



HM Treasury

1 Horse Guards Road  
London  
SW1A 2HQ

Rt Hon Sir George Howarth MP  
House of Commons  
London  
SW1A 0AA

2 October 2020

Dear Sir George Howarth,

Thank you for your correspondence dated 25 September on behalf of your constituent, [redacted] regarding NHS pay.

The Treasury has received unprecedented amounts of correspondence since the start of the coronavirus outbreak in the UK. The Chancellor of the Exchequer has asked me to write to you directly.

Public sector workers deserve to be properly rewarded for the work they do, including for their remarkable commitment to keeping the public safe in the continuing fight against COVID-19.

Since the beginning of the COVID-19 outbreak, the Government has agreed specific pay and pension packages for a number of public sector workforces, including in the NHS, both to increase system capacity and recognise their work.

The right level of pay awards for public sector workers is determined by several factors, including inflation, affordability, recruitment, retention and improvements to productivity. For certain workforces, including doctors, police officers, school teachers and members of the armed forces, independent pay review bodies provide evidence-based advice to the government on levels of pay.

On 21 July 2020, we accepted the recommendations of the independent pay review bodies for the pay year 2020/21 and announced a significant, real terms pay increase for around 900,000 public sector workers across nine workforces.

For the majority, this is the third inflation busting pay rise in a row. This is in addition to the Agenda for Change multi-year pay deal, which continues to benefit more than one million NHS workers, including nurses. NHS non-medical staff have already received a pay uplift for 2020/21 under the terms of this deal. The reforms have seen the starting salary for a newly qualified nurse rise to £24,907 in 2020/21, 12.6 per cent higher than 2017/18.

I hope this is helpful. If you have any questions about this reply, please email [public.enquiries@hmtreasury.gov.uk](mailto:public.enquiries@hmtreasury.gov.uk) quoting reference MC2020/35064.

Yours sincerely,

Max Kirby

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