



Cymru Wales

Llywodraeth Cymru
Welsh Government

23 December 2025

Dear colleagues,

Further to the letter dated 12 December which provided a collective update on the outcome of discussions between Welsh Government, NHS Wales and GPC Wales regarding the GMS Contract for 2025-26, we take this opportunity to clarify further the detail relating to the 4% staff pay uplift.

As you will be aware from our previous correspondence, funding is being provided for the sixth consecutive year to enable the same uplift as recommended by the Doctors' and Dentists' Review Body (DDRB) for GP pay to be awarded to all practice staff, in recognition of the valuable contribution of the wider practice team to the delivery of high-quality services.

With the aim of providing further clarity to practices, we respectively attach, in annexes A and B, implementation guidance for providers of general medical services in relation to the staff uplift, together with the practice declaration relating to the staff pay award.

Should you have any further queries on the guidance or changes then please contact your Health Board.

Yours sincerely,

Paul Casey

Deputy Director

Welsh Government

Lynne Joannou

GMS Contract Implementation Group

Chair

Gareth Oelmann

Chair

GPC Wales

Implementation Guidance for Providers of General Medical Services in relation to Staff Uplift

December 2025

1. Staff Uplift

In terms of investment, the DDRB recommendation of a 4% pay uplift to GP pay, and to extend this pay uplift to all practice staff for 2025/26 has been met.

To clarify, the staff uplift element of funding should be applied in full after any statutory pay uplifts have been applied. Recognising the vital role all practice staff play in the delivery of services and the desire for a fair and equitable pay uplift to be made to those existing staff, funding will be made available, mandated to ensure all relevant practice staff receive a 4% uplift to their gross pay.

1.1 Requirement:

All staff that were in post at 1st April 2025 or the working day after that should receive a pay increase of 4% for 2025/26, backdated to 1st April 2025. The staff uplift element of funding should be applied in full after any statutory pay uplifts have been applied.

Where practices have had to uplift pay rates on 1st April 2025 for staff in order to ensure their pay scales comply with minimum wage legislation requirements, they must now apply a further 4% to those pay rates, backdated to 1st April 2025.

Where practices have already awarded staff an interim in-year pay increase, they must now uplift that increase to 4%, if it was previously a lower figure (e.g staff already awarded 3% must now also get the additional 1% backdated to 1st April and applied to the rate payable on 1st April - not the uplifted rate).

This will include any staff that may have left practice employment since 1st April 2025 and practices should make reasonable attempts to contact those staff that have left.

Whilst the SFE does not mandate an uplift to new staff, any staff that started in post after 1st April 2025 may be subject to specific clauses in their practice employment contracts in their first year of employment. Practices will need to make a judgement on these on an individual basis.

Practices will be required to complete a self-declaration, as in previous years, to confirm that they have paid all eligible staff a 4% pay rise.

End

Practice Declaration

Practices were notified in the tripartite letter of 12 December 2025 from Welsh Government, GPC Wales and Health Boards of the details of the GMS contract agreement for 2025/26. Recognising the vital role that all practice staff play in the delivery of services, this letter included detail of a mandated 4% pay uplift to all relevant practice staff.

The Statement of Financial Entitlement Directions includes the following provision:

“2.4A. £2.20 of the figure of £134.15 in paragraph 2.3 is to account for the agreed 4% increase in annual remuneration to practice staff employed by the GMS contractor and which GMS contractors must reflect as at least a 4% pay increase for those staff beginning on 1 April 2025. This 4% increase must be applied to relevant staff’s pay after the statutory increase for the national minimum and living wages has been applied. The LHB may recover this amount from a GMS contractor in accordance with section 19 if it becomes apparent that the GMS contractor has not increased the remuneration of their practice staff in this way by at least 4% above their existing pay level or the statutory national minimum and living wages for the financial year 2025/2026.”

Funding for the staff pay award has been included within the uplift applied to global sum and will be backdated to 1 April 2025.

Practice Name: _____

W Code: _____

Senior Partner: _____

Practice Address: _____

Email address: _____

Telephone number: _____

I/we can confirm that all relevant practice staff in post at 1 April 2025 have received a 4% pay uplift, in addition to statutory pay uplifts, as per the GMS Contract negotiations 2025/26.

Signed on behalf of the Practice: _____

Print Name: _____

Designation: _____

Date: _____

Please complete and return to