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Methodology for the 2011/12 Interim Seniority Factor (ISF) for England and Wales GMS GPs

Produced by the
Technical Steering Committee

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Background

1. The methodology used to calculate the 2011/12 Interim Seniority Factors (ISFs) is the same as that used for ISFs since 2009/10. This methodology was agreed in June 2009 by TSC.
2. Separate ISFs have been calculated for England and Wales (both at GMS level).

Proposed Methodology

3. An ISF estimate for 2011/12 will be based on the following pieces of information:
 - Average superannuable income (net) – 2007/08 data will be rolled forward, as this is the latest available data.
 - Uplift - this will be applied to average superannuable income (net) to obtain an average superannuable income (net) with uplift figure for the following year. For 2011/12, this is 0%, as confirmed by NHS Employers (May 2011). The uplift is usually recommended by DDRB; however this has not been the case for 2011/12.
 - Average seniority payment - the average seniority payment figure for 2007/08 will simply be rolled forward for 2008/09 to 2011/12.
 - The ISF will be calculated by deducting the average seniority payment figure from average superannuable income (net) with uplift.
4. Table 1 illustrates results produced by the proposed methodology for GMS contractor GPs in England. Table 2 illustrates results produced by the proposed methodology for GMS contractor GPs in Wales.

Table 1: Calculations for 2011/12 ISF for England GMS GPs

	Average superannuable income (net) (A)	DDRB uplift (B)	Average superannuable income (net) with uplift (C)	Average Seniority payment (D)	Calculated Interim Seniority figure (C - D)	Previous agreed ISFs	Previous agreed FSFs
2006/07	£98,109	N/A	£98,109	£5,969	-	£95,355	£92,140
2007/08	£96,347	0.0%	£96,347	£5,972	-	N/A	£90,375
2008/09	£96,347	2.2%	£98,466	£5,972	-	£105,524	-
2009/10	£98,466	1.5%	£99,943	£5,972	-	£94,743	-
2010/11	£99,943	0.0%	£99,943	£5,972	-	£95,802	-
2011/12	£99,943	0.0%	£99,943	£5,972	£93,972	-	-

Table 2: Calculations for 2011/12 ISF for Wales GMS GPs

	Average superannuable income (net) (A)	DDRB uplift (B)	Average superannuable income (net) with uplift (C)	Average Seniority payment (D)	Calculated Interim Seniority figure (C - D)	Previous agreed ISFs	Previous agreed FSFs
2006/07	£88,142	N/A	£88,142	£5,743	-	£95,355	£82,399
2007/08	£84,678	0.0%	£84,678	£5,739	-	N/A	£78,938
2008/09	£84,678	2.2%	£86,540	£5,739	-	£105,524	-
2009/10	£86,540	1.5%	£87,839	£5,739	-	£84,667	-
2010/11	£87,839	0.0%	£87,839	£5,739	-	£85,690	-
2011/12	£87,839	0.0%	£87,839	£5,739	£82,099	-	-

Notes:

1. The figures for average superannuable incomes and average seniority payments are taken from the Final Seniority Factors for GMS GPs in England and Wales, 2007/08 paper

http://www.ic.nhs.uk/webfiles/publications/TSC/Final_Seniority_Factors_for_GMS_GPs_in_England_and_Wales_200708.pdf

2. TSC intended the methodology to produce a high (safe) figure in 2008/09.

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