

Guidance on Funding Backfill for Clinicians [GP partners, salaried GPs & nurses]

This guidance should be used for a clinician or a nurse who gains a place on a course or programme funded or supported by the Frimley Academy.

It is not intended to apply to the funding of locum cover for clinicians working on behalf of the Academy or NHS Frimley or other organisations in the Frimley Health and Care Integrated Care System (ICS). That should be covered in specific contractual arrangements made with the individual and the contracting organisation.

Principles

If backfill is available for a course/programme to support clinicians to participate, then the following principles should be used:

- The principle of backfill is to secure continuity of patient care and clinical services. It is not to reimburse clinicians for loss of income whilst attending a programme/course.
- Backfill will be provided to organisations to ensure that they can continue the same level of clinical service whilst an attendee is away on the programme/course.
- If there is no need to provide cover then backfill funding will not be provided – eg if the individual is already contracted by the NHS Frimley then backfill will not be provided;
- Any request for funding must clearly demonstrate how it supports the delivery of the objectives in the NHS Frimley Business Plan.
- Backfill will only be paid to an organisation [eg Trust, GP practice or Out of Hours Provider] it will not be paid to an individual as income.
- Rates of backfill will be at a previously agreed rate and will only apply for time the clinician is attending the course; and
- All invoices for backfill must be submitted no more than 30 days after each event.

If the NHS Frimley Clinician is a Locum:

Using the above criteria, if a clinician applying for a course or programme is working as a locum, no backfill will be made available. This is because it will not be required to ensure continuity of patient care.

It is the responsibility of individuals to decide if the benefits of any course outweigh any potential financial impact from loss of income when attending the course.

Locums undertaking work for NHS Frimley will be paid as any other clinician. No backfill will be made available in this case.

Confirmed Rates (last update March 2024)

Full Day £650

OR

£330 per session based on pay scales.