



To: Chief Executives of Primary Care Trusts  
Chief Executives of Workforce Development Confederations

cc: Chief Executives of Health Authorities  
Chief Executives of shadow Strategic Health Authorities

13 March 2002

Dear Colleague

### **SHIFTING THE BALANCE OF POWER: NEW ARRANGEMENTS FOR MANAGING GENERAL MEDICAL PRACTITIONER APPOINTMENTS**

As you are aware the Medical Practices Committee (MPC) will be abolished on 31 March 2002, and from 1 April new arrangements will be in place to plan the NHS primary care workforce and to oversee the geographical distribution of General Medical Practitioners in England.

The NHS Plan outlined proposals for the abolition of the MPC and its replacement with a single resource allocation formula covering all NHS spending, including general medical services non-cash limited (GMSNCL) expenditure. Progress to new targets will be on the basis of a proper pace of change policy.

The Health and Social Care Act provided for the current MPC function for declaring GP vacancies to be transferred to HAs. However, in the light of Shifting the Balance of Power (StBoP), it is our intention that from April 2002, HAs will be required to delegate this new function to Primary Care trusts (PCTs). Health Authorities (HAs) will also separately be allowed to delegate to PCTs as many of their existing GMS functions as appropriate locally. This will allow maximum local flexibility in the transition period between April and October 2002 when PCTs are developing to take on all their new functions.

Since their inception, PCTs have been adopting an increasing role in primary care workforce development. In the light of StBoP it seems sensible to confer on PCTs, rather than HAs the new function of managing GP vacancies. PCTs will need to consider how they will organise in order to take on this responsibility, including arranging any necessary support.

#### **The PCT role**

PCTs' will need to discharge this new function in an inclusive way, including, in particular, consulting the Local Medical Committee (LMC) and other local stakeholders. In taking on this new role PCTs will also be:

- overseen locally by Strategic Health Authorities (StHAs) through Workforce Development Confederations (WDCs)
- working within WDCs and nationally by National Workforce Development Board (NWDB);
- informed by
  - the new funding formula (which incorporates GMS NCL spend and takes account of whether HAs and PCTs are under- or over their fair share target of existing GMS NCL expenditure)
  - PMS coverage, development and expansion plans
  - local GPs' non GMS work - eg GPs with a Special Interest (GPSI) type activity
  - skillmix opportunities – eg nurse practitioners
- performance managed by StHAs within the context of the NHS planning arrangements, including
  - the setting of “envelopes” or minimum floor targets for GP expansion for each StHA (which have attracted some critical but poorly informed coverage in the specialist press recently);
- underpinned by
  - regulations (required by section 29 of the National Health Service Act 1977); and
  - the PCT Corporate Governance Framework, which is being modified to allow the PCT Professional Executive Committee to advise on these matters but reserve decisions for the Board or a vacancy committee with a majority of non executive directors (NEDs) or non professional members.

#### **Arrangements for 2002-03 & 2003-04**

Many PCTs are new, as are the WDCs. These responsibilities are new for all PCTs. It is important that the development of primary care and workforce planning are not held up as these new organisations adapt to their roles and to their relationship with each other. Exceptional arrangements will therefore apply in 2002-03. GP recruitment floors (in headcount terms) have been set for each StHA which are set out in Annex A. These are intended to support delivery of the NHS Plan target for GP growth and move towards a more equitable distribution.

StHAs and WDCs will have a crucial role in ensuring a more equitable distribution of GPs. This will require careful and inclusive planning but the development of those plans must not lead to a slowdown in primary care development or GP recruitment.

For 2002-03 and 2003-04 all PCTs will be able to recruit additional GPs. But to reduce the risk to the GMS NCL budget and to promote movement to a more equitable distribution different expectations will be placed on each PCT depending on how relatively well or poorly it is now doctored.

Attached at Annex B is a list showing each the number of GPs (whole time equivalent) in each PCT per 100,000 weighted population. It is important to note that these figures indicate the most recently known distribution of GPs in proportion to local weighted populations. They are intended to guide StHAs, WDCs and PCTs in their local targets for increasing GP numbers. They also indicate the upper limits to which average and above average PCTs should keep within as set out in the paragraph on GP recruitment below. These are not prescriptive but exceeding upper limits should require strong justification to the StHA. The overall average for England is 53.2. Achievement of the NHS Plan target would require an increase of 6% and raise the average to 55.7.

(As explained above, the figures in Annexes A and B are on different bases. Those in Annex A are headcount (to reflect the NHS Plan target for additional GPs) whereas those in Annex B are wte estimates (to indicate the level of GP service provision in each PCT and in consequence the PCT's banding for GP recruitment purposes). In addition, all GP figures included are based on the NHS Plan target definition of a GP - i.e. all GPs other than retainees and registrars. Both therefore differ from those used in the NHS Golden Hello Scheme which are based on GMS Unrestricted Principals and equivalents. The Golden Hello List is subject to review).

