



North & South Essex

Local Medical Committees

**Essex LMC
Workforce Overview:
May 2026**



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Essex GP Workforce Snapshot: The Shift Toward Salaried Care (May 2026)

Analyzing the evolution from Partner-led to Salaried-led staffing models.

May 2026 Workforce Totals



533
Partners



455
Salaried GPs



Positive Month-on-Month Growth

Nearly all metrics, including total FTE and headcount, showed an increase from April 2026.

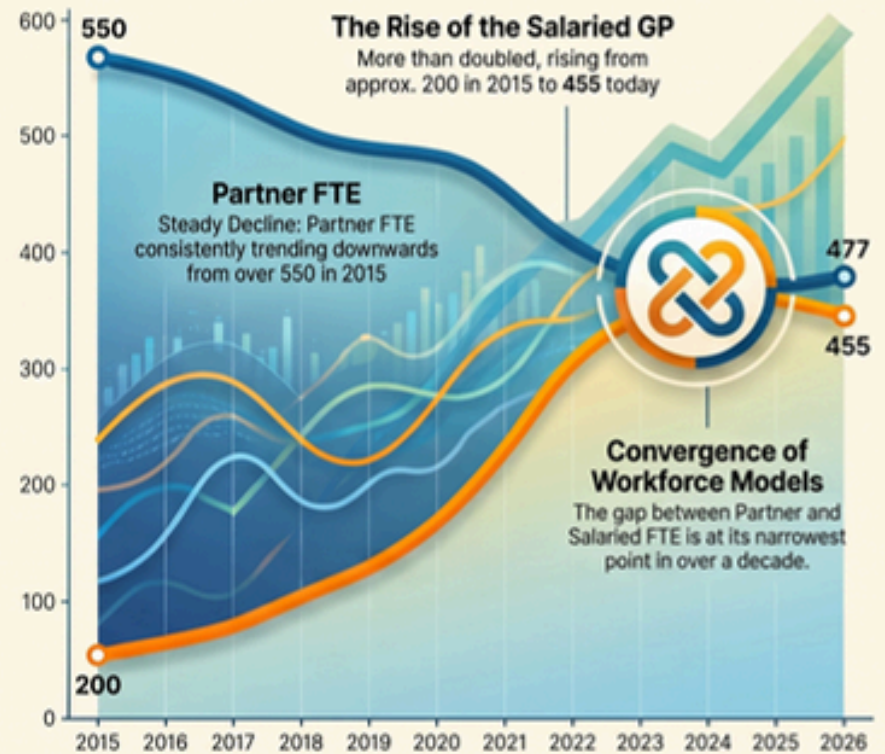


Partners still maintain a higher headcount, though the gap is narrowing.

April vs. May 2026 Performance

Metric Category	April 2026	May 2026
Total GP Headcount	984	988
Partner FTE	471.71	477.73
Salaried FTE	273.86	278.07

Long-Term Trends (2015–2026)





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Essex LMC Workforce Briefing: May 2026 Analysis

Executive Summary

The May 2026 workforce data from the LMC Databank for Essex reveals a continuing structural shift in the General Practice (GP) labour market. While the total workforce headcount and Full-Time Equivalent (FTE) figures show marginal month-over-month growth, the long-term trend underscores a significant divergence between Partner and Salaried roles.

Since 2015, there has been a steady decline in the number of GP Partners, contrasted by a sharp and sustained increase in Salaried GP positions. As of May 2026, the total workforce stands at 988 individuals (755.81 FTE), reflecting a slight increase from April 2026. However, the closing gap between Partner and Salaried headcounts represents the most critical insight for workforce planning and regional healthcare stability.



Current Workforce Snapshot (May 2026)

The following table summarises the key performance indicators for the Essex GP workforce as of May 2026, comparing them against April 2026 figures.

Metric Category	May 2026 Headcount	Change from April	May 2026 FTE	Change from April
Partner GP	533	↑ (From 530)	477.73	↑ (From 471.71)
Salaried GP	455	↑ (From 454)	278.07	↑ (From 273.86)
Total Workforce	988	↑ (From 984)	755.81	↑ (From 745.56)
Other Category	67	↓ (From 69)	30.10	↑ (From 30.08)

Key Observations

- **Total Growth:** Both total headcount and total FTE increased between April and May 2026.
- **FTE Efficiency:** The Partner workforce maintains a higher FTE-to-headcount ratio compared to the Salaried workforce, suggesting that Partners generally contribute more hours per individual.
- **Diverging Indicators:** While most metrics trended upward in May, one specific headcount category (totaling 67) saw a decrease, even as its corresponding FTE saw a marginal increase.



Historical Workforce Trends (2015–2026)

The longitudinal data provided in the W1 (Headcount) and W2 (FTE) charts highlights a decade-long transformation of the GP professional landscape.

1. The Decline of the Partner Model

The Partner workforce has seen a consistent, long-term contraction.

- **Headcount Reduction:** In September 2015, the Partner headcount was nearing 600. By May 2026, this figure has dropped to 533.
- **FTE Reduction:** Similarly, Partner FTE has fallen from approximately 550 in 2015 to 477.73 in May 2026.
- **Trend Insight:** Despite the slight month-over-month increase in May 2026, the overarching 11-year trajectory for Partners is downward.

2. The Surge in Salaried GPs

The Salaried GP sector has experienced rapid and nearly continuous growth over the same period.

- **Headcount Growth:** From a base of approximately 200 in September 2015, Salaried GP headcount has more than doubled to 455 in May 2026.
- **FTE Growth:** Salaried FTE has risen from approximately 140 in 2015 to 278.07 in May 2026.
- **Trend Insight:** The growth of the Salaried workforce has been particularly aggressive since 2023, significantly narrowing the gap between the number of Partners and Salaried GPs.



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Structural Implications

The data indicates a fundamental shift in the composition of the Essex GP workforce:

- **Convergence of Roles:** The gap between Partner and Salaried headcounts is at its narrowest point in the recorded history of the databank. In 2015, Partners outnumbered Salaried GPs by a ratio of roughly 3:1. By May 2026, the ratio is approaching 1.17:1.
- **FTE Disparity:** While headcounts are converging, the Partner model still provides the bulk of the total FTE (477.73 vs. 278.07). This indicates that the loss of a single Partner has a larger impact on clinical capacity than the gain of a single Salaried GP, given current working patterns.
- **Recent Stabilisation:** After a period of fluctuation between 2021 and 2024, the Partner headcount appears to have stabilised somewhat in the last 12 months, though it remains well below historical highs.



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