

To: All Practices in Surrey and Sussex LMCs

9 August 2018

Dear Colleagues

GPC RECOMMENDATIONS IN RELATION TO GP STAFF SALARIES

The LMC has received a number of queries in relation to practice staff salaries following the DDRB announcement I circulated recently.

The GPC can provide recommendations to GP partners in relation to staff salaries but ultimately staff remuneration packages are a matter for partners.

The initial GP 2018/19 Contract Agreement resulted in a 1% increase in the value of the contract GP remuneration and staff expenses from April 2018. The DDRB Award resulted in a further 1% uplift, backdated to 1 April 2018. This means a 2% uplift in total.

The GPC recommended the initial 1% uplift was passed on to employed staff (including salaried GPs) from 1 April 2018 and practices may have decided to do so. In the light of the DDRB announcement, the GPC is recommending a backdated further 1% uplift is passed on, making a 2% uplift in total. If practices deferred uplifting staff pay in April 2018 pending a further DDRB announcement, the recommendation would be a 2% uplift in total for 2018/19.

Rather confusingly the Government has announced a 2% uplift in the recommended minimum and maximum pay scales for salaried GPs, effective from 1 October 2018. This does not represent an additional recommended uplift over and above the 2% noted above. What it will effectively mean is that your salaried GP colleagues remain in the same position on their scale range from 1 October 2018. The 2017/18 minimum and maximum for salaried GPs were £56,525 and £85,298; please note there are no published incremental levels and this is for negotiation purposes only. It represents a FTE of nine sessions (37.5 hours: 4 hours 10 minutes per session).

In terms of nursing colleagues, whilst GP practices are not formally part of the Agenda for Change process, this can be used as a guideline. The Healthcare Unions recently agreed three-year deal with the Government, and I enclose with this letter the Nursing Pay Scale under this agreement as an appendix.

Local Medical Committees for
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Self-evidently good Practice Managers are worth their weight in gold; there are no formal NHS pay scales but a number of surveys (e.g. from the [firstpracticemanagement](http://firstpracticemanagement.com) website) give comparator figures.

I hope this background is helpful.

With best wishes

A handwritten signature in black ink, appearing to read 'Julius', written in a cursive style.

Dr Julius Parker
Chief Executive

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