Thus Annex A represents the minimum target for GP numbers in each StHA area under the NHS Plan and Annex B sets out indicative upper limits for PCTs to increase their GP service capacity. In doing so PCTs should bear in mind the opportunities offered by:

- PMS where additional posts can be created by variations to existing pilots as well as through new pilots. (Currently, centrally allocated funds for growth in PMS pilots, whether existing or new pilots, are determined centrally. These growth funds are to support extra GPs or Nurse Practitioners. This arrangement is under review but will continue for the time being. PCTs should contact the Director of Health & Social Care about growth funds.)
- Funding salaried GMS doctors employed by GMS practices
- From 1 April 2002 amendments to the GMS Regulations allow PCTs to employ GPs directly to assist GMS practices or PMS pilots to provide

primary care services. This new power offers new opportunities to PCTs to offer innovative employment packages to support flexible working arrangements to GPs who prefer part time work or are otherwise not attracted to being GP principals.

## **GP recruitment**

All PCTs should be aiming to recruit additional GPs during 2002-03 and 2003-04 within the following parameters:

- those PCTs which are below the existing average 53.2 should aim to recruit sufficient GPs to raise their GP numbers by at least 6%, or to at least 55.7, with the aim of achieving at least the lesser of these aims;
- Those PCTs which are more than the existing average of 53.2 but below the projected average of 55.7 should aim to recruit up to 6% more GPs. In some appropriate circumstances – and where it is possible – PCTs may exceed this
- Those PCTs at or above the projected average of 55.7 should aim to recruit up to 3% more GPs. In some appropriate circumstances – and where it is possible – PCTs may exceed this.

Annex B identifies PCTs within these three bands by StHA. For 2002-03 PCTs should press ahead with their own GP recruitment and primary care workforce development plans and during 2003-04 these should be reviewed and integrated with those of WDCs.

In doing so PCTs should consider using their new powers to employ GPs.

## **Further advice**

Further advice on the new workforce planning arrangements, including the declaration of GMS vacancies will be issued shortly. These arrangements are being underpinned by regulations which will have effect from 1 April. The substance of the further advice and of the regulations will, however, be as explained in this letter.

## **Transitional arrangements**

In the meantime, primary care organisations should continue to make references to the MPC until 22 March. The MPC has a good record in turning round GMS casework and normally does so within 5 working days. We are confident it will maintain this performance until it is abolished on 31 March. There is therefore no reason for HAs to accelerate or to delay existing internal procedures. Any references on which the MPC has not made a decision by midnight on 31 March 2001 will be referred to the relevant PCT who will either declare the reference void or make a decision as to whether a vacancy exists.

On PMS it is the Secretary of State rather than HAs who is required to consult the MPC on PMS pilot proposals and there is no requirement for him to consider the effects of a proposal on the distribution of GPs until he has reached the stage where he is minded to approve them. It is at this stage that he considers the view of the MPC. There is no need for PCTs or HAs to consult the MPC on any PMS wave 4B pilot proposal before putting it to the Secretary of State by 1 April<sup>1</sup>. The Secretary of State will not be considering Wave 4B proposals until after 1 April, by which time the MPC will have been abolished.

## Queries

Any queries on this letter should be directed to Katie Cusick on 0113 2545850 or email at [Katie.Cusick@doh.gsi.gov.uk](mailto:Katie.Cusick@doh.gsi.gov.uk) or Alexandra Mortimer on 0113 2545839 or Jane King on 0113 2545948 or at [Jane.King@doh.gsi.gov.uk](mailto:Jane.King@doh.gsi.gov.uk).

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Amos', written over a circular stamp or mark.

**David Amos**  
**Deputy Director of Human Resources**

A handwritten signature in black ink, appearing to read 'Kathy Doran'.

**Kathy Doran**  
**Head of Primary Care**

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<sup>1</sup> We will be advising shortly on transitional arrangements for approval of proposals. Directors of Health and Social Care will be putting into place arrangements for each of their areas.

## Annex A

### Minimum targets for GP growth between 1999 and 2004

Strategic Health Authority	GPs in post 1999	GPs in post 2001	2004 Target
Anglia	1283	1302	1339
Beds and Herts	903	907	914
Essex	831	816	882
London North West	1091	1093	1149
London North Central	747	751	779
London North East	846	855	916
London South East	866	875	922
London South West	725	727	764
Tyne, Wear and Northumberland	820	852	925
County Durham and Tees	626	662	722
NY and York, ER and H, N and NE Lincs	950	970	1012
W. Yorkshire	1230	1278	1340
Cumbria and Lancashire	1106	1118	1210
Greater Manchester	1452	1441	1632
Cheshire and Merseyside	1361	1375	1502
Thames Valley	1243	1267	1252
Hampshire & Isle of Wight	1027	1034	1054
Kent	875	864	925
Surrey and Sussex	1431	1455	1516
Avon, Gloucester & Wiltshire	1312	1333	1349
South West Peninsula	1010	1034	1054
Somerset and Dorset	774	792	798
South Yorkshire	731	739	828
Trent	1413	1445	1568
Leicester, Northants & Rutland	829	833	885
West Midlands North	799	785	867
West Midlands Central	1313	1315	1443
West Midlands South	873	884	923
<b>England</b>	<b>28467</b>	<b>28802</b>	<b>30468</b>
<b>Minimum growth</b>			<b>2001</b>

