



North & South Essex
Local Medical Committees

GP Contract Changes 2024/25

A Guidance Document for Practices

Dated: 9 August 2024

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Summary

NHS England has [written to general practice teams](#) to outline how the funding and contract changes, following government's announcements on doctors' and dentists' remuneration (DDRB) and the Additional Roles Reimbursement Scheme (ARRS), will be implemented.

Government has accepted the recommendations of the DDRB in full to uplift the pay elements of the practice contract by **6%** (a further 4% in addition to the 2% already included in contract funding at the start of 2024/25), which will be backdated to 1 April 2024. The calculations mean global sum will be uplifted by at least 6% in 24/25.

The uplift to the Global Sum is calculated to cover all practice staff – not just GP partners and salaried GPs, which includes practice nurses, reception, management and other practice staff and it is expected that GP partners will honour the intent of this uplift and award the full pay rises to all their staff. Detailed information explaining the calculations of the uplift will be issued to practices shortly.

Work is now taking place to update the Statement of Financial Entitlements (SFE), so that the uplift can be passed on to practices as soon as possible.

To help solve the immediate issue of GP unemployment amongst recently qualified GPs, additional funding of **£82 million** has also been announced to support the inclusion of recently qualified GPs in ARRS in 2024/25. Primary care networks (PCNs) will be able to draw down funding from October 2024. The exact criteria for employing GPs will be set out in a revised Network Contract DES specification, which NHS England will consult on with GPC England over the coming weeks.

Implementing DDRB recommendations

The Government has agreed that it will fund in full the Review Body on Doctors and Dentists Remuneration (DDRB) pay recommendations for GPs.

As the Secretary of State has stated, the GP contract will be amended to uplift the pay elements of the contract by **6%** (a further 4% in addition to the 2% already included in contract funding at the start of 2024/25), which will be backdated to 1 April 2024.

NHS England will work with the Department of Health and Social Care (DHSC) and the British Medical Association's General Practitioners Committee (GPC England) to update the Statement of Financial Entitlements (SFE) so the uplift can be passed on to practices as soon as possible via Global Sum.

The uplift to the Global Sum is calculated to cover all practice staff – not just GP partners and salaried GPs. This includes practice nurses, reception, management and other practice staff. NHS England firmly expect GP partners to honour the intent of this uplift and award the full 6% pay rises to all their staff. Once the details are finalised, NHS England will confirm when practices can expect to receive uplifted payments via the Primary Care bulletin.

Using the ARRS to employ GPs

In response to strong feedback from the profession, and to help solve the immediate issue of GP unemployment amongst recently qualified GPs, additional funding of **£82 million** has also been announced to support the inclusion of recently qualified GPs in the ARRS in 2024/25. This issue is, in part, a result of more GPs qualifying following an increase in training places three years ago.

This scheme is intended to relieve the pressure on employment for this expanded cohort of GP staff – and is in addition to the anticipated recruitment of recently qualified GPs NHS England would expect to take place – and funded through the practice contract in the normal way.

NHS England are making an amendment to the primary care network directed enhanced service (PCN DES) for 2024/25 to expand the ARRS and to reimburse the employment costs for recently qualified GPs.

NHS England is releasing extra funds for 2024/25; while this is an emergency measure and they will work with the Government on longer term solutions to GP unemployment, they recognise this as a change to your operating costs that will be considered in future budget setting, as in previous years when the ARRS has been expanded and you have recruited additional staff.

Using the ARRS will enable ring-fenced funding to get to primary care networks (PCNs) quickly to employ over 1,000 additional GPs. NHS England will communicate revised ARRS entitlements (budgets) to PCNs, reflecting the separate ring-fenced element that is available for GPs.

Using the ARRS to employ GPs (continued)

As the new funding for GPs is complementary to the existing scheme and separately ring-fenced, it will ensure that the reimbursement of existing ARRS staff is not impacted by the introduction of GPs.

The additional funding will be available to fund the employment of GPs who have recently obtained their certificate of completion of training (CCT).

PCNs will be able to draw down funding from October 2024 – and the exact criteria for employing GPs will be set out in a revised Network Contract DES specification, on which NHS England will consult with GPC England over the coming weeks. This will include ensuring that the GPs employed are in addition to the existing GP workforce employed by practices.

The existing ARRS portal will be updated so PCNs can use it to claim reimbursement for employing recently qualified GPs. This will allow for the quickest operationalisation of the ARRS changes and is a familiar reimbursement mechanism for PCNs.

This move has been made to expedite the employment of some newly qualified GPs, who may be struggling to secure a practice role. NHS England recognise the ARRS has not previously been used to fund GP employment. They will engage with the profession and stakeholders to review this approach as they look to identify longer-term solutions to GP employment and general practice sustainability – including core GP capacity – as part of the future contract reform discussions.

Using the ARRS to employ GPs (continued)

NHS England also recognise that there have been calls for the scheme to be expanded to include practice nurses. While their current focus is to respond to the immediate issue of GP unemployment among newly qualified GPs, along with the Government, they will keep the scheme under review.



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