



Department
of Health &
Social Care

From Will Quince MP
Minister of State for Health and Secondary Care

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The Rt Hon Sir George Howarth MP
By email to: george.howarth.mp@parliament.uk

27 January 2023

Dear Sir George,

Thank you for your correspondence of 22 December on behalf of your constituent, _____, about NHS pay. I apologise for the delay in replying.

I am grateful to you for raising _____ concerns.

Firstly, I would like to say that we hugely value and appreciate all our NHS staff. The Government understands the significant challenges faced by all households as a result of inflation.

We are committed to giving NHS staff a pay rise and 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 the Government, NHS system partners and trade unions, alongside factors including cost of living, inflation and value for the taxpayer. The PRBs also have to consider recruitment, retention and staff morale. As the PRBs are independent, we were unable to pre-empt their recommendations.

The NHS PRB for Agenda for Change (AfC) staff 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 the PRB's recommendations in full and will backdate all pay awards to April 2022.

As a result of our investment, over one million NHS staff, including nurses, ambulance staff and almost all non-medical NHS staff in hospitals and community health services, have benefitted from a basic pay rise of at least £1,400, which was prorated for those working part-time. This means that, compared with 2021/22, the lowest earners, such as porters and cleaners, have seen a 9.3 per cent increase in their basic pay in 2022/23.

The Review Body on Doctors' and Dentists' Remuneration (DDRB) recommended a uniform 4.5 per cent pay uplift for medical staff within its remit in 2022/23, and we have accepted the DDRB's recommendations in full. 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 are in respective multi-year pay and contract reform deals.

Junior doctors are in a pre-existing multi-year pay and contract reform deal that ends in March, so the DDRB was not asked to make pay recommendations for junior doctors during the course of the current deal. We have now commenced the 2023/24 pay round and invited the DDRB to make recommendations on an annual pay award for all doctors and dentists not in multi-year deals, including junior doctors.

Alongside investment in pay, the deal has provided £90 million 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.

The total reward is not just about pay and includes access to the NHS Pension Scheme, which is one of the best schemes available. This is alongside a generous annual leave allowance and many additional benefits, such as support for learning, development and career progression. The range of benefits available to NHS staff exceeds that which is available in many other sectors. For example, non-basic pay accounts for over 30 per cent of the total reward for some NHS staff groups, compared to 12-17 per cent in comparable private sector occupations.

This Government is committed to acting 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 can be found at www.gov.uk by searching for 'NHS staff to receive pay rise'.

Please be assured that I am acutely aware of the understandable concerns of those working in the NHS during this period of high inflation and will do all I can to mitigate that, within the limits of the budgets we have and the Government's broader need not to add or lengthen inflation, knowing the hardship that it brings.

I hope this reply is helpful.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Will Quince', written in a cursive style.

**WILL QUINCE MP
MINISTER OF STATE**