**DDRB general practice salaried staff pay award - note from your LMC CEO**

In July there was an announcement that the Department of Health and Social care would cover the pay review body recommendation of a 6 percent pay uplift for all salaried practice staff. Great news!

Then it became clear that the mechanism of funding such an open promise would be difficult because DHSC don’t actually know how many staff each practice has under employment, or indeed how much each practice spends on staff wages annually. This is what makes headlines about practice income so nonsensical and arbitrary. Fast forward to yesterday when it was announced that this promise had indeed been fulfilled and the global sum had been increased from £102.28 to £104.73 per weighted patient. Everyone could now get their 6 percent pay increase, backdated from April 2023!

Lots of practices have been getting in touch about the 6 percent pay award for practice staff. As some of you may already know, I’m a GP partner as well as being the LMC CEO. Having done the maths it’s very clear that the amount coming in does not cover all practice staff getting a complete 6% pay rise (including on costs) when compared to the pre- April 1st 2023 wages. The 2.1% (or 2.3% depending on who you speak with) contract increment from 22/23 barely covered the rise in staff costs when the national minimum wage was increased. These are financially precarious times for practices, and I’d urge caution in how you manage your finances over the next 24 months, as I see this as a make-or-break period for general practice in England.

To help with some clarity of action: The 6% should be passed on to the salaried GPs that are employed by your practice (and should ideally be on a BMA standard contract). Any other staff member increases are at the discretion of the practice management. But we’d strongly encourage practice to pass on the full amount of incoming money and try and get staff as close to the suggested percentage of increase as possible. This will involve some difficult conversations with staff, but practice viability is paramount.

**At a time when partners are having to cut their earnings to levels (in some practices) that are dangerously close to a salaried GPs earning - I can’t in good conscience recommend that they give all staff 6 per cent if it eats up partner income once they have used up the full incoming amount.**

I hope this gives you some much needed clarity on how to decide what’s best for your practices. As always, your LMC exec team are here to help and support you with any issues you may have. Thanks for reading.

Dr Adam Janjua - LMC CEO

[Please see here for official BMA GPC Update](https://nwlmcs.org/news/bma-gpc-official-info-2023-24-ddrb-general-practice-salaried-staff-pay-award)