



North & South Essex
Local Medical Committees

**Essex LMC
Workforce Overview:
August 2026**



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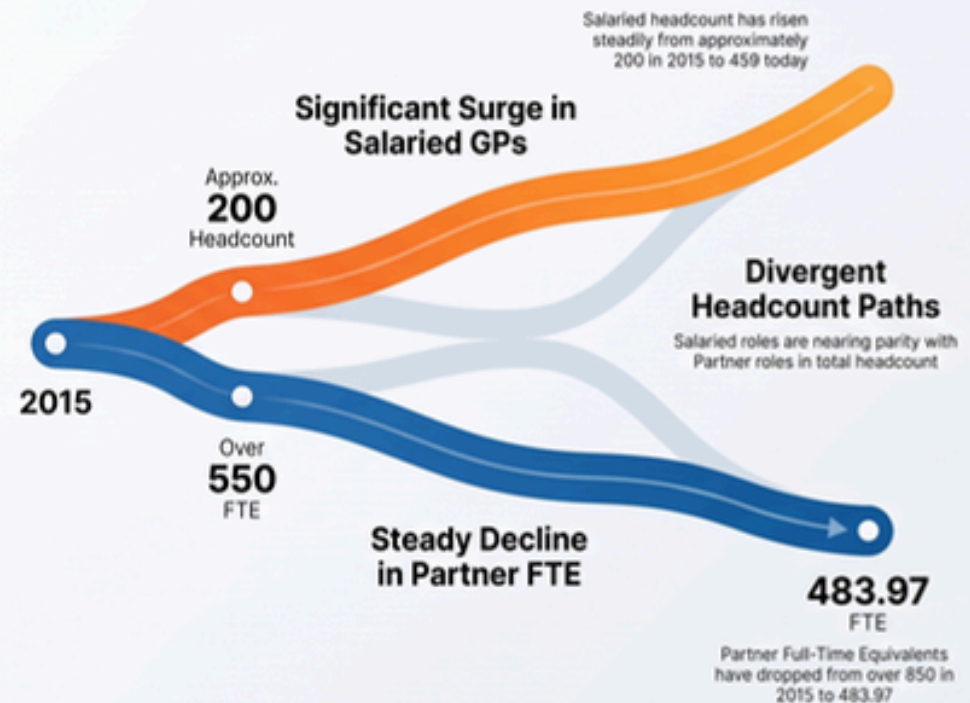
Essex GP Workforce: The Shift Toward Salaried Roles (August 2026)

AUGUST 2026 WORKFORCE SNAPSHOT



GP Category	Headcount	Full-Time Equivalent (FTE)
GP Partners	547	483.97
Salaried GPs	459	281.31
GP Locums	65	30.19

THE 10-YEAR TREND (2015-2026)





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Essex LMC Workforce Briefing: August 2026 Analysis

Executive Summary

The August 2026 workforce data for the Essex Local Medical Committee (LMC) reveals a significant milestone: total permanent General Practitioner (GP) headcount has reached 1,006. While the total workforce shows growth, a detailed analysis identifies a continued structural shift within the profession.

There is a persistent long-term decline in the GP Partner model, both in terms of headcount and Full-Time Equivalents (FTE), contrasted by a sharp and steady rise in Salaried GPs. Although GP Partner headcount saw a marginal stabilising trend in August, their contribution to total FTE continues to contract. Conversely, Salaried GPs and Locum FTEs are seeing growth, suggesting a transition toward more flexible or contracted employment models within the region's primary care landscape.



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Analysis of Permanent GP Workforce

The permanent GP workforce is comprised of GP Partners and Salaried GPs. As of August 2026, the total permanent headcount and FTE have both shown month-on-month growth.

Permanent GP Workforce Overview (August 2026)

<u>Metric</u>	<u>August 2026 Figure</u>	<u>Trend vs. July 2026</u>	<u>July 2026 Figure</u>
Total Permanent Headcount	1,006	Increase (↑)	1,000
Total Permanent FTE	765.28	Increase (↑)	762.86

GP Partners

GP Partners represent the traditional ownership model of primary care. While the headcount remained stable/slightly increased compared to July 2026, the actual time commitment (FTE) decreased.

- **Headcount:** 547 (July 2026: 547). While the figure remains unchanged at the whole number level, the data indicates a positive trend relative to the previous month.
- **FTE:** 483.97 (July 2026: 484.53). This represents a decrease (↓) in the total hours provided by partners despite the stable headcount.

Salaried GPs

The Salaried GP sector continues to be the primary driver of growth within the permanent workforce.

- **Headcount:** 459 (July 2026: 453). This is a notable increase (↑) of 6 doctors in a single month.
- **FTE:** 281.31 (July 2026: 278.33). This is a corresponding increase (↑) in the capacity provided by salaried staff.



Analysis of GP Locums

Locum GPs provide temporary and flexible coverage. The data for August 2026 shows a slight reduction in the number of individual locums used, but an increase in the total hours they worked.

<u>Metric</u>	<u>August 2026 Figure</u>	<u>Trend vs. July 2026</u>	<u>July 2026 Figure</u>
GP Locum Headcount	65	Decrease (↓)	66
GP Locum FTE	30.19	Increase (↑)	29.23

Long-Term Workforce Trends (2015–2026)

Historical data from September 2015 to August 2026 illustrates a transformative shift in the Essex GP workforce composition.

Headcount Change Over Time

The data shows a clear divergence between Partner and Salaried models:

- **GP Partners:** In September 2015, partner headcount was near its peak at approximately 600. Since then, it has followed a steady downward trajectory, falling to 547 by August 2026.
- **Salaried GPs:** Starting from a baseline of approximately 200 in late 2015, the salaried headcount has more than doubled, reaching 459 in August 2026. The growth has been particularly accelerated between 2023 and 2026.

FTE Change Over Time

The FTE trends mirror the headcount data but highlight a significant gap in service capacity:

- **Partner FTE:** There has been a consistent decline from approximately 550 FTE in 2015 to 483.97 in 2026.
- **Salaried FTE:** Capacity has risen from approximately 150 FTE in 2015 to 281.31 in 2026.
- **Capacity Comparison:** Despite the rise in Salaried GPs, the total FTE provided by Partners (483.97) still significantly outweighs that of Salaried GPs (281.31), meaning the decline in Partners has a disproportionate impact on total clinical hours available.



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Key Findings and Conclusions

- **Total Permanent Growth:** For the first time in the recorded period, the permanent GP headcount has reached 1,006, suggesting that recruitment or retention efforts are successfully increasing the total number of doctors in the region.
- **Model Transition:** The Essex GP workforce is transitioning away from the Partnership model. Since 2015, the gap between the number of Partners and Salaried GPs has narrowed significantly.
- **Workforce Intensity:** While Salaried GP numbers are rising, their FTE per capita appears lower than that of Partners. As the workforce shifts toward salaried positions, more individual doctors may be required to maintain the same total FTE capacity previously provided by a smaller number of Partners.
- **Locum Dynamics:** The Locum FTE increased to 30.19 in August 2026, reaching its highest point in recent months, even as the individual headcount of locums decreased. This indicates that the existing pool of locums is being utilised more intensively.



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