

Primary Care Directorate  
General Practice Policy Division



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20 January 2023

Dear Colleague

1. I am writing to provide an update on the GMS uplift for 2022/23 and to outline the changes in the revised General Medical Services Statement of Financial Entitlements (SFE).

**GMS uplift 2022/23**

2. Having given very careful consideration to the recommendations of the Review Body on Doctors' and Dentists' Remuneration (DDRB), and the wider position on public sector pay policy Scottish Ministers have decided to uplift GP pay net of expenses by 4.5%.
3. This pay uplift will be accompanied by an increase of 5% for practice staff pay backdated to 1 April 2022. Scottish Government would advise all practices to apply this uplift to staff pay unless there are extenuating circumstances, for example staff have received higher pay uplifts since April 2022.
4. GP practices are reminded that GMS contracts and PMS agreements require salaried GPs to be on terms no less favourable than the model Salaried GP contract. This includes pay uplifts each year consistent with the Scottish Government's decision on the pay of general practitioners, which is 4.5% this year.
5. There is also an uplift of 4.5% for non-staff expenses.
6. This represents a 5.4% uplift to the Global Sum and to the Income & Expenses Guarantee which will be paid as a straight increase to all practices with no recycling.

7. In addition there will be a further £6.8 million added to the Global Sum for the cost of population growth in 2021/22.
8. I can therefore confirm that for the financial year of 2022/23 the Global Sum and Income & Expenses Guarantee will be uplifted by a total of £44.2 million. This equates to an increase of 5.6% of the total value of the contract in 2021/22.
9. The annex sets out how Scottish Government determined the amount of the uplift and its application to the Global Sum and Income & Expenses Guarantees.

### **General Medical Services Statement of Financial Entitlements for 2022/23**

10. This circular provides a link to the [2022/23 Statement of Financial Entitlements](#) for GMS Contractors and replaces the [2020/21 Statement of Financial Entitlements](#).
11. This revised SFE has been agreed with the Scottish GP Committee of the BMA (SGPC) to conclude the arrangements introduced for the pandemic. The effects of the changes are summarized section by section below.

### **Global Sum Payments**

12. The Childhood immunisations and pre-school boosters and Vaccines and immunisations Additional Services have been removed from the Adjusted Global Sum Monthly Payments process.
13. The SFE was revised with immediate effect in March to clarify arrangements for applying New Patient Weighting.

### **Minimum Earnings Expectation**

14. The Minimum Earnings Expectation has been increased by 7.6% reflecting this year and last year's DDRB's recommendations. The form and guidance have been updated.

### **Payments for locums covering sickness leave**

15. Arrangements for Payments for locums covering sickness leave have reverted to the status quo ante; payment levels have been reduced and payments begin at week 2 of an absence.
16. As per [DL\(2022\)12](#), staff members who receive a positive LFD test result for COVID-19, regardless of whether they have symptoms, should not attend work for a minimum of five days. Although the Advance Funding arrangements are now closed, Health Boards will continue to cover the costs of backfilling staff and GP partners absent for this reason and record their costs as arising from COVID-19.

### **Payments in respect of Prolonged Study Leave**

17. Arrangements for Payments in respect of Prolonged Study Leave have reverted to the status quo ante; Health Boards can now make payments in respect of Prolonged Study Leave agreed since the 1st April 2020.

### **Seniority Payments**

18. The SFE no longer provides that the Average Adjusted Superannuable Income be adjusted to take account of the shift towards less than full-time working. This brings the SFE into line with current practice and will have no impact on the level of Seniority Payments paid.

### **Golden Hello Scheme**

19. There are no changes to the arrangements for the Golden Hello Scheme. The list of practices for which payments are payable under the Golden Hello Scheme has been updated.

