



# Final Seniority Figures for GMS GPs in England and Wales – 2007/08

Produced by the  
Technical Steering Committee

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## Contents

Summary	4
Introduction	4
Background	4
Analysis	5
Annex A	8
Annex B	9
Annex C	10
Annex D	12

## Summary

For GMS contractor GPs:

### England

2007/08 Average superannuable income = £96,347

2007/08 Average seniority payment = £5,972

**2007/08 Final Seniority Figure = £90,375**

2007/08 Interim Seniority Figure<sup>1</sup> = £95,355

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### Wales

2007/08 Average superannuable income = £84,678

2007/08 Average seniority payment = £5,739

**2007/08 Final Seniority Figure = £78,938**

2007/08 Interim Seniority Figure<sup>1</sup> = £95,355

<sup>1</sup>In 2007/08 an ISF was not set and payments were made according to the 2006/07 figure.

## Introduction

1. This paper is based on information supplied by NHS Pensions for contractor GPs in England and Wales for 2007/08.
2. This report has been agreed by the Technical Steering Committee (TSC), which is chaired by the NHS Information Centre (IC) and has representation from the four UK Health Departments, NHS Employers and the British Medical Association.

## Background

3. The Seniority Figure is an earnings benchmark used to determine the level of seniority payment that individual GPs are entitled to each year. The seniority payment that is awarded to an individual GP is dependent on their years of reckonable service in the NHS and their qualifying income fraction.
4. Annex B shows the current seniority payment scales, where payments increase as the number of years of reckonable service increase. The payment system operates using the following superannuable income fractions:
  - A GP earning more than 2/3 of the national average superannuable income (excluding any seniority component) in any year receives 100% of the available seniority payment (relevant to the number of years they have been in service).
  - A GP earning between 1/3 and 2/3 of the national average superannuable income (excluding any seniority component) receives 60% of the available seniority payment.
  - A GP earning less than 1/3 of the national average superannuable income (excluding any seniority component) receives none of the available seniority payment.

5. Clearly, in any one financial year, it is not possible to know what the average superannuable income is until the full year has actually passed and all payments have been made. Therefore, in order to allow PCTs to actually make seniority payments, an Interim Seniority Figure (ISF) is negotiated and adopted for use during the year. However in 2007/08 an ISF was not set and payments were made according to the 2006/07 figure.
6. As with the Final Seniority Figures (FSF) for 2006/07, and the ISF for 2010/11, the calculations are based on GMS contractor GPs only.
7. In order to calculate the FSF for 2007/08, it is necessary to know the average NHS income of all GMS contractor GPs in England and Wales. The best available source of data to enable this calculation is NHS Pensions using information declared via the GP superannuation certificate. This is available from NHS Pensions (part of the NHS Business Services Authority).
8. Anecdotal evidence has suggested that not all payments managers are consistently applying this definition, and that instead total NHS income (*including the seniority income component*) is used in the calculation of entitlement. However, the analysis presented in this paper assumes that all payment managers consistently applied the rules set out in the Statement of Financial Entitlement (SFE).

## Analysis

### GP coverage

9. The analysis is based on superannuable income data for contractor GPs with a full accounting year end. See Annex A for further information.
10. Information on the rules for inclusions and exclusions of GP records are outlined in Annex A (these are the same as the methodology for the 2006/07 Final Seniority Factors).
11. Using the NHS Pensions dataset, it is not possible to ascertain whether a GP works in England or Wales. Therefore these markers are taken from the England and Wales GP census data (this is a dataset using information from the NHS GP payments system.) There are a small number of GPs who don't appear on the census data or where it is not possible to ascertain whether they work in England or Wales. Table 1 below shows that the average superannuable income figures are very similar when these GPs are deleted from the dataset.

**Table 1: Average superannuable income for FSF analysis, 2007/08, GPMS**

	Coverage	Average superannuable income
England and Wales 2007/08 before country markers added	25,814	£98,904
England and Wales 2007/08 after country markers added	25,571	£99,267

12. To calculate FSF figures for GPs in England who are GMS only, a GMS/PMS flag needs to be added to the dataset (as this is not available from the NHS Pensions dataset). These are also taken from the GP census data. However there is not a marker available for every GP on the pensions data for 2007/08 either because the contract flag appears as a blank or the GP has more than one type of contract. Those records without a GMS or PMS marker have been excluded. By using these available markers, for 2007/08, the GPMS England dataset is reduced by 105 GPs.

13. Table 2 shows the England average superannuable income before and after all these records are deleted. The table shows that the figures are very close despite the slightly different coverage.