<b>ANNEX B</b>	<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>	
<b>Anglia</b>			
<b>Unlimited Growth</b>			
GREAT YARMOUTH PCT	5GT	45	45.81
NORTH PETERBOROUGH PCT	5AF	54	48.03
LOWESTOFT PCT	5DE	38	50.07
FENLAND PCT	5AE	43	51.03
IPSWICH PCG	4JQ63	74	51.23
<b>Up to 6% Growth</b>			
BURY ST EDMUNDS PCG	4DX20	66	53.66
SUFFOLK COASTAL PCG	4CJ40	53	54.18
SOUTH WAVENEY PCG	4QK54	29	54.84
BRECKLAND PCG	4PM31	46	55.50
WEST SUFFOLK BORDERS PCG	4GX51	47	55.69
<b>Up to 3% Growth</b>			
WEST NORFOLK PCT	5CY	83	56.32
EAST CAMBRIDGESHIRE PCG	4AH74	35	56.63
NORWICH PCT	5A2	79	56.69
NORTH NORFOLK PCG	4NT59	60	57.32
SOUTH PETERBOROUGH PCT	5AG	50	58.32
CAMBRIDGE CITY PCG	4GT51	75	58.53
SOUTH NORFOLK PCG	4CT09	65	58.68
HUNTINGDONSHIRE PCT	5GF	77	59.02
CENTRAL SUFFOLK PCG	4AX17	55	60.76
BROADLAND PCG	4AM31	68	62.39
SOUTH CAMBRIDGESHIRE PCG	4XR84	55	65.31
<b>Beds and Herts</b>			
<b>Unlimited Growth</b>			
LUTON PCT	5GC	93	52.07
<b>Up to 6% Growth</b>			
BEDFORD PCT	5GD	73	53.99
NORTH HERTFORDSHIRE & STEVENAGE PCT	5GH	94	54.94
ROYSTON,BUNTINGFORD & BISHOP'S STORTFORD	5GK	36	55.65
<b>Up to 3% Growth</b>			
WELWYN HATFIELD PCT	5GG	51	56.16
BEDFORDSHIRE HEARTLANDS PCT	5GE	123	57.50
HERTSMERE PCT	5CP	47	57.54
SOUTH EAST HERTFORDSHIRE PCT	5GJ	89	58.51
ST ALBANS & HARPENDEN PCT	5GX	69	59.99
DACORUM PCT	5GW	79	60.29
WATFORD & THREE RIVERS PCT	5GV	96	60.96
<b>Essex</b>			
<b>Unlimited Growth</b>			
TENDRING PCT	5AH	62	42.77
THURROCK PCT	5GQ	60	43.69
SOUTHEND ON SEA PCT	5AK	78	44.52
ROCHFORD PCG	4TQ56	34	44.82
BASILDON PCT	5GR	50	47.05
CASTLE POINT PCG	4NK20	38	48.30
EPPING FOREST PCT	5AJ	48	48.70
HARLOW PCT	5DC	42	52.55
<b>Up to 6% Growth</b>			

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
WITHAM, BRAINTREE & HALSTEAD PCG	4MH24	66	53.45
BILLERICAY, BRENTWOOD & WICKFORD PCT	5GP	68	53.69
COLCHESTER PCT	5GM	82	53.92
MALDON & SOUTH CHELMSFORD PCT	5GL	40	55.48
<b>Up to 3% Growth</b>			
CHELMSFORD PCG	4PV19	62	57.19
UTTLESFORD PCT	5GN	41	65.91
<b>London North West</b>			
<b>Unlimited Growth</b>			
HOUNSLOW PCG	4FW03	45	50.55
SOUTHALL & WEST EALING PCG	4LF60	61	51.48
WESTMINSTER	4QR39	120	52.08
<b>Up to 6% Growth</b>			
FELTHAM PCG	4YE05	28	53.51
HILLINGDON PCT	5AT	125	54.10
BRENT CENTRAL PCG	4JC46	47	54.80
FULHAM PCG	4RP19	39	55.33
<b>Up to 3% Growth</b>			
KENSINGTON AND CHELSEA	4PP02	102	56.28
HAMMERSMITH PCG	4KG21	52	56.56
ACTON & CENTRAL EALING PCG	4LH19	61	57.33
NORTHOLT & GREENFORD PCG	4ND41	52	58.28
BRENTFORD, CHISWICK & ISLEWORTH PCG	4HC06	41	58.81
BRENT SOUTH PCG	4EF26	50	59.09
HARROW WEST PCG	4TY35	75	64.12
BRENT NORTH PCG	4XW97	57	64.35
HARROW EAST PCG	4VQ89	53	67.20
<b>London North Central</b>			
<b>Unlimited Growth</b>			
NORTH ISLINGTON PCG	4TE61	62	51.24
<b>Up to 6% Growth</b>			
HARINGEY PCT	5C9	142	55.05
<b>Up to 3% Growth</b>			
ENFIELD PCT	5C1	142	59.10
SOUTH CAMDEN PCG	4PJ16	60	59.30
SOUTH ISLINGTON PCG	4TE32	44	60.07
NORTH CAMDEN PCG	4NE48	60	60.90
BARNET PCT	5A9	187	62.43
<b>London North East</b>			
<b>Unlimited Growth</b>			
BARKING & DAGENHAM PCT	5C2	74	46.50
HAVERING PCT	5A4	109	48.76
WALTHAMSTOW, LEYTON & LEYTONSTONE PCT	5C6	82	49.03
REDBRIDGE PCT	5C8	77	49.89
NEWHAM PCT	5C5	136	51.08
<b>Up to 6% Growth</b>			
CITY & HACKNEY PCT	5C3	137	55.02
<b>Up to 3% Growth</b>			
CHINGFORD, WANSTEAD & WOODFORD PCT	5C7	65	57.68
TOWER HAMLETS PCT	5C4	119	61.08

