

12 October 2017

Dear colleagues

Health Board changes to taxation status of self-employed contractors directly contracting with them

Those of you working as self-employed contractors for Health Board commissioned and managed services (e.g. Out of Hours services, directly managed practices etc.) have no doubt received letters from the Health Board advising you of a significant change to your terms and conditions of service.

They have determined that you are employed for taxation purposes but not for employment purposes. This means that despite being taxed as if you were an employed person, you cannot enjoy the rights and protections that comes with full employment status, i.e. you cannot access study leave, parental leave rights, annual leave, freedom from discrimination.

GPC Wales has had numerous reports from individual GPs highlighting their anger and irritation at the imposition of these changes without due consultation, as well as confusion as to what they should do as individuals and what actions can LMCs, GPC Wales and BMA Cymru can take on their behalf.

We have recognised the urgent need to circulate advice on this and have produced the attached FAQ document. We urge you to read and digest its contents carefully.

GPC Wales has developed guidance for LMCs and we will be briefing the full GPC Wales committee on the options available for consideration for action at local and national level. In addition, we will be ensuring that Welsh Government are fully apprised of the concerns we have regarding the advice sent out by Health Boards and their interpretation of whether individuals are employed or not for employment rights

Cyfarwyddwr Cenedlaethol (Cymru)/National director (Wales):

Rachel Podolak

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purposes is correct (and also the likely adverse consequences of the Health Boards' actions on the workforce and thus sustainability of services to patients).

There are solutions which we have identified that could be put in place, and will of course work tirelessly on your behalf to get them implemented.

GPC Wales, via your LMC, would welcome any feedback so please contact them at your earliest opportunity to let them know your views.

Yours sincerely

A handwritten signature in cursive script that reads "Charlotte Jones".

Charlotte Jones
Chair, GPC Wales