Lambeth together
training & development hub
Community Interest Company

General Practice Nursing
A guide to pay, terms and conditions updated 2025/2026

General practices need to be able to attract and retain the best and most talented staff who are committed to a long-term career pathway within general practice. This is more likely to be achieved when the terms and conditions offered to General Practice Nurses (GPNs) and support staff are comparable to the broader NHS nursing pay, terms and conditions, as other sectors of the NHS compete for the same workforce.

In my capacity as Nurse Lead, I am asked regularly to provide advice to Lambeth Practice Managers, General Practitioners (GPs) and Nurses on rates of pay, terms and conditions for **General Practice Nurses** (GPNs) **Nursing Associates** (NA) including trainee NAs (tNA), **Assistant Practitioners** (AP) and **Healthcare Support Workers** (HCSW or HCAs)

We first developed a pay reference document linked to suggested competencies in 2018. It was the first of its kind, published in *Practice Nursing* journal, revised in 2020, and now fully updated for 2025/2026

The document is structured with reference to Health Education England's *Primary Care and General Practice Nursing Career and Core Capabilities Framework* (2021). The revised version reflects the changes to the Agenda for Change Framework, following the removal of spine points and the introduction of bottom, middle and top pay points within each band.

I hope that the document will be useful to practices to both employers and employees as a guide when recruiting new staff and negotiating pay progression and benefits. Further discussion or clarification is welcomed.

Paula Marsden
Lambeth Borough and Lambeth Together Training and Development Hub (LTTDH)
Nurse Lead
January 2026
paulamarsden@nhs.net or lttdh@selondonics.nhs.uk

Lambeth together
training & development hub
Community Interest Company

Terms and conditions

Agenda for Change and BMA Model Contract (minimum) for Salaried General Practitioners (2025) as comparative benchmarks in the absence of standardised provision for General Practice Nurses (GPNs).

	Agenda for Change (AfC)	British Medical Association (BMA)
Annual Leave Entitlement	• For staff with less than five years NHS service: 27 days (+ 8 days public holiday) pro rata • For staff with five to ten years NHS service: 29 days (+ 8 days public holiday) pro rata • For staff with more than ten years NHS service: 33 days (+ 8 days public holiday) pro rata	Full-time salaried GPs are entitled to a minimum of 30 working days annual leave per annum, pro rata for part-time working.[1] In addition, salaried GPs are entitled to paid statutory and public holidays, which England normally total eight days, with some contracts also recognising two additional NHS designated days, subject to local agreement and service requirements.
Maternity Pay *Employees must have at least 12 months' continuous NHS service by the eleventh week before the expected week of childbirth and must intend to return to work within the NHS for a minimum period of three months in order to qualify.*	• 8 weeks full pay minus Statutory Maternity Pay or Maternity Allowance • 18 weeks half pay plus Statutory Maternity Pay or Maternity Allowance • 13 weeks Statutory Maternity Pay or Maternity Allowance	• 8 weeks full pay minus Statutory Maternity Pay or Maternity Allowance • 14 weeks half pay plus Statutory Maternity Pay or Maternity Allowance • 17 weeks SMP or Maternity Allowance[2]
Sick Pay Entitlement	• During the first year of NHS service: 1 month full pay and (after completing four months service) 2 months half pay • During the second year of NHS service: 2 months full pay and 2 months half pay • During the third year of NHS service: 4 months full pay and 4 months half pay • During the fourth and fifth year of NHS service: 5 months full pay and 5 months half pay • After completing 5 years of NHS service: 6 months full pay and 6 months half pay	

[1] BMA Guide to annual leave for salaried GPs

[2] Guidance on salaried GP maternity leave changes for employers and employees - Leave - BMA

Lambeth together
training & development hub
Community Interest Company

NHS Nursing Pay Framework (Agenda for Change): Guidance

AfC Pay scales for 2025/26[3]	Support Worker/ Trainee Nursing Associate (HCA, tNA) Band 3	Nursing Associate/ Assistant Practitioner Band 4	Registered Nurse Band 5	Registered Nurse – Enhanced Level Band 6	Registered Nurse - Advanced Level Band 7, 8a, 8b *(level of work and experience and academic attainment)*
Basic hourly rate of pay	£12.75 - £13.60 2 years to progress	£14.06 – £15.43 3 years to progress	£15.88 - £17.13 - £19.33 2 years to progress	£19.78 - £20.88 - £23.82 2 and 3 years between progression points	• Band 7 £24.45 - £25.71 -£27.98 2 and 3 years between progression points • Band 8a £28.48 - £29.91 -£32.06 • Band 8b £32.96 - £35.10 - 38.30 2 and 3 years between progression points
TOTAL hourly rate including HCA	**£15.62 - £16.47**	**£16.92 - £18.51**	**£19.05 - £20.55 - £23.20**	**£23.74 - £25.05 - £28.15**	• ***Band 7 £28.78-£-£30.04-32.31*** • ***Band 8a £32.81-£34.24-36.39*** • ***Band 8b £37.29-£39.43-£42.63***
Annual Basic Salary	£24,937 - £26,598	£27,485 - £30,162	£31,049 - £33,487 - £37,796	£38,682 - £40,823 - £46,580	• Band 7 £47,810 - £50,273 - £54,710 • Band 8a £55,690 - £58.487 - £62,682 • Band 8b £64,455 - £68,631 - £74,896
TOTAL annual salary including HCA	**£30,546 - £32,207**	**£33,094 - £36,195**	**£37,259 -£40,185 - £45,356**	**£46,419 - £48,988 - £55,046**	• ***Band 7* £56,276 - £ 58,739 - £63,176** • ***Band 8a* £64,156 - £66,953 - £71,148** • ***Band 8b* £72,921 - £77,079 - £83,362**

[3] Pay scales for 2025/26 | NHS Employers

Lambeth together
training & development hub
Community Interest Company

Suggested competencies

	Support Worker / Trainee Nursing Associate *(Health care Support worker / HCA, tNA)* *Band 3-4*	**Nursing Associate / Assistant Practitioner** *Band 4*	**Registered Nurse** *Band 5*	**Registered Nurse – Enhanced Level** *Band 6*	**Registered Nurse- Advanced Level** *Band 7*
Suggested competence	• **Care Certificate mandatory** • **Delegated workload** • Basic wound care • Injections: Flu, B12, pneumonia, shingles, Covid (using PSD) • NHS health checks • Blood pressure • Phlebotomy • Learning Disability checks • SMI checks • Ear syringing • Assisting in LTC annual checks – baseline metrics including diabetes eight care processes	All competences outlined for Support Workers/TNAs, with increasing autonomy. Under supervision of Registered Nurse. Building on skills **Nursing Associates** on completion of Foundation skills course may carry out childhood immunisations, cytology, travel immunisations	Core skills: • Cytology • Childhood immunisations • Ear irrigation • Travel – (certificated training mandatory either as GPN course or standalone courses) • Long term conditions review under supervision of LTC clinical lead • SSSA (assessing and supervising students) • STI screening • Compression bandaging (following ABPI) • Zoladex injections • Neuroleptic depo injection (mental health)	All core Registered Nurse competencies Core skills plus: • LTC management (Diploma+ level) e.g. asthma, diabetes, COPD, hypertension • Complex travel • Contraception (diploma) • LARC services	• Non-medical prescribing • LTC lead role • Lead nurse role – management • Minor illness **Advanced Nurse Practitioner *(ANP)*** *Band 8* HEE accredited MSc programme (or equivalent accreditation) which could include: • MSc Advanced Clinical Practice; or • MSc Primary Care Nursing Managing patients with undifferentiated and undiagnosed problems