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
<b>London South East</b>			
<b>Unlimited Growth</b>			
GREENWICH PCT	5A8	109	46.72
BEXLEY PCT	5AX	94	48.16
<b>Up to 6% Growth</b>			
SOUTHWARK SOUTH PCG	4JF37	61	53.88
<b>Up to 3% Growth</b>			
BROMLEY PCT	5A7	156	56.80
SOUTHWARK NORTH PCG	4PQ79	74	57.43
LEWISHAM NORTH PCG	4PL53	72	58.01
LAMBETH NORTH PCG	4YY42	96	58.04
LAMBETH SOUTH PCG	4FW44	72	58.43
LEWISHAM SOUTH PCG	4DF54	69	60.11
<b>London South West</b>			
<b>Unlimited Growth</b>			
PUTNEY & ROEHAMPTON PCG	4RA63	26	46.36
NORTH CROYDON PCG	4NJ22	61	49.64
CENTRAL CROYDON PCG	4DN04	67	51.63
CROYDON SOUTH PCG	4VE05	32	52.66
SUTTON PCG	4MD87	65	53.13
<b>Up to 6% Growth</b>			
TEDDINGTON, TWICKENHAM & HAMPTONS PCT	5A6	49	54.15
NELSON & WEST MERTON PCT	5AV	75	54.42
KINGSTON PCT	5A5	84	55.24
<b>Up to 3% Growth</b>			
RICHMOND PCG	4RM35	45	57.48
BATTERSEA PCG	4KV96	50	58.28
EAST MERTON & FURZEDOWN PCG	4RA46	49	59.23
BALHAM, TOOTING & WANDSWORTH PCG	4FG19	65	61.07
<b>Tyne, Wear and Northumberland</b>			
<b>Unlimited Growth</b>			
SUNDERLAND NORTH PCG	4QW35	47	42.92
SOUTH TYNESIDE PCG	4NJ39	78	44.63
SUNDERLAND WEST PCT	5DA	49	44.75
SUNDERLAND SOUTH PCG	4CR53	49	45.67
NORTH TYNESIDE PCT	5D8	102	46.46
BLYTH VALLEY, NORTHUMBERLAND PCG	4YD40	40	48.43
GATESHEAD PCG	4FF02	110	48.49
<b>Up to 6% Growth</b>			
NEWCASTLE PCT	5D7	160	54.11
CENTRAL (WANSBECK & MORPETH) PCG	4YA87	55	54.15
<b>Up to 3% Growth</b>			
NORTH NORTHUMBERLAND PCG	4YK64	40	65.37
WEST NORTHUMBERLAND PCG	4PM40	51	67.47
<b>County Durham and Tees</b>			
<b>Unlimited Growth</b>			
EASINGTON PCG	4EE45	52	41.46
DERWENTSIDE PCG	4ND46	42	44.15
HARTLEPOOL PCT	5D9	46	45.03
NORTH TEES PCT	5E1	88	46.60
DARLINGTON PCG	4GN78	50	47.44

