development • Significant clinical expertise and experience

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<ul style="list-style-type: none"> Attending MDT meetings 		<ul style="list-style-type: none"> Contributing to practice educational sessions Attending MDT meetings 	<ul style="list-style-type: none"> Contributing to developing practice services Regular clinical audits Attending MDT as clinical lead Chairing meetings as clinical lead Delivering educational sessions within practice (target) Attending regular business meetings for professional development 	<ul style="list-style-type: none"> Portfolio / specialist interest Clinical lead role Business lead role Strategic business development Regular clinical audits Chairing practice meeting as a clinical lead Delivering educational sessions Attending all partners meetings and chairing responsibility
Business responsibility and Liabilities <ul style="list-style-type: none"> Nil 	Business responsibility and Liabilities <ul style="list-style-type: none"> Nil 	Business responsibility and Liabilities <ul style="list-style-type: none"> Nil 	Business responsibility and Liabilities <ul style="list-style-type: none"> Nil 	Business responsibility and Liabilities <ul style="list-style-type: none"> Full parity and profit share Financial liability PMS contractor Direct enhanced service contractor Member of Cross Gates Primary Care Network (DES) AQP contractor Minor Surgery and Community Care Beds (CCB) Employer / Owner Health and Safety and ICP GDPR Owner / Lease Holder of premises Equal voting rights Clinical accountability CQC liability Self employed Member of SELGP Federation / Share Holder Member of Cross Gates Primary Care Ltd Share Holder
Level Duration <ul style="list-style-type: none"> Up to 5 years 	Level Duration <ul style="list-style-type: none"> 1-2 years 	Level Duration <ul style="list-style-type: none"> 1-2 years 	Level Duration <ul style="list-style-type: none"> Long term 	Level Duration <ul style="list-style-type: none"> Long term