### **Public Holidays, Advanced Funding, Additional Costs, Funding Stability, and Reciprocal/Buddying Arrangements**

20. The arrangements for Public Holidays, Advanced Funding, Additional Costs, Funding Stability, and Reciprocal/Buddying Arrangements have been removed from the SFE. The Scottish Government and SGPC will determine if revised arrangements for Reciprocal/Buddying are necessary.

### **Vaccines and Immunisations**

21. The Vaccines and Immunizations Annex has been removed. The list of vaccines and immunizations that should be provided by the NHS are set out in circular [PCA\(M\)\(2022\)13](#).

### **Action**

22. NHS Boards are requested to bring this circular to the attention of all GP contractors.

Yours sincerely

A handwritten signature in black ink that reads "Naureen" followed by a stylized circular flourish.

Naureen Ahmad  
Deputy Director and Head of GP Contract Division

## Annex - Uplift to the GP Contract

The value of the GP contract in 2021/22 was £793.9 million<sup>1</sup>. For the purposes of this valuation, the sums for Enhanced Services and Locum and Seniority payments are assumed to remain constant at £75 million, £4 million and £18 million respectively although the actual figures may go up or down.

Element	Amount (£m)
Global Sum	670.3
Income & Expenses Guarantee	26.6
Enhanced Services (notional)	75.0
Locum (notional)	4.0
Seniority (notional)	18.0
Total contract	793.9

Data published by NHS Digital suggests that the average GP partner in Scotland earned £256,000 before expenses and £115,000 after meeting staff and other expenses. The Scottish Government applies a long standing reduction of 10.6% for premises costs to arrive at residual expenses of £14,000.

2020/21 Earnings and expenses (Scotland)	Amount (£k)
Gross earnings	255.6
Deduction for premises (10.6%)	27.1
GP pay	115.4
Staff costs	98.7
Expenses residual	14.4

On this basis the Scottish Government calculates that in 2021/22 GP contractors, on average, retained just over half of their earnings after expenses, spent 43% on staff and the remainder on residual expenses.

2020/21 Earnings and expenses (Scotland)	Percentage (%)
GP pay	50.5
Staff costs	43.2
Expenses residual	6.3

This calculation provides the three elements used to estimate the sum necessary to uplift GP income by 4.5% in line with the DDRB's recommendations, staff pay by 5% and residual expenses by 4.5%.

2020/21 Earnings and expenses (Scotland)	Notional amount of total contract (£m)	Increase (£m)
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<sup>1</sup> All figures above one million (excepting the Contractor Registered Population) have been rounded to the nearest hundred thousand, figures below one million have been rounded to the nearest thousand. All percentages are to one decimal place.

GP pay	400.9	18.0
Staff costs	342.9	17.1
Expenses residual	50.0	2.3
<b>Total</b>		<b>37.4</b>

This provides a total of £37.4 million.

The Scottish Government has applied this uplift evenly across the Global Sum and Income & Expenses Guarantees.

Element	Amount (£m)	Proportion whole	of Uplift (£m)	Uplift (%)
Global Sum	670.3	96%	36.0	5.4
Income & Expenses Guarantee	26.6	4%	1.4	5.4
<b>Total</b>	<b>696.9</b>		<b>37.4</b>	

The Global Sum has also been uplifted for population growth in 2021/22. The Contractor Registered Population has increased by 58,772 between 1 April 2021 and 1 April 2022.

	Apr-21	Apr-22	Increase (%)
Contractor Registered Population	5,804,650	5,863,422	1.0%

This increase applied to the Global Sum provides an additional £6.8 million uplift.

This results of this application are as follows:

Applied to:	(£m)
Income & Expenses Guarantee increase	1.4
Income & Expenses Guarantee total	28.0
Global Sum increase	42.8
<b>Global Sum Total</b>	<b>713.1</b>

The percentages increases are as follows.

Applied to:	Increase (%)
Uplift to Global Sum	6.4
Uplift to Global Sum (without Population Uplift)	5.4
Uplift to I&E Guarantee	5.4
<b>Uplift to total value of contract</b>	<b>5.6</b>