

Data Provision Notice

General Practice Pensions Data for England

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Background

The Health and Social Care Act 2012 (**the 2012 Act**) gives [NHS England](#) statutory powers, under section 259(1)(a), to require data from health or social care bodies, or organisations that provide publicly funded health or adult social care in England, where it has been directed to establish an information system by the Secretary of State for Health and Social Care.

The data, as specified by NHS England in this published Data Provision Notice, is required to support a direction from the Secretary of State for Health and Social Care to NHS England. Therefore, organisations that are in scope of the notice are legally required, under section 259(5) of the 2012 Act, to provide the data in the form and manner specified below.

Purpose

Record-level, identifiable pension contributions data is provided to NHS England by the NHS Business Services Authority (**BSA**) to allow NHS England to calculate two data adjustment measures (one each for contractor and salaried General Practitioners (**GPs**) in England).

NHS England produces a record-level data set using the data supplied by NHS BSA for GPs in England alongside data provided by the devolved administrations. This is then supplied to HM Revenue & Customs (**HMRC**).

The data adjustment measures that NHS England calculates are included in the detailed specification provided to HMRC and used by HMRC to adjust the earnings of contractor and salaried GPs to take account of pension contributions.

HMRC links the data with an individual's tax records to produce summary, aggregate, non-disclosive estimates of GPs' earnings and expenses in accordance with a specification agreed with the key stakeholder group, the [Technical Steering Committee \(TSC\)](#).

This will enable NHS England to estimate average earnings and expenses data (gross earnings, expenses, income before tax) for GPs, which are published annually in the GP Earnings and Expenses Estimates Official Statistics. The primary purpose of the publication is to support the [Review Body on Doctors' and Dentists' Remuneration \(DDR\)](#) in making annual recommendations regarding remuneration for GPs. The report is also required by government and health departments in England as well as a range of other stakeholders including GPs and their representatives.

NHS England has a statutory obligation to keep collections under review on an ongoing basis. This is carried out annually at a TSC review meeting.

Benefits

This data collection, in supporting the production of the GP Earnings and Expenses Official Statistics, comprises crucial information required by the DDR and as requested by the TSC.

The statistics are the only source of data covering all UK primary care GPs and their earnings and expenses.

The reports identify the effect of changes to working hours on GP earnings and expenses in England, inform policy and are used in the development of new contractual arrangements. The GP Earnings and Expenses Estimates are considered when making pay recommendations and in contract negotiations between commissioners and the GPs' representative bodies.

The data collection also supports HMRC in meeting its statutory requirement under section 36 of the Health Act 2009 to assist in statistical enquiries carried out by the four UK health departments.

Legal basis for collection, analysis, publication and dissemination

Collection and Analysis

NHS England has been directed by the Secretary of State for Health and Social Care under section 254 of the 2012 Act to establish and operate a system for the collection and analysis of the information specified for this service. The [direction](#) is published on the NHS England website.

This information is required by NHS England under section 259(1)(a) of the 2012 Act.

In line with section 259(5) of the 2012 Act, all organisations in scope, in England, must comply with the requirement and provide information to NHS England in the form, manner and period specified in this Data Provision Notice.

This Data Provision Notice is issued in accordance with the procedure published as part of an NHS England duty under section 259(8) of the 2012 Act.

The [national data opt-out](#) does not apply to this collection of data as the data extracted does not comprise patient data.

Publication

In accordance with NHS England's duty under section 260(1) of the 2012 Act, NHS England will publish relevant data from this collection and, per section 260(4)(a), in the form, manner and timing specified in the [Technical Specification](#).

General Practice Pensions Data for England is used to support the production of the [GP Earnings and Expenses Estimates](#) Official Statistics. Data is published for GPs at UK level and, in England, at sub-national level too.

All information that is published is published in accordance with the [Code of Practice for Statistics](#).

Dissemination

NHS England disseminates record-level, identifiable data to HMRC under section 261(5)(d) of the 2012 Act to enable HMRC to meet its statutory duties as set out under section 36 of the Health Act 2009.

NHS England engages HMRC to process the data supplied under section 261(5)(d) by virtue of section 271 of the 2012 Act. A Data Processing Agreement is in place between NHS England and HMRC.

