

British Medical Association

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UK GPs and LMCs

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**General Practitioners  
Committee**

11 March 2010

Dear Colleague

### **Doctors' and Dentists' Review Body: Thirty-Ninth Report 2010**

The 2010 report of the Doctors' and Dentists' Review Body (DDRB) was published on Wednesday 10 March. The full report can be accessed through the following link:

[www.ome.uk.com/DDRB\\_Main\\_Reports.aspx](http://www.ome.uk.com/DDRB_Main_Reports.aspx)

Regrettably, **governments in England, Scotland and Wales have not accepted the DDRB's recommendations in full and have decided to reduce the uplift awarded to GP contractors.** Further details are set out below. **We are still waiting to hear whether the Northern Ireland Assembly will implement the DDRB's recommendations.**

#### **BMA response**

Responding to the publication of the report, Dr Hamish Meldrum, the BMA's Chairman of Council, said

"The BMA is disappointed that the government has chosen to overrule some of the recommendations of the independent pay review body. We are well aware of the financial climate in which this decision is being made, but the independent pay review body took these factors into account in coming to its recommendations...The government has also scaled back the uplift that was essential to counter increases in GPs' expenses, which has resulted in another pay cut for family doctors."

The full BMA response to the report can be found on the BMA website, [www.bma.org.uk](http://www.bma.org.uk)

#### **GMS contractors**

The Review Body recommended a 1.34% gross uplift in the overall value of GMS contract payments, intended to result in no increase to contractor GPs' net incomes after allowing for movement in expenses.

Contrary to the health departments' request, the DDRB considered it inappropriate to include efficiency savings in the funding formula used to determine its GP contractor recommendations. The **governments in England, Scotland and Wales have instead decided to impose a reduction in the uplift recommended by the DDRB.** They are therefore only willing to award GP contractors **a gross uplift of 0.8% for 2010/11.** This is intended to have the effect of delivering no increase to average net income, after assuming an efficiency saving of 1% of practice expenses. The GPC is extremely disappointed by this decision which will inevitably result in a pay cut for many GPs.

**Chief Executive/Secretary:** Tony Bourne

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You will recall that the GPC and NHS Employers did not reach an agreement for joint evidence submission to the DDRB on how any uplift would be distributed across the contractual streams in 2010/11. **The DDRB has recommended that the negotiating parties now decide how to distribute the uplift between different contract payments** and has recommended that, if no agreement is reached, the overall uplift should be applied as follows:

- o half of the overall gross uplift across the contract to global sum, correction factor, QOF, enhanced services and locum payments, in proportion to their current relative spend
- o half of the overall gross uplift to global sum payments with no corresponding increase to correction factor payments
- o released correction factor payments (through corresponding reductions in the Minimum Practice Income Guarantee (MPIG)) to be reinvested in the global sum

The effect of this proposal would be to award a greater uplift to practices that do not rely on correction factor payments. As the gross uplift is so small, very few practices will come off MPIG as a result of this award. The Department of Health has indicated that this proposal is acceptable to them if no alternative arrangement is agreed in negotiation. At present however this remains only a DDRB recommendation. **We will write to practices again as soon as we have finalised the methodology for this year's uplift.** It is likely that these arrangements will be agreed after 1 April, necessitating backdated payments to practices at the end of quarter 1.

The DDRB has recommended that for 2010/11, seniority payments remain at their current levels.

### Salaried GPs

For salaried GPs, the Review Body has recommended that **the minimum and maximum of the salary range be increased by 1% for 2010/11**. As a result of the DDRB's recommendation, **salaried GPs on the model salaried GP contract should receive an uplift of at least 1% to their salary.**

We would like to take this opportunity to draw your attention to the BMA's 2010 Salaried GPs Handbook which is available as a resource for both salaried GPs and GP employers as a benefit of BMA membership. A copy of the revised handbook is being sent to all salaried GPs who are BMA members. If you have not received a copy by the end of March, please email [support@bma.org.uk](mailto:support@bma.org.uk) with your membership details (or name and address) and with 'Salaried GP Handbook' in the heading. Alternatively, this is available via the BMA website.

Further individual support and advice on employment contracts is available to members by contacting [support@bma.org.uk](mailto:support@bma.org.uk) in the first instance.

### GP registrars

The Review Body has recommended an **increase of 1% to GP registrars' basic pay** and that **for 2010/11 the supplement for registrars should remain at the current rate of 45%**. Doctors currently receiving the higher protected level of the supplement will continue to do so. We remain of the view that the supplement should be increased to 50% to ensure robust recruitment to GP training.

### GP trainers

The Review Body has recommended a **1% uplift to the GP trainers' grant for 2010/11**. This is in addition to **the £750 per annum continuing professional development supplement which is to be paid in 2010/11**.

While the GPC welcomes the fact that the DDRB recommended an uplift to the grant, we are disappointed with the level of the uplift. We had called for an interim recognition of GP trainers' increased workload, pending the long-awaited Department of Health review of GP trainer pay. In its report, the DDRB expressed concern at the inertia in the completion of the review and in the consequent deferral of discussions around the future of the GP trainers' grant. We share these concerns, and believe that a higher uplift to the grant would have been appropriate.

### GP educators

GP educators are to receive a **1% uplift to their pay scale for 2010/11** in line with the DDRB recommendations for salaried GPs.

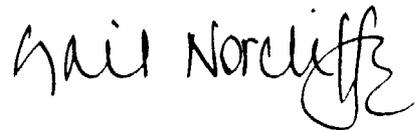
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The GPC remains concerned that the differential between educator and clinical pay will lead to a deterioration in recruitment of GP educators. We hope this is borne in mind in future reports.

**PMS and section 17C GPs**

The DDRB's recommendations only apply directly to General Medical Services but Primary Medical Services contracts tend to follow the DDRB's recommendations. We would hope that Primary Care Organisations will follow the DDRB's lead and uplift PMS baseline funding at least in line with the minimum uplift received by GMS practices. PMS GPs should receive any uplift allocated to QOF and enhanced services funding.

Yours sincerely

A handwritten signature in black ink that reads "Gail Norcliffe". The signature is written in a cursive style with a large, stylized 'G' and 'N'.

Gail Norcliffe  
Joint Head  
NHS GPs Division