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
SEDGEFIELD PCG	4KQ91	50	47.59
MIDDLESBROUGH & ESTON PCG	4DD23	104	48.94
LANGBAURGH PCG	4XA29	52	49.49
DURHAM & CHESTER-LE-STREET PCG	4KF02	82	51.81
DALES PCG	4YW85	51	52.28
<b>NY and York, ER and H, N and NE</b>			
<b>Lincs</b>			
<b>Unlimited Growth</b>			
EASTERN HULL PCT	5E5	56	42.17
WEST HULL PCT	5E6	82	48.09
NORTH EAST LINCOLNSHIRE PCT	5AN	86	51.81
NORTH LINCOLNSHIRE PCT	5EF	80	52.19
<b>Up to 6% Growth</b>			
YORKSHIRE WOLDS & COAST PCT	5E4	78	53.29
EAST YORKSHIRE PCT	5E3	76	53.82
<b>Up to 3% Growth</b>			
SCARBOROUGH, WHITBY & RYEDALE PCG	4LA39	97	58.62
SELBY & YORK PCT	5E2	155	58.90
CRAVEN PCG	4HQ44	34	60.82
HAMBLETON & RICHMONDSHIRE PCG	4JM04	64	62.16
HARROGATE PCG	4RQ66	92	63.79
<b>W. Yorkshire</b>			
<b>Unlimited Growth</b>			
NORTH KIRKLEES PCG	4JX21	81	46.01
SOUTH LEEDS PCG	4FR10	74	48.40
HUDDERSFIELD CENTRAL PCG	4GW14	68	49.00
BRADFORD CITY PCT	5CF	74	49.19
EASTERN WAKEFIELD PCT	5E7	100	49.39
CALDERDALE PCG	4VE92	100	50.18
WEST LEEDS PCG	4NE33	58	51.21
<b>Up to 6% Growth</b>			
EAST LEEDS PCG	4HA55	86	54.33
<b>Up to 3% Growth</b>			
LEEDS NORTH WEST PCG	4LY30	98	55.72
WAKEFIELD WEST PCT	5E8	85	57.14
AIREDALE PCT	5AW	67	57.32
NORTH BRADFORD PCT	5CH	54	57.70
NORTH EAST LEEDS PCG	4DC31	87	57.73
SOUTH HUDDERSFIELD PCG	4FC80	50	59.81
BRADFORD SOUTH & WEST PCT	5CG	92	61.09
<b>Cumbria and Lancashire</b>			
<b>Unlimited Growth</b>			
HYNDBURN PCG	4LE25	36	42.05
BLACKPOOL PCG	4NC42	77	45.06
ROSSENDALE PCG	4DK34	31	45.60
BLACKBURN WITH DARWEN PCT	5CC	75	46.09
WYRE PCG	4YP47	60	46.67
BURNLEY PCG	4PG13	50	46.82
WEST LANCASHIRE PCT	5F3	53	48.87
PRESTON PCG	4MJ30	67	49.27
PENDLE PCG	4TA20	47	50.06

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
FYLDE PCG	4YE54	37	51.46
<b>Up to 6% Growth</b>			
CHORLEY & SOUTH RIBBLE PCT	5F2	106	53.32
<b>Up to 3% Growth</b>			
CARLISLE & DISTRICT PCT	5D4	66	56.01
WEST CUMBRIA PCT	5D6	80	57.37
RIBBLE VALLEY PCG	4CE39	30	65.81
EDEN VALLEY PCT	5D5	47	67.69
<b>Greater Manchester</b>			
<b>Unlimited Growth</b>			
BOLTON SOUTH EAST PCG	4QL75	45	38.69
ASHTON PCG	4MX32	39	38.70
LEIGH PCG	4EM45	44	43.50
WIGAN PCG	4NE66	58	44.33
OLDHAM PCG	4KN90	109	45.34
SALFORD PCT	5F5	118	45.40
TAMESIDE & GLOSSOP PCG	4AE02	114	47.40
ROCHDALE PCG	4XR10	68	48.09
BOLTON NORTH EAST PCG	4JR87	51	48.76
CENTRAL MANCHESTER	5CL	96	48.77
HEYWOOD & MIDDLETON PCT	5F4	40	49.23
TRAFFORD NORTH PCT	5F6	48	49.73
NORTH MANCHESTER PCT	5CR	83	50.05
TRAFFORD SOUTH PCT	5CX	61	50.67
BURY SOUTH PCG	4GR95	47	52.18
BURY NORTH PCG	4QA49	48	52.53
BOLTON WEST PCG	4MD81	38	52.58
<b>Up to 6% Growth</b>			
STOCKPORT PCT	5F7	155	53.79
SOUTH MANCHESTER PCT	5AA	84	54.00
<b>Cheshire and Merseyside</b>			
<b>Unlimited Growth</b>			
KIRKBY PCG	4ET87	24	41.95
LIVERPOOL SOUTH PCG	4DH51	46	42.02
WIDNES PCG	4TW78	28	43.32
MERSEYLIVE PCG	4YN89	43	45.91
OCTAGON PCG	4RF96	61	45.92
NEWTON & HAYDOCK PCG	4AK23	23	46.28
BOOTLE & LITHERLAND PCT	5GA	48	48.10
LIVERPOOL CENTRAL WEST PCG	4YX24	50	48.10
CENTRAL & SOUTH KNOWSLEY PCG	4YY24	58	48.10
ST HELENS SOUTH PCG	4PF18	40	48.22
SOUTHPORT & FORMBY PCT	5F9	61	49.43
ST HELENS NORTH PCG	4GT59	37	49.60
WARRINGTON NORTH EAST/ SOUTH PCG	4NH25	45	50.43
WARRINGTON NORTH WEST/ CENTRAL PCG	4RN72	51	51.29
ELLESMERE PORT & NESTON PCG	4MH63	45	51.37
CENTRAL CHESHIRE PCG	4HX71	56	51.75
RUNCORN PCG	4AV55	34	51.96
CREWE & DISTRICT PCG	4HM87	71	52.62
CROSBY & MAGHULL PCG	4PW70	38	52.87
LIVERPOOL ALT VALLEY PCG	4EC95	44	52.89

