

NHS Employers: Guidance on the appointment and employment of NHS locum doctors - A quick summary

Introduction: NHS Employers have set out [guidance and standards](#) for the employment of NHS locum doctors. All employers and locum agencies in England must comply with these standards (see p2 of the guidance)

What is a locum? A doctor standing in for an absent doctor or temporarily covering a vacancy (p3)

What qualifications should they have? All locums should meet the criteria for the post they are appointed to and be properly qualified and experienced for the required duties. Locum appointments should not be made if there are any reservations about previous performance or if there is a lack of engagement with appraisal or revalidation (p2)

How long can a locum stay in post? Locums only should be a temporary measure of limited duration for unforeseen absences e.g. sick leave (p3)

- *Locum consultants* – SI 701 requires that locum consultant appointments be no longer than 6 months initially, with a possible extension to a maximum of 12 months
- *SAS locums* – the same principles as for consultants should apply
- *Locum Appointments for Training (LAT)* – [see the Gold guide](#). A Deanery rep must be on the panel. LAT doctors must have appropriate clinical supervision with a named education supervisor, a report at the end of the placement, suitable assessments during the placement and they must be registered with the GMC and the College
- *Locum Appointments for Service (LAS)* – Service delivery appointments may be made in consultation with the deanery. Must have clinical supervision but educational supervisor not necessary (as not eligible for training). Must be registered with GMC

What employment checks are required? Six [standards](#) are required in England – ID check, Right to work check, registration and qualifications check, employment history and refs check, criminal records check and occupational health check. In addition employers should ensure locums have the necessary English language skills for safe and effective communication (p4)

What are the requirements for locums from outside the UK? Doctors from within the European Economic Area (EEA) are entitled to register with the GMC. All other International medical graduates must provide evidence of a satisfactory standard of English (IELT or PLAB). There is a review of current arrangements but they are not due to change until 2014 at the earliest (p6)

How many hours can locums work? Same rules apply as for substantive posts - see [Working Time Regulations](#) and other standard guidance

Are there pay scale guides for locums? See [Medical and Dental Pay Circulars](#) (p7)

How will locum doctors revalidate? Yes, all locums must have appraisals and a responsible officer (RO) as per GMC guidance. The GMC have an [online tool](#) to help doctors identify the type of organisation that is their designated body (p8)

What feedback do I need to give? Following the completion of appointment the supervising consultant must send a report giving feedback to the locum, their agency (if applicable), and the Deanery (LAT or LAS posts only) (p9)

Full guidance (incl. a checklist of responsibilities) is available on the NHS Employer's website at: <http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/Latest-news/Pages/Guidanceonlocumdoctors.aspx>