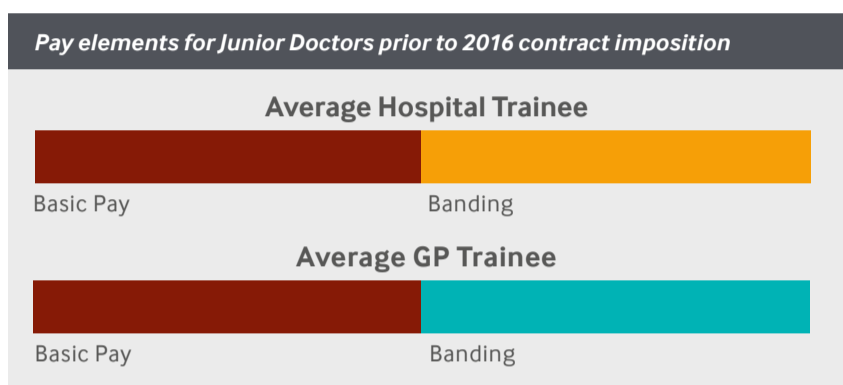
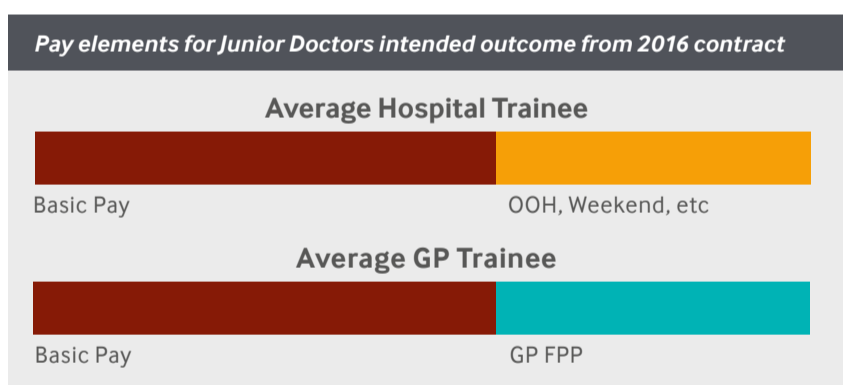


# WHAT EVERY GP TRAINEE SHOULD KNOW ABOUT PAY PARITY

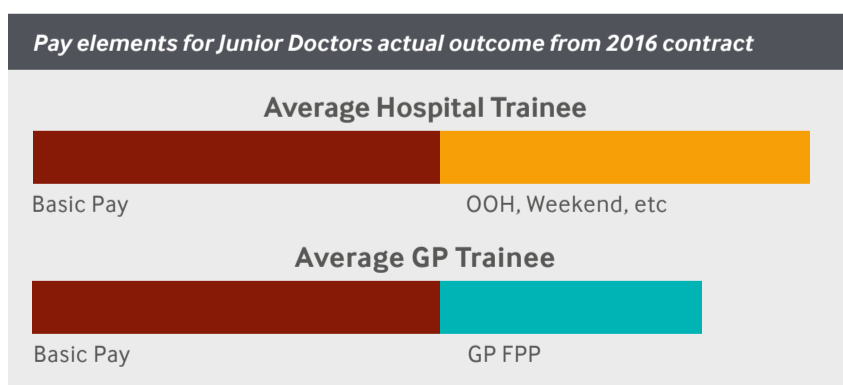
**1** Prior to the Junior Doctor contract being imposed in England in 2016, GP Trainees had equivalence with Hospital Colleagues. In other words, the average GP Trainee were paid to the same level as the average Hospital Trainee.



**2** The 2016 Junior Doctor contract saw uplifts in basic pay & the removal of banding. The GP Flexible Pay Premia was designed to ensure **Pay Parity was maintained. Pay Parity between GP trainees & Hospital trainees means that the average pay between these groups should be the same.**



**3** Due to a lack of data, the value for the GP Flexible Pay Premia was set too low. This deficit was identified by the BMA in 2018. The government agreed to address this in 2019 as one of the conditions for Junior Doctors ending the previous pay dispute.



**4** In the 4 years since ending the previous pay dispute, **the government have not held even a single negotiation meeting** with the BMA regarding increasing the GP Flexible Pay Premia.

**5** Full Pay Restoration for GP Trainees in England involves addressing both the GP Flexible Pay Premia deficit & correcting the real-terms pay cuts, all Junior Doctors have suffered since 2008.

