



Department  
of Health &  
Social Care

*From Maria Caulfield MP  
Minister of State for Health*

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The Rt Hon Sir George Howarth MP  
By email to: [george.howarth.mp@parliament.uk](mailto:george.howarth.mp@parliament.uk)

11 August 2022

Dear Sir George,

Thank you for your correspondence of 1 July on behalf of your constituent, , about public sector pay. Please accept my sincere apologies for the delay in replying.

Firstly, I would like to say that I hugely value and appreciate all our NHS staff. I am pleased that we have committed to giving NHS workers a pay rise this year, having given a three per cent rise last year when pay was frozen in the public sector, generally.

We asked the independent pay review bodies (PRBs) to provide recommendations for NHS staff pay increases for those not already in multi-year deals. The PRBs are made up of independent experts who carefully consider evidence submitted to them from a range of stakeholders, including Government, NHS system partners and trades unions, alongside factors including cost of living, inflation and value for the taxpayer. The PRBs also have to consider recruitment, retention and staff morale.

The independent NHS PRB for Agenda for Change (AfC) staff, including nurses, recommended a £1,400 consolidated uplift for all AfC staff to their full-time equivalent salary, enhanced for the pay points at the top of band 6 and all pay points in band 7 so that it is equal to a four per cent uplift. We have now accepted its recommendations in full and will backdate all pay awards to April 2022.

As a result of this investment, over one million NHS staff, including almost all non-medical NHS staff in the hospital and community health service sector, will benefit from a basic pay rise of at least £1,400, which will be prorated for those working part time. This means that, compared with 2021/22 pay scales, the lowest earners, such as porters and cleaners, will see a 9.3 per cent increase in their basic pay this year.

The Review Body on Doctors' and Dentists' Remuneration (DDRB) recommended a uniform 4.5 per cent pay uplift for medical staff within their remit this year. The DDRB was not asked to make a pay recommendation for doctors and dentists in training, contractor general medical practitioners, or specialty doctors on the 2021 contract, as these workforce groups are in respective multi-year pay and contract reform deals. The Government has accepted the DDRB's recommendation in full.

Junior doctors are already in a pre-existing multi-year pay and contract reform deal and so the DDRB was not asked to make pay recommendations for this group, this year. The deal ends next year, which will be the right time to consider junior doctors' pay.

Alongside investment in pay, the deal has invested £90million to create a new higher pay point for the most experienced junior doctors, increase allowances for those working the most frequently at weekends, enhance eligibility for night shift pay, and create a £1,000-a-year allowance for junior doctors who work less than full time, to help them with the cost of training.

We also previously invested £10million to help deliver high-quality rest areas in every hospital. This is part of our commitment to the mental and physical wellbeing of all junior doctors.

This Government is committed to living within its means and delivering value for the taxpayer, and we are therefore reprioritising spending within existing departmental funding while minimising the impact on frontline services.

The most detailed and up-to-date information about this matter will always be posted online at [www.gov.uk](http://www.gov.uk), and the Secretary of State's announcement can be found at [www.gov.uk/government/news/nhs-staff-to-receive-pay-rise](http://www.gov.uk/government/news/nhs-staff-to-receive-pay-rise).

I hope this reply is helpful.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Maria', with a stylized flourish above the name.

**MARIA CAULFIELD MP**