



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](mailto:george.howarth.mp@parliament.uk)

7 September 2023

Dear Sir George,

Thank you for your correspondence of 25 August on behalf of your constituent,  
, about consultants' pay.

I appreciate your concerns, particularly in light of their experiences on the front line during the pandemic.

I would firstly like to say how much we value the work that consultants do in delivering world-class care, and we are very grateful for their hard work throughout the pandemic.

All NHS staff worked tirelessly to provide lifesaving care to patients around the clock and I recognise the personal sacrifices that come along with that. I would like to reassure you and your constituent that I am fully committed to supporting NHS staff and investing in the workforce.

We have now accepted the Review Body on Doctors' and Dentists' Remuneration's recommendations in full, which means consultants will have their pay scales uplifted by six per cent this year. This raises expected average annual earnings to around £134,000, which includes earnings such as additional programmed activities, clinical impact awards and on-call payments.

This is in addition to the new pension tax measures announced at the budget. In response to calls from the British Medical Association (BMA), we have reformed the pension tax rules, meaning consultants can increase their tax-free pension savings to £60,000 a year. Consultants are also eligible to apply for additional financial awards worth up to £40,000 a year through the national Clinical Impact Awards scheme. All these measures add up to a very generous reward package.

It is disappointing that the BMA is continuing with disruptive industrial action. We will only continue pay negotiations with the BMA on the condition that strikes are paused while talks take place. The Prime Minister has been clear that we will not talk about pay for this year

and that no amount of strike action will change that decision. We urge those unions still in dispute with the Government to end their strikes immediately.

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**