

2024/25 DDRB Announcement – Humberside LMC Summary & FAQs

The LMC have been contacted by practices concerned about the impact of the 2024/25 DDRB announcement on the stability of their finances. This summary provides information from the LMC and BMA to support your discussions around the announcement.

Remember, the DDRB is meant to be an independent pay review body that looks at evidence from the government and the BMA, then makes a recommendation. That recommendation is not binding on the government. Pay for GP partners had been fixed for 5 years so not included in previous DDRB announcements, however for 2024/25 it is.

How much did the BMA ask for?

The BMA asked for a minimum of 10.7% DDRB uplift to restore core funding to 2018/19 levels. 14% is the total amount needed to reach a level that would represent a genuine uplift accounting for inflation and cost of living increases in 2024.

What did the DDRB award?

The DDRB recommended a 6% increase to salary scales, pay ranges and the pay element of GP contracts from 1st April 2024.

What will NHSE give us?

NHSE had already announced a 1.9% increase to the contractor income and other staff expenses elements of the core contract. They will now top this up by an additional 4% to reach the DDRB recommendation. We now know this funding will be per registered weighted patient.

What does this funding cover?

The GP contract is broadly broken down into 3 parts – partner income, other staff expenses, and other expenses. It is the partner income and the other staff expenses that will be uplifted by 6%.

As with last year, NHS England has confirmed that the uplift covers on-costs (national insurance, pension contributions and other staff benefits).

How will it be distributed?

This additional 4% of funding will be distributed via the Global Sum (payment per weighted patient), and this translates into an increase of 7.4% for 2024/25 compared with 2023/24. NHS England has confirmed this uplift will be backdated to April 2024 in the September pay run.

Global sum payment per weighted registered patient:

2023/24 – £104.73

Original 2024/25 - £107.57

Uplifted 2024/25 - £112.50

Which staff members are entitled to a pay increase?

The GPC England and the Sessional GP Committee encourages all practices to pass it on to all their salaried practice staff where they can afford to.

Salaried GPs - Salaried GPs who are on the BMA model salaried GP contract have an entitlement to the full annual DDRB pay uplift award, so it must be paid by employing practices. Those salaried GPs not on the model contract but employed by GMS and PMS practices must be offered terms 'no less favourable' than the BMA model salaried GP contract, as per the published GMS (general medical services) and PMS (personal medical services) contracts. This means they are still entitled to the 6% but practices are able to offer more if they wish to.

Other clinical staff – While there is no contractual requirement for practices to uplift the salaries of other clinical staff, GPCE encourages practices to calculate their bottom line and pass on what they can afford.

Non-clinical staff - While there is no contractual requirement for practices to uplift the salaries of other clinical staff, GPCE encourages practices to calculate their bottom line and pass on what they can afford.

What if we can't afford to give everyone a 6% pay increase?

It's important to remember that this 6% is still well below the 10.7% minimum required, and less than half the 14% needed to put practices back into a stable position. Some practices have given staff above inflation uplifts in recent years to try and support around the cost of living, and it may be that an additional 6% is simply unachievable. Many partners have reduced their own pay to afford pay increases for staff and this is not sustainable.

We encourage practices to be open with staff about the financial pressures they are under and share this document with them. The only way to secure the future of general practice for all those who work in it is with an appropriate funding increase from the government, which unfortunately this does not represent.

What about the trainers' grant?

GPC England expects that the Trainers' Grant, which did not form part of the DDRB recommendations this year, will be uplifted by uplifting the GP Educator pay scale by 6% for 2024/25.

What about GP appraiser fees?

GPC England has requested that the fees GP appraisers receive, which were removed from the DDRB remit last year (2023/24), is also uplifted by 6%.

Is the Dispensing fee scale affected?

NHSE expect to uplift the profit element of the dispensing fee scale in response to the DDRB's 2024/25 recommendation in October 2024. It is a blended calculation based on the relevant proportions of GP contractor income and staffing expenses.

The profit element is only part of the methodology, so the fee scale fell overall in 2023/24 because of an overspend the previous year. Work was undertaken in 2023/24 to try to prevent fee scale swings being so pronounced in future.

Does this mean that collective action is stopping?

No. As you can see from the figures above, this award will still leave general practice core funding around £300 million worse off than it was in 2018/19, and with no new increase in funding. Collective action is designed to try and highlight this situation and protect the core service to patients by stopping work that is unfunded or should be delivered by other parts of the system. For more information on this, please see our [Contract webpages here](#). We encourage all practices to use our template rejection letters for interface issues, and to reject unfunded work. If you would like individual advice on handing back local enhanced services, stopping the use of prescribing software, or any of the other actions suggested by the BMA, please contact the LMC.

I have a question not answered here

You can find more information on the BMA website here:

[GP contract 2024/25 changes \(bma.org.uk\)](https://www.bma.org.uk/gp-contract-2024-25-changes)

[Confirmation of increased 2024/25 contractor pay and staffing expenses funding uplift - Funding and contracts - BMA](#)

You can also contact the LMC via humberside.lmcgroup@nhs.net and we will try to help.