**Table 2: Average superannuable income before and after GMS/PMS markers, England, 2007/08**

	Coverage	Average superannuable income
2007/08 GPMS England before blank GMS/PMS markers removed	23,940	£100,261
2007/08 GPMS England after blank GMS/PMS markers removed	23,835	£100,296

14. This issue does not affect the Wales analysis as PMS contract types are not used in Wales.

## Seniority payment

15. It is important to note the average superannuable income figure will include an unknown component representing the actual seniority payment made to individuals for that year.
16. However, by considering each GP's date of birth, and assuming that each individual began to accrue Years of Reckonable Service from the age of 23 onwards, it is possible to estimate the seniority payment that was made to each individual in 2007/08 (periods of part-time and full-time working are treated the same). Hence, it is possible to estimate the average superannuable income figure excluding the seniority payment component. This figure is, by definition, the FSF that is required.
17. The average superannuable income figures have been calculated for 2007/08 and presented in Table 3 for England and Wales GMS GPs. Amongst contractor GPs in England, the average NHS superannuable income is £96,347 in 2007/08 and for Wales, the average NHS superannuable income is £84,678. The figures are based on a population of 13,560 contractor GPs in England and 1,631 contractor GPs in Wales. It should be noted that these figures only relate to those GPs for whom superannuation certificates had been received by NHS Pensions and where it was possible to identify them as working under a GMS contract via the markers on the GP Census data (as it is not possible to identify these using the data received from NHS Pensions).
18. By taking the same GP coverage and analysing their dates of birth and superannuable income in the manner described in paragraph 16, the average seniority payment for England is £5,972 and the average seniority payment for Wales is £5,739. The calculations behind the average seniority payment are shown in Annexes C and D for each country.

## FSF calculations

19. Table 3 shows the breakdown of the FSF calculations for England and Wales. It is important to note, however, that this is merely an estimate of what the average seniority payment was, rather than a precise calculation. In the absence of central recording of NHS superannuable pay before seniority payment, it is not possible to do more than estimate what the size of the seniority component is for any one individual GP in the sample.

**Table 3: Breakdown of FSF calculations, England and Wales, GMS, 2007/08**

	Coverage	Average superannuable income	Average Seniority Payment	Final Seniority Figure
England	13,560	£96,347	£5,972	£90,375
Wales	1,631	£84,678	£5,739	£78,938

Note: Calculations are based on unrounded figures.

20. By deducting the average seniority payment from average superannuable income, the FSF can be calculated for each country as shown in Table 3. The FSF for England is calculated as £90,375 and the FSF for Wales is calculated as £78,938.

## Inclusions

Only data related to those contractor GPs with a full accounting year of superannuable income reported to the relevant Pensions Agency have been used in calculating the average superannuable income. If the full-year GPs have any superannuable income from other work outside their usual practice, whether in a contractor or salaried capacity, these have been included in order to calculate a total superannuable income figure for those GPs.

GPs with capped incomes (at the value of the cap) have been included in the methodology.

## Exclusions

The following GP records have been removed from the average superannuable income calculation<sup>1</sup>:

- a. Any duplicate records.
- b. Any non-contractor records with only full-year earnings.
- c. Any GPs with only part year earnings.
- d. Any contractor GPs as described above who have full year superannuable income between zero and £10.

In previous years, GP records that showed income solely received from NHS board and advisory work (i.e. Professional Executive Committee (PEC) board) were also excluded. However, it is not possible to distinguish these GPs in the 2007/08 dataset.

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<sup>1</sup> The exclusions under a) to c) applied to the 2003/04 DF.

Available Seniority Payment values as a function of Years of Seniority Reckonable Service,  
2007/08

<b>Years of seniority reckonable service</b>	<b>Full annual rate per practitioner (£)</b>
0	0
1	0
2	0
3	0
4	0
5	0
6	600
7	672
8	753
9	843
10	944
11	1,057
12	1,184
13	1,326
14	1,486
15	1,664
16	3,185
17	3,504
18	3,854
19	4,239
20	4,663
21	5,129
22	6,785
23	6,989
24	7,198
25	7,414
26	7,637
27	7,866
28	8,225
29	8,455
30	8,692
31	8,935
32	9,186
33	9,443
34	9,707
35	9,979

<b>Years of seniority reckonable service</b>	<b>Full annual rate per practitioner (£)</b>
36	10,258
37	10,546
38	10,841
39	11,144
40	11,457
41	11,777
42	12,107
43	12,446
44	12,795
45	13,153
46	13,521
47	13,900

