

**To all CCG chairs in England**  
8 October 2018

## **GP practice staff pay 2018**

**Dear Sir/Madam**

This year the government in England decided on a two per cent uplift for GPs and practice staff from April 2018. In addition to that, the Secretary of State announced that a further one per cent uplift would be made available from April 2019; effectively a three per cent uplift with one per cent being delayed by 12 months.

The governments elsewhere in the UK have recognised the importance that a fair pay settlement has on the morale of the workforce and on recruitment and retention. As a result, in Scotland they have announced that they will uplift GP and practice staff pay by three per cent whilst in Wales they have implemented the DDRB recommendations in full, thereby awarding a four per cent uplift to GPs and practice staff from April 2018.

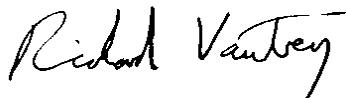
I am sure you share my concern about the recruitment and retention crisis that is not only impacting GPs, but also their practice staff. The difference in pay awards between staff on Agenda for Change and the GP practice workforce, who are increasingly working alongside one another, will undermine morale in your practices and make staff recruitment and retention worse.

With the Secretary of State reiterating his commitment to general practice at the recent Conservative Party Conference, I am writing to you to seriously consider funding the additional one per cent of the GP practice pay award backdated to April 2018 rather than from April 2019, so ensuring that every GP practice in your area can make a three per cent uplift to practice staff this year. As the Secretary of State announced, this funding will be made available to CCGs next year and therefore this will not be a recurrent cost to CCGs, simply a one-off payment for 2018.

As a CCG you will have committed to fund the agreed uplift for all staff on the Agenda for Change contract and I therefore hope you can see how important it is to do the same for all staff working in GP practices. The GPs and practice staff in your area deserve nothing less.

I would be grateful if you could confirm your decision by email to [info.gpc@bma.org.uk](mailto:info.gpc@bma.org.uk)

Yours sincerely



Dr Richard Vautrey  
GP Committee England Chair