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
<b>Up to 6% Growth</b>			
BIRKENHEAD PCG	4GH03	88	53.31
WALLASEY PCG	4XY38	42	53.58
MORECAMBE BAY PCT	5DD	177	54.87
<b>Up to 3% Growth</b>			
CHESHIRE RURAL PCG	4XM65	34	56.34
BEBINGTON & WEST WIRRAL PCT	5F8	59	56.65
EASTERN CHESHIRE PCG	4DL31	104	57.65
CHESTER CITY PCG	4KM84	57	58.74
<b>Thames Valley</b>			
<b>Unlimited Growth</b>			
SLOUGH PCT	5DM	57	50.48
<b>Up to 3% Growth</b>			
READING PCT	5DL	104	55.87
MILTON KEYNES PCT	5CQ	113	56.85
CHERWELL VALE PCT	5DV	64	57.21
WINDSOR, ASCOT & MAIDENHEAD PCG	4FM82	85	57.62
BRACKNELL PCG	4RC51	50	59.46
SOUTH WEST OXFORDSHIRE PCT	5DY	99	59.72
OXFORD CITY PCT	5DW	103	59.88
SOUTH BUCKS PCG	4DY93	85	59.96
NEWBURY & COMMUNITY PCT	5DK	54	60.63
WYCOMBE PCG	4JP38	77	61.83
VALE OF AYLESBURY PCT	5DP	104	63.08
NORTH EAST OXFORDSHIRE PCT	5DT	39	63.72
WOKINGHAM PCT	5DN	76	63.96
SOUTH EAST OXFORDSHIRE PCT	5DX	45	64.22
<b>Hampshire &amp; Isle of Wight</b>			
<b>Unlimited Growth</b>			
PORTSMOUTH CITY PCT	5FE	97	52.33
GOSPORT PCG	4FQ87	39	52.86
<b>Up to 6% Growth</b>			
EAST HAMPSHIRE PCT	5FD	100	54.48
FAREHAM PCG	4JC79	54	54.67
ISLE OF WIGHT PCT	5DG	77	55.20
NEW FOREST PCT	5A1	97	55.39
<b>Up to 3% Growth</b>			
MID-HAMPSHIRE PCT	5E9	92	56.80
EASTLEIGH NORTH PCG	4DR90	37	57.33
SOUTHAMPTON CITY PCT	5GY	112	57.58
RUSHMOOR & HART PCG	4DN88	87	58.19
WEST SOUTHAMPTON/ TEST VALLEY SOUTH PCG	4MW82	64	58.47
NORTH HAMPSHIRE PCT	5DF	99	58.78
<b>Kent</b>			
<b>Unlimited Growth</b>			
THANET PCG	4QJ84	68	46.64
SWALE PCG	4AG53	43	47.55
SHEPWAY PCG	4HF31	51	49.15
CANTERBURY PCG	4RA95	84	49.91
ASHFORD PCG	4MV09	49	49.94
CHANNEL PCG	4PD03	55	50.34

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
RAINHAM & GILLINGHAM PCG	4DD48	47	51.20
CHATHAM PCG	4DJ54	36	51.60
<b>Up to 6% Growth</b>			
ROCHESTER & STROOD PCG	4MV07	45	53.25
DARTFORD, GRAVESHAM & SWANLEY PCT	5CM	114	53.99
<b>Up to 3% Growth</b>			
MAIDSTONE & MALLING PCT	5FG	86	55.76
SOUTH WEST KENT PCT	5FF	95	57.71
KENT WEALD PCG	4JP22	38	64.78
<b>Surrey and Sussex</b>			
<b>Unlimited Growth</b>			
EASTBOURNE DOWNS PCG	4LH11	88	47.18
HASTINGS & ST LEONARDS PCT	5FJ	46	47.25
ARUN (LITTLEHAMPTON RUSTINGTON) PCG	4MP35	28	48.96
WORTHING PCG	4DN39	57	49.12
ADUR (SHOREHAM & LANCING) PCG	4GT30	30	50.00
BEXHILL & ROTHER PCT	5FH	45	50.02
BRIGHTON & HOVE PCG	4YA80	141	50.49
REGIS (BOGNOR & ARUNDEL) PCG	4VR34	47	51.88
<b>Up to 6% Growth</b>			
HIGH WEALD PCG	4VE03	43	53.66
OUSE VALLEY PCG	4RL26	34	54.38
EAST SURREY PCG	4JE76	74	54.48
CRAWLEY PCG	4YW18	57	54.54
<b>Up to 3% Growth</b>			
SURREY THAMES PCG	4XR92	75	56.23
MID-SUSSEX PCT	5FK	71	56.75
HORSHAM & CHANCTONBURY PCG	4JM73	48	56.75
CHICHESTER & CHICHESTER RURAL PCG	4JW97	68	57.42
MID SURREY PCG	4LC37	110	57.71
WEST ELMBRIDGE PCG	4TD98	30	58.18
WOKING PCG	4VW18	58	58.48
GUILDFORD PCG	4AA88	53	59.50
EAST ELMBRIDGE PCG	4MP52	27	60.02
WAVERLEY PCG	4AL61	75	60.56
SURREY HEATH PCG	4FJ22	44	62.86
<b>Avon Gloucestershire and Wiltshire</b>			
<b>Up to 6% Growth</b>			
BRISTOL NORTH CLUSTER	4VP62	122	53.57
NORTH WILTS WITH DEVIZES PCG	4LH25	62	53.91
NORTH SOMERSET	4RJ84	99	53.95
SWINDON PCG	4FD75	99	54.99
GLOUCESTER & SOUTH TEWKESBURY PCG	4PR51	76	55.14
WEST WILTSHIRE PCT	5DH	59	55.49
<b>Up to 3% Growth</b>			
BRISTOL SOUTH & WEST	4HF25	110	57.83
CHELTENHAM & TEWKESBURY PCG	4HN27	88	58.55
SOUTH WILTSHIRE PCT	5DJ	65	59.01
BATH & NORTH EAST SOMERSET PCT	5FL	100	59.34
SOUTH GLOUCESTERSHIRE PCT	5A3	123	59.90
FOREST OF DEAN PCG	4PR22	45	60.05
RIDGEWAY DOWNS PCG	4DL78	39	60.73