Table C1: Age distribution of GMS GPs, England, 2007/08

Age	Years of Seniority Reckonable Service	Age distribution	Seniority payments (£)	Costs (£)
28	5	12	0	0
29	6	33	600	19,800
30	7	67	672	45,024
31	8	117	753	88,101
32	9	180	843	151,740
33	10	221	944	208,624
34	11	258	1,057	272,706
35	12	277	1,184	327,968
36	13	291	1,326	385,866
37	14	332	1,486	493,352
38	15	363	1,664	604,032
39	16	374	3,185	1,191,190
40	17	426	3,504	1,492,704
41	18	485	3,854	1,869,190
42	19	520	4,239	2,204,280
43	20	568	4,663	2,648,584
44	21	582	5,129	2,985,078
45	22	572	6,785	3,881,020
46	23	641	6,989	4,479,949
47	24	647	7,198	4,657,106
48	25	580	7,414	4,300,120
49	26	601	7,637	4,589,837
50	27	572	7,866	4,499,352
51	28	528	8,225	4,342,800
52	29	590	8,455	4,988,450
53	30	495	8,692	4,302,540
54	31	474	8,935	4,235,190
55	32	456	9,186	4,188,816
56	33	411	9,443	3,881,073
57	34	444	9,707	4,309,908
58	35	394	9,979	3,931,726
59	36	327	10,258	3,354,366
60	37	175	10,546	1,845,550
61	38	123	10,841	1,333,443
62	39	109	11,144	1,214,696
63	40	109	11,457	1,248,813
64	41	75	11,777	883,275
65	42	42	12,107	508,494
66	43	34	12,446	423,164
67	44	23	12,795	294,285
68	45	26	13,153	341,978
69	46	6	13,521	81,126
<b>Total:</b>		<b>13,560</b>		<b>£87,105,316</b>

Average full  
seniority  
payment:

**£6,423.70**

Not every GP will receive the full seniority entitlement of £6,423.70. It is apportioned out according to how much a GP earns as shown in Table C2 which is based on average superannuable income = £96,346.72.

**Table C2: Distribution of England GMS GPs net income, 2007/08**

<b>Net income band</b>	<b>Count</b>	<b>Seniority entitlement (100% = £6,423.70)</b>	<b>Total seniority payment</b>
0-1/3 of average (0- £32,115.57)	150	0%	0
1/3 to 2/3 of average (£32,115.57 to £64,231.14)	2,011	60%	£7,750,831
Above 2/3 of average (above £64,231.14)	11,399	100%	£73,223,709
<b>Total</b>	<b>13,560</b>		<b>£80,974,541</b>

Note: Calculations are based on unrounded figures.

Average seniority payment = **£5,971.57**

Table D1: Age distribution of GMS GPs, Wales, 2007/08

Age	Years of Seniority Reckonable Service	Age distribution	Seniority payments (£)	Costs (£)
28	5	2	0	0
29	6	9	600	5,400
30	7	19	672	12,768
31	8	16	753	12,048
32	9	28	843	23,604
33	10	26	944	24,544
34	11	36	1,057	38,052
35	12	35	1,184	41,440
36	13	61	1,326	80,886
37	14	39	1,486	57,954
38	15	41	1,664	68,224
39	16	42	3,185	133,770
40	17	40	3,504	140,160
41	18	52	3,854	200,408
42	19	74	4,239	313,686
43	20	72	4,663	335,736
44	21	63	5,129	323,127
45	22	63	6,785	427,455
46	23	55	6,989	384,395
47	24	94	7,198	676,612
48	25	66	7,414	489,324
49	26	78	7,637	595,686
50	27	78	7,866	613,548
51	28	64	8,225	526,400
52	29	78	8,455	659,490
53	30	56	8,692	486,752
54	31	70	8,935	625,450
55	32	40	9,186	367,440
56	33	39	9,443	368,277
57	34	38	9,707	368,866
58	35	52	9,979	518,908
59	36	37	10,258	379,546
60	37	11	10,546	116,006
61	38	13	10,841	140,933
62	39	15	11,144	167,160
63	40	9	11,457	103,113
64	41	7	11,777	82,439
65	42	7	12,107	84,749
66	43	1	12,446	12,446
67	44	2	12,795	25,590
68	45	2	13,153	26,306
69	46	1	13,521	13,521
<b>Total:</b>		<b>1,631</b>		<b>£10,072,219</b>

Average full  
seniority  
payment:

£6,175.49

Not every GP will receive the full seniority entitlement of £6,175.49. It is apportioned out according to how much a GP earns as shown in Table D2 which is based on average superannuable income = £84,677.51.

**Table D2: Distribution of Wales GMS GPs net income, 2007/08**

<b>Net income band</b>	<b>Count</b>	<b>Seniority entitlement (100% = £6,175.49)</b>	<b>Total seniority payment</b>
0-1/3 of average (0- £28,225.84)	20	0%	0
1/3 to 2/3 of average (£28,225.84 to £56,451.67)	238	60%	£881,860
Above 2/3 of average (above £56,451.67)	1,373	100%	£8,478,943
<b>Total</b>	<b>1,631</b>		<b>£9,360,803</b>

Note: Calculations are based on unrounded figures.

Average seniority payment is **£5,739.30**

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**0845 300 6016**

**[enquiries@ic.nhs.uk](mailto:enquiries@ic.nhs.uk)**

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