

June 10, 2025

## Who Should Apply for the Provider Sabbatical Grant?

*In April 2025 the Health Plan of San Mateo (HPSM) launched four new grants for our primary care provider network. Each grant was carefully designed to tackle the unique challenges primary care practices face to improve care for our members. Over the next couple of months, we will be spotlighting each of the grants to encourage eligible organizations to apply!*

Dear provider,

**The purpose of the Provider Sabbatical Grant is to reward long-term primary care providers for their service and commitment to HPSM members with paid time off.**

The **Provider Sabbatical Grant** is for full-time, HPSM-credentialed primary care providers with a minimum of 10 years of continuous service to HPSM members. Sabbaticals are extended breaks that allow providers to distance themselves from their normal work lives. Sabbaticals benefit employees with time to decompress and destress and for reflection and rejuvenation. They also offer the opportunity to explore other interests, build skills, and remember why their work is meaningful. In turn, sabbaticals benefit organizations by boosting morale, retention, productivity, and engagement.

**You can learn more and apply here:** <https://www.hpsm.org/about-us/community-impact/primary-care-investment-strategy/grants/provider-sabbatical-grant>

### **What are the terms for the Provider Sabbatical Grant?**

- Eligibility requirements:
  - The applicant organization must be an HPSM-contracted primary care practice.
  - The provider must be a full-time, HPSM-credentialed primary care provider with a minimum of 10 years of continuous service to HPSM members.
- Maximum award: The reward amount is equivalent to the weekly base salary of the provider and varies by sabbatical duration. The maximum weekly salary allowance is \$5,770.
- Stipulations:
  - The award must be for a paid sabbatical.

- The organization must maintain access for HPSM members while the primary care provider is on sabbatical (via locums, existing staff, etc.).
- Sabbatical duration varies by years of service to HPSM within the primary care office:
  - 10-14: 4 weeks
  - 15-19: 6 weeks
  - 20-24: 8 weeks
  - 25+: 10 weeks
- Decision period: HPSM takes 30 days to review applications and notify applicants whether their application is approved.
  - Disbursement of award will occur after this time period.
  - Organizations can apply for grants and request incentives at any time of the year.

If you have any questions about any of these grants, please contact our grants team at [grants@hpsm.org](mailto:grants@hpsm.org). All other inquiries should go to HPSM Provider Services at [PSInquiries@hpsm.org](mailto:PSInquiries@hpsm.org).

Thank you,  
The Health Plan of San Mateo