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
STROUD & BERKELEY VALE PCG	4DP12	64	60.87
COTSWOLDS PCG	4KY43	47	63.44
<b>South West Peninsula</b>			
<b>Up to 6% Growth</b>			
EAST DEVON PCT	5FT	66	53.37
EXETER PCT	5FR	69	54.09
TORBAY PCT	5CW	83	54.94
WEST OF CORNWALL PCT	5FM	90	55.19
RESTORMEL PCG	4CN11	49	55.49
EAST CORNWALL PCG	4AH17	53	55.53
<b>Up to 3% Growth</b>			
PLYMOUTH PCT	5F1	145	55.88
TEIGNBRIDGE PCT	5FY	61	56.25
CARRICK PCT	5CJ	60	58.50
NORTH CORNWALL PCG	4NQ86	45	58.61
NORTH DEVON PCT	5FQ	93	60.85
SOUTH HAMS & WEST DEVON PCT	5CV	63	62.51
MID DEVON PCT	5FV	64	64.51
<b>Somerset and Dorset</b>			
<b>Unlimited Growth</b>			
POOLE BAY PCT	5AQ	44	50.61
BOURNEMOUTH PCT	5CE	92	52.80
<b>Up to 3% Growth</b>			
SOUTH SOMERSET PCG	4AY29	59	57.18
MENDIP PCT	5FX	59	57.34
SOUTH & EAST DORSET PCT	5FN	90	58.16
TAUNTON & AREA PCG	4XM98	83	58.29
SOUTH WEST DORSET PCT	5FP	82	58.59
SOMERSET COAST PCT	5FW	84	58.83
NORTH DORSET PCT	5CD	52	60.84
POOLE CENTRAL & NORTH PCT	5AR	53	61.82
<b>South Yorkshire</b>			
<b>Unlimited Growth</b>			
EASTERN BARNESLEY PCG	4NP19	68	38.00
ROTHERHAM CENTRAL PCG	4NC36	42	42.89
WENTWORTH PCG	4PN61	37	43.52
DONCASTER WEST PCT	5EL	53	43.59
DONCASTER EAST PCT	5EK	44	46.34
ROTHER VALLEY PCG	4RY67	41	46.99
NORTH SHEFFIELD PCT	5EE	66	47.62
BARNESLEY WEST PCG	4FL43	44	47.98
DONCASTER CENTRAL PCT	5CK	53	48.27
SOUTH EAST SHEFFIELD PCT	5EQ	88	48.83
<b>Up to 6% Growth</b>			
SHEFFIELD WEST PCT	5EN	73	54.06
<b>Up to 3% Growth</b>			
SHEFFIELD SOUTH WEST PCT	5EP	72	58.99
<b>Trent</b>			
<b>Unlimited Growth</b>			
SOUTH HOLLAND PCG	4NT19	34	41.67

