

The Institute of General Practice Management Response to the 2025 NHS Pay Announcement

The Institute of General Practice Management (IGPM) acknowledges the government's decision to accept the NHS Pay Review Body's recommendations, resulting in a 4% pay rise for doctors and a 3.6% increase for Agenda for Change (AfC) staff. While this move aims to recognise the invaluable contributions of NHS staff, it regrettably overlooks a significant part of the healthcare workforce: general practice staff.

The government has made it clear that there is no additional funding for the NHS. It is important to remember that the recent increases in National Insurance (NI) contributions were not funded for GP practice staff. While funding was provided for the wider NHS, general practice has once again been excluded.

This means that, in addition to the original 2.8% and 1.2% increases in NI (and the reduction in the threshold at which payment begins), this new additional 0.8% for staff and 1.2% for GPs will place further financial pressure on an already underfunded service. We simply cannot continue to absorb rising costs across the business — and this will impact patient care.

General practice nurses, healthcare assistants, administrative staff, and other essential team members are mostly employed directly by GP practices, which operate as independent NHS contractors. As a result, they are not included in AfC pay scales. This structural oversight has repeatedly led to their exclusion from national pay awards, despite their critical role in delivering frontline care.

Recent surveys highlight ongoing disparities and inconsistencies in pay. Nearly one-third of general practice nursing staff reported receiving no pay rise for 2024/25, with only 21% receiving the full 6% increase previously recommended by the government ([rcn.org](https://www.rcn.org)).

The IGPM urges the government to:

Establish equitable funding mechanisms: Introduce dedicated funding streams to ensure general practice staff receive pay increases equivalent to their NHS counterparts.

Engage in constructive dialogue: Work with The IGPM to address long-standing issues around recruitment, retention, and staff wellbeing.

Address the inequality of selective uplifts: Applying national uplifts to some NHS staff while leaving others out entirely is divisive and damaging. It creates tension within teams and risks undervaluing essential roles such as administration, reception, and wider support staff.

The IGPM stands firmly against a two-tier system. We advocate for fairness across the workforce, not just for one professional group. Excluding general practice from NI reimbursement has meant we are unable to uplift pay for all staff, including GPs.

General practice is the cornerstone of the NHS, managing most patient interactions and playing a vital role in preventative care. Fair compensation is not just a moral issue; it is essential for the sustainability and success of the NHS.



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