

30 March 2017

To All GP Practices in Surrey & Sussex LMCs

Dear Colleagues

DDRB Review

The Doctors and Dentists Pay Review Body has now released its 45th Report which has been accepted by the Secretary of State; this fact should perhaps forewarn colleagues there is nothing particularly controversial or noteworthy about the financial recommendations within the Report.

The full report is available at <https://www.gov.uk/government/publications/review-body-on-doctors-and-dentists-remuneration-45th-report-2017>

However, the key recommendations in relation to General Practice are:

- A 1% increase to the national salary scales for salaried doctors.
- The minimum and maximum of the salary scale increased by 1%.
- A 1% increase in pay, net of expenses (for GP contractors). This was a part of the 2017/18 GP Contract Agreement.
- An increase of 1% in the GP Trainers grant.
- No change in the GP Appraiser payment of £500.
- The supplement for GP Registrars remains at 45% for those on the UK-wide contract.

In addition, the DDRB have asked the Department of Health to provide evidence and information about the number of doctors taking early retirement and to give serious consideration, using extra material resources, to local 'targeted pay solutions' to address geographic and speciality shortages, although this appears to be addressing the hospital workforce.

The DDRB have decided to confirm to the guidance received from the Treasury that a 1% public sector pay policy was to remain in place throughout this parliament, although noted in the context of inflation and average private sector pay increases the sustainability of this approach was increasingly in question. However, it is fair to say the GP Contract Agreement this year has resulted in a higher expected remuneration outcome.

Although I could not recommend the DDRB Report, being 198 pages in total, as a quick read it does contain interesting information about the changing profile of the medical profession, both within hospitals and in General Practice and as a whole. There are clear trends in terms of the proportion of female doctors, the implications this has in terms of full-time and part-time working and therefore headcount versus CTE; and a section devoted to 'the perceived aspirations of Generation Y' which is, roughly, those born between 1980 and 2000. It estimates that nearly half the global workforce will

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be Generation Y by 2020; (I note) by then this may also apply to the LMC Medical Director workforce. There are also, at the other end of the age range, clear messages in terms of early retirement, particularly of the GP workforce, and the DDRB has asked for further information about this. The move to a pay after expenses recommendation by the DDRB at the end of the formula, which occurred last year, with GP expenses being directly negotiated with NHS England via NHS employers, has clearly benefited General Practice.

With best wishes.

Yours sincerely

A handwritten signature in black ink, appearing to be 'JP', followed by a long horizontal line extending to the right.

Dr Julius Parker
Chief Executive