



Parental leave arrangements

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Since 1 April 2015, all practices have been entitled to reimbursement of the cost of GP cover for parental leave – that is maternity/paternity/adoption leave. This is no longer a discretionary payment, but the maximum leave period is variable across England. NHS England have clarified that these payments are to be made up to a maximum of 26 weeks with immediate effect.

Reimbursement will be the lower of:

£1,131.74 for the first two weeks and £1,734.18 for weeks 3 to 26
the actual invoiced costs during that period

Reimbursement is intended to cover external locums and cover also provided by GPs already working within the practice (existing employees or partners) but who do not work full time. The revised SFE applies the previous provisions for payments for locum cover equally to the new arrangements for payment for existing GP cover.

Further information is available in the 2015/16 GMS guidance and from NHS Employers at gmscontract@nhsemployers.org