Persons consulted

Following receipt of a direction to establish a system to collect General Practice Pensions Data for England, NHS England has, as required under section 258 of the 2012 Act, consulted with the following persons:

- Department of Health and Social Care (**DHSC**), as directing organisation
- TSC - chaired by NHS England and has representation from the four UK health departments, and, representing the interests of GPs, the British Medical Association

Scope of the collection

Under section 259(1)(a) of the 2012 Act, this Data Provision Notice is served in accordance with the procedure published as part of the NHS England duty under section 259(8) of the 2012 Act on the following persons:

- NHS BSA

Under section 259(5) of the 2012 Act the organisation types specified above must comply with the Form, Manner and Period requirements below.

Form of the collection

The NHS BSA supplies NHS England with record-level, identifiable data on total pensionable pay for GP principals, assistants and locums (full year and part-year).

Prior to data being supplied by the NHS BSA, NHS England sends a template based on the previous year’s submission along with definitions of fields and known values. The NHS BSA informs NHS England of any changes to these fields, their values or definitions and amends the template, definitions and notes accordingly.

The list of data items required by NHS England is detailed below:

<p>List of data items within dataset, highlighting any sensitive and/or identifiable items (*)</p>	<p>Fields to be supplied:</p> <ul style="list-style-type: none"> • National Insurance Number* • Superannuation Division (SD) Number* • Title • Forename* • Surname* • Date of Birth* • Tax year • Full year (0) or number of days (part year)
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	<ul style="list-style-type: none"> • End Date (if applicable) • Contributions* • Pensionable pay* • Number of employments • Employing Authority (EA) Code • Emp ID • Employed as (indicated by 5, 6 or 9 - these being indicators for principal, assistant or locum respectively) • Total Calendar Service • Years of Reckonable Service (YORS) <p>If more than one employment per GP, then populate cells for:</p> <ul style="list-style-type: none"> • Emp id (2) • Employed as (2) • Emp id (3) • Employed as (3) • Emp id (4) • Employed as (4) • Emp id (5) • Employed as (5) • Emp id (6) • Employed as (6) <p>... continue for each individual employment</p>
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Manner of the collection

The data must be transferred by means of secure email such as NHSmail (both the sender and recipient must use nhs.net) or [Secure Electronic File Transfer \(SEFT\)](#) and in accordance with the [NHS BSA's Data Classification Handling and Storage Policy](#).

Period of the collection

The first collection of data took place in 2014-2015 and has been collected annually since. The data collection is ongoing.

The pension contributions data NHS England collects from NHS BSA is two years behind the published GP Earnings and Expenses Estimates data. For example, 2020-2021 pension

data will be supplied to NHS England by 1 February 2024 and used to calculate an adjustment factor that will be supplied to HMRC and used to calculate the average earnings for the 2022-2023 GP Earnings and Expenses Official Statistics.

Due to the timing of the self-assessment tax returns process, the processing of data (including GP pensions data) used to support the publication of GP Earnings and Expenses Estimates Official Statistics cannot begin until the end of the following tax year and the Official Statistics are not published until approximately 16 months after the end of the applicable financial year. For example, the GP Earnings and Expenses Estimates for 2021-2022 were not published until August 2023 - the earliest point at which the figures could be produced.

Future years' submission dates will be notified to data providers but are expected to run to a similar time frame each year.

Publication timetables are yet to be confirmed but the data is likely to be published in August of each year.

Data quality

The accuracy of the underlying data lies with NHS BSA as the data provider. Missing or invalid data is removed from the datasets, and methods are continually being updated to improve data quality. At each stage during the data analysis the data is validated and quality assured by NHS England analysts.

Key validations that are carried out to ensure the integrity of the dataset is maintained include:

- Correlation against previous years data
- Checking completeness of data fields
- Checking validity of data
- Checking consistency of data within each field
- Checks that values submitted match the listed data item types

A [background data quality statement](#) is published alongside the GP Earnings and Expenses Estimates Official Statistics.

Burden of the collection

Steps taken by NHS England to minimise the burden of collection

NHS England has a statutory duty under section 253(2) of the 2012 Act to seek to minimise the burden it imposes on others. In seeking to meet these obligations in relation to this collection, NHS England has:

- sought to minimise the burden on NHS BSA by sharing the template based on the previous year's submission along with definitions of fields and known values. The

NHS BSA informs NHS England of any changes to these fields, their values or definitions and amends the template, definitions and notes accordingly.