

**Ros Roughton**

Director of NHS Commissioning  
NHS England

7 November 2016

## GP Trainee Pay

**Dear Ros,**

As you may be aware, we wrote to Karen Wheeler on 13 October about the issue of GP trainees not being paid, given Karen's remit as Director of Transformation and Corporate Operations in charge of the contract with Capita to provide primary care support services. We are now writing to you to seek an immediate interim arrangement to this specific issue, outside of the Capita/PCSE contract.

GPC is aware that there are a number of GP trainees who have not been paid or who have had their pay incorrectly calculated for a number of months, as well as practices who have not been reimbursed for paying their trainee(s). There is a meeting that is planned for the 9<sup>th</sup> November to discuss arrangements for the calculation of GP trainee pay and the transfer of the information to practices, however that process will take time to implement. This is clearly not acceptable; no matter the reason, GP trainees cannot be left unpaid and practices must be immediately reimbursed for payments that they have been required to make to their trainees in the absence of funds from Capita.

There appear to be two reasons why GP trainees have not been paid: 1) some practices have not been provided with the funding for their GP trainees; 2) some practices (where they are not part of a lead employer arrangement) have not been provided with the information to enable them to pay their GP trainees.

Where practices have not been provided with the funding for their trainees, NHS England **must** arrange for practices to receive this reimbursement without delay. We are recommending that practices pay their trainees (provided they have the appropriate information to do so) and seek reimbursement immediately directly from NHS England. It is completely unacceptable for practices to take on any financial burden due to problems with pay systems on the part of Capita.

Where practices have not been provided with the information about how much to pay their trainees (and associated data) NHS England must urgently take steps to provide the information directly to practices as soon as possible. NHS England should liaise with those who can calculate the pay (lead employers) and provide the information to the practices affected without delay.



Practices and trainees cannot suffer due to an oversight from NHS England in commissioning services from Capita.

While we understand that there are a number of complexities with regard to GP trainee payment, the immediate interim solutions must be put in place while the detail is agreed for a long-term solution. We intend to inform practices of their duty to pay trainees within the next 24 hours and will be directing both those practices who have not received accurate pay calculations and those who have not received reimbursement for trainees' pay, to write to NHS England regional teams and to PCSE to advise them that if this matter is not resolved within 7 calendar days that legal proceedings may be issued in the County Courts. I would be grateful if you could respond to this letter and communicate this message to NHS England's regional teams as a matter of urgency.

Yours sincerely

Handwritten signature of Chaand Nagpaul in black ink.

**Chaand Nagpaul**  
GPC England Chair

Handwritten signature of Samira Anane in black ink, written over a horizontal line.

**Samira Anane**  
GP Trainees subcommittee chair

cc. Karen Wheeler, NHS England