To: All Practices in Surrey and Sussex LMCs

26 July 2021

Dear Colleagues

**DDRB Report – GP Pay Award 2021/22**

I am writing to supplement the LMC’s advice letter of 13 May 2021, following the publication of the 2021/22 DDRB (Doctors and Dentists Pay Review Body) and the Government’s decision to accept the 3% uplift the DDRB recommended for doctors within scope of the DDRB Award. The DDRB Report is available at:

[CP 478 – Review Body on Doctors’ and Dentists’ Remuneration – 49th Report 2021 (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1005003/DDRB_2021_Web_Accessible_v2.pdf)

As GP colleagues will be aware, GP Partners are not included within the 2021/22 DDRB recommendations because they are covered by the multiyear deal agreed for GP Contractors in 2019/20. This Agreement gives a GP Contract increase of 2.8% in 2021/22. The BMA has advised that the 2.8% increase includes provision for a 2.1% increase in pay and expenses borne by GP contractors. This is guidance and not a contractually required uplift.

In relation to salaried GPs, the DDRB has recommended, and the Government has accepted, a 3% uplift. The BMA’s recommended salary scales for salaried GPs will rise by 3%. The trainer grant will increase from £8584 to £8842 and GP appraiser fees from £543 to £549. These and the salaried GPs increases are backdated to 1 April 2021.

In relation to salaried GPs the BMA and LMC provide the following guidance:

* Pay arrangements with Salaried GPs are based on their individual contracts with their practices, the DDRB Award does not automatically apply to Salaried GPs in employment, but it is applied to the Salaried GP pay scale published by the BMA
* Since 2004, and 2015 in terms of standard PMS Contract Agreements following the PMS Review, the GMS Contract requires GP practices to employ Salaried GPs on “terms no less favourable“ than the Model Contract [which is the BMA Model Contract for Salaried GPs]
* This does not mean Salaried GPs must be employed on terms which exactly replicate the Model Contract since by mutual negotiation and acceptance of different terms Salaried GPs may have their contract terms modified to reflect different responsibilities or patterns of working within a practice, which may be more advantageous to both parties
* The Standard Model Contract includes the phrase *“annual increments on [incremental date] each year and in accordance with the Governments decision on the pay of General Practitioners following the recommendation of the Doctors’* and *Dentists’ Review Body”.* If this clause is within the contract of employment, then the full DDRB uplift should be made. If it is not, and a different calculation/review is provided for, the latter should be applied, or if the contract is silent on this point [annual pay increases] then the BMA encourages GP employers to pass on the full DDRB uplift, but they are not required to do so under the salaried GPs employment contract.

The LMC is aware some practices decided to award an interim 1% increase to salaried GP salaries from 1 April 2021, on the basis that any DDRB award was unlikely to be less than the DHSC recommendation of 1%.

GP partners should be aware that the sessional GP Committee is likely to encourage salaried GPs to request the full 3% uplift if their contractual terms indicate this; in addition, clearly other practice staff colleagues may see this award as an intended benchmark.

GP partners should also be aware there was no supplemental increase within the GP contract for 2020/21, when the in-year contractual uplift was 2.5%, and the DDRB awarded a 2.8% uplift. It is likely, given that the Government has already stated the 3% uplift must be funded within existing NHS resource allocations, there will be no supplemental uplift for financial year 2021/22. The GPC has already raised this issue with the DHSC, and more widely the BMA has commented on the Award in the context of the dedication and commitment of all doctors throughout the pandemic, the comparative decline in medical salaries over the past decade, and the concerns raised within the DDRB Report itself. The DDRB Report states:

*‘Doctors and dentists for whom we have not been asked to make recommendations this year because they are on multi-year pay deals have also made significant contributions to the pandemic response. Our recommendations do not respond to the impact of the pandemic on recruitment, retention, and motivation of these groups. Recognising the contribution they have made to the pandemic response in this context is extremely important, and we would urge ministers to consider this.’*

Clearly the LMC echoes those comments; however, the contractual position is as outlined above.

With best wishes



Dr Julius Parker
Chief Executive