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
MANSFIELD DISTRICT PCT	5AM	43	43.52
NORTH EASTERN DERBYSHIRE PCT	5EG	74	44.86
ASHFIELD PCT	5FA	39	46.11
CHESTERFIELD PCT	5EA	54	46.49
CENTRAL DERBY PCT	5AL	57	47.05
NOTTINGHAM CITY PCT	5EM	152	47.98
EAST LINDSEY PCG	4YH38	44	48.40
GEDLING PCT	5EC	46	49.47
GREATER DERBY PCT	5EX	74	49.67
WEST LINCOLNSHIRE PCT	5D2	107	49.69
BROXTOWE & HUCKNALL PCT	5EV	68	50.17
BASSETLAW PCT	5ET	53	50.95
NEWARK & SHERWOOD PCT	5AP	60	50.98
AMBER VALLEY PCT	5ED	67	52.59
EREWASH PCT	5ER	52	53.11
<b>Up to 6% Growth</b>			
DERBYSHIRE DALES & SOUTH DERBYSHIRE PCG	4MY29	44	53.27
BOSTON & SKEGNESS PCG	4CC82	60	53.39
RUSHCLIFFE PCT	5FC	60	55.37
<b>Up to 3% Growth</b>			
LINCOLNSHIRE SOUTH WEST PCT	5D3	94	55.75
HIGH PEAK & DALES PCG	4AP97	57	56.20
<b>Leicester, Northants &amp; Rutland</b>			
<b>Unlimited Growth</b>			
EASTERN LEICESTER PCT	5EY	84	46.78
KETTERING PCG	4EK58	39	48.16
CORBY PCG	4LL74	29	50.37
LEICESTER CITY WEST PCT	5EJ	73	50.51
NENE VALLEY PCG	4QH13	31	51.92
WELLINGBOROUGH PCG	4GH39	32	53.02
<b>Up to 6% Growth</b>			
NORTHAMPTON BOROUGH PCG	4EA87	107	54.42
HINCKLEY & BOSWORTH PCG	4TM58	48	54.42
CHARNWOOD SOUTH PCG	4KQ14	35	54.44
NORTH WEST LEICESTERSHIRE PCG	4NY30	49	54.79
<b>Up to 3% Growth</b>			
CHARNWOOD NORTH PCG	4YM48	39	57.39
BLABY & LUTTERWORTH PCG	4LQ71	47	57.51
MELTON, RUTLAND & HARBOROUGH PCT	5EH	74	59.68
OADBY & WIGSTON PCG	4CP64	30	60.07
DAVENTRY & SOUTH NORTHAMPTONSHIRE PCT	5AC	53	64.11
<b>West Midlands North</b>			
<b>Unlimited Growth</b>			
SOUTH STOKE PCT	5EW	44	40.38
NORTH STOKE PCT	5CT	48	41.15
CANNOCK CHASE PCG	4MF52	52	42.62
NEWCASTLE-UNDER-LYME PCG	4VT04	47	44.12
CENTRAL STOKE PCG	4YG88	32	44.45
STAFFORDSHIRE MOORLANDS PCG	4VP27	52	49.21
TELFORD & WREKIN PCG	4FQ86	78	50.02
EAST STAFFORDSHIRE PCG	4MC99	62	52.23
<b>Up to 6% Growth</b>			

<b>ANNEX B</b>		<b>Plan GPs (WTE)</b>	<b>Plan GP per 100k</b>
STAFFORD & SURROUNDS PCG	4LW47	65	54.31
SOUTH STAFFORDSHIRE PCG	4KH53	29	54.76
BURNTWOOD, LICHFIELD & TAMWORTH PCT	5DQ	77	55.38
<b>Up to 3% Growth</b>			
SHROPSHIRE COUNTY PCG	4EK66	155	56.92
<b>West Midlands Central</b>			
<b>Unlimited Growth</b>			
NORTH WALSALL PCG	4CX64	21	40.03
WALSALL WEST PCG	4MK43	30	41.19
WOLVERHAMPTON – SOUTH EAST PCG	4ME36	33	44.90
BIRMINGHAM 6 (HODGE HILL) PCG	4GT20	48	45.49
ROWLEY, REGIS & TIPTON PCG	4AF58	41	46.46
WEDNESBURY & WEST BROMWICH PCG	4LJ52	59	46.90
HEART OF BIRMINGHAM	4YV57	146	47.53
WOLVERHAMPTON – SOUTH WEST PCG	4GD64	46	48.32
WOLVERHAMPTON – NORTH EAST PCG	4EP39	45	49.42
DUDLEY, BEACON & CASTLE PCG	4KW68	55	50.23
BIRMINGHAM NORTH EAST PCT	5AY	37	50.31
GREATER YARDLEY PCT	5CA	43	50.81
OLDBURY & SMETHWICK PCG	4AY32	57	50.84
DUDLEY SOUTH PCG	4ET71	101	51.66
SOUTH WALSALL PCG	4KX45	39	52.49
SOLIHULL PCT	5D1	106	52.76
<b>Up to 6% Growth</b>			
EAST WALSALL PCG	4AP01	38	53.63
SOUTH EAST BIRMINGHAM	4AH48	105	55.63
<b>Up to 3% Growth</b>			
NORTH BIRMINGHAM	4DW55	87	58.11
SOUTH WEST BIRMINGHAM	4JN43	97	58.15
<b>West Midlands South</b>			
<b>Unlimited Growth</b>			
NUNEATON & BEDWORTH PCG	4KR35	54	45.55
COVENTRY EAST PCG	4MR58	50	48.47
COVENTRY NORTH PCG	4TA74	46	51.00
WORCESTER CITY PCG	4DW85	54	51.09
RUGBY PCG	4AP75	43	52.72
COVENTRY WEST PCG	4YX30	70	53.08
<b>Up to 6% Growth</b>			
WARWICK & DISTRICT PCG	4CV72	62	53.78
NORTH WARWICKSHIRE PCG	4AQ28	31	54.24
MALVERN PCG	4DM35	37	55.28
<b>Up to 3% Growth</b>			
BROMSGROVE PCG	4DN08	40	56.73
REDDITCH PCG	4CW41	45	57.69
HEREFORDSHIRE PCT	5CN	102	60.36
WYCHAVON PCG	4EJ18	55	60.49
WYRE FOREST PCT	5DR	64	61.35
STRATFORD & DISTRICT PCG	4DL65	71	63.86