

The voice of frontline doctors

Doctors' Association UK
1-2-1 The Barracks
Lancashire, LA1 4XQ
press@dauk.org
www.dauk.org

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FOR IMMEDIATE RELEASE

DOCTORS' ASSOCIATION UK condemns Govt recommendations regarding pay for NHS staff

Many NHS staff finished another exhausting hospital shift this week to devastating news regarding the government's recommendations for NHS staff pay. This represents an unconscionable affront to frontline NHS staff in all roles who have endured a year of torment working without adequate PPE, worrying about risks to their own health and mourning the death of colleagues.

It should be noted that higher pay rises (2.1%) were previously promised by the NHS Long Term Plan prior to COVID. The Chancellor vowed to give the NHS "whatever it needs" to tackle the coronavirus crisis (March 8th 2020). The latest recommendation of a pay rise of 1% therefore represents a conscious policy choice to insult NHS staff rather than that of economic reality and ignores a decade of real terms pay cuts (see figures at end of document from independent research from The Nuffield Trust and The Health Foundation) which has seen pay cut by £600 per employee over the last decade.

Dr Kaveri Jalundhwala, Vice-Chair Doctors' Association UK said:

The Prime Minister has previously told NHS staff that, "We owe you more than words can say" for their work during the COVID-19 pandemic. Now he must back up his rhetoric with action and act to pay NHS staff what they deserve after the last year of hell. If he fails to do so, it will be clear to the public that his priority is not the NHS.

A newly qualified nurse starting in 2020-21 would be earning about 3% less than one who started in 2010-11, once we account for inflation and the impact of pay freezes and caps. This is simply unacceptable. This isn't a media story for the government to spin. This isn't an election to score political points. These are livelihoods of exhausted NHS staff who have risked their lives to protect, treat and vaccinate the country in the midst of an unprecedented pandemic.

The Doctors' Association challenges the government to explain to the country how it is morally or economically justifiable to cut the real-terms pay of staff that saved the life of the Prime

Minister in the last year, while paying £7000 a day to management consultants for the outsourced test and trace program.

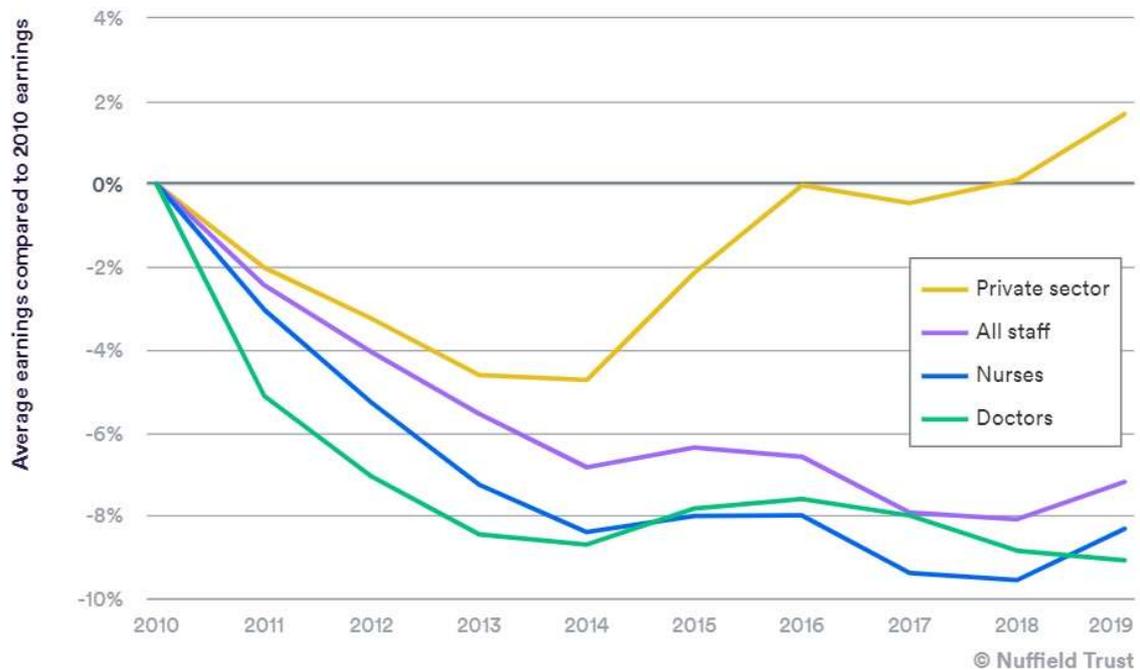
Frontline staff are already shell shocked and considering if they want to keep working in the NHS after the betrayals they have experienced in the last year and previously. This latest knife in the back may represent an insurmountable barrier to staff retainment and worsening NHS staff vacancies which already stand at over 100,000.

The NHS is facing a retention crisis, and this recommendation of 1% maybe the final nail in the coffin.

Pay compared to 2010 earnings in real terms

29/07/2020

Chart

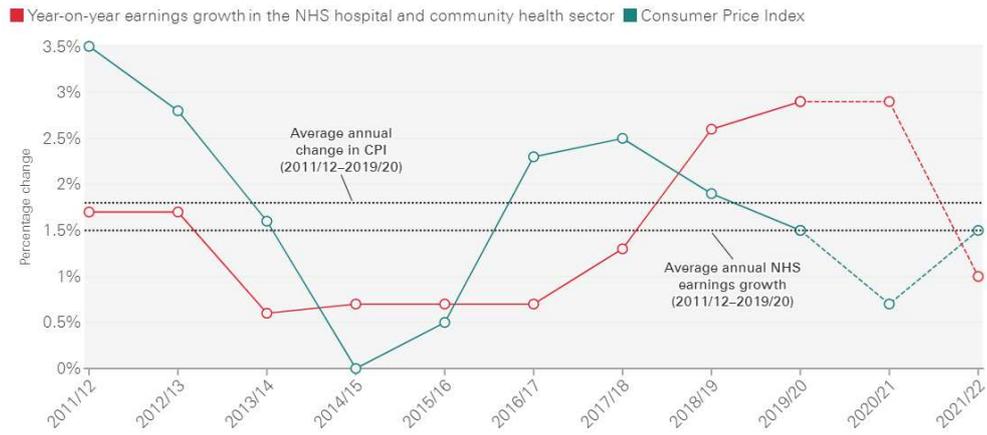


Note: Based on consumer price index (CPI).

Source: Nuffield Trust analysis of NHS Digital and ONS data.

At the start of the pandemic, NHS earnings had fallen in real terms by 2% over the last decade – over £600 per employee 1/1

Average annual earnings growth (NHS hospital and community health sector) and CPI, 2011/12–2019/20 and projections for 2020/21–2021/22



REAL Centre

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Source: NHS Digital earnings data, ONS CPI data, OBR Economic and Fiscal Outlook (3 March 2021), DHSC evidence submission to NHS Pay Review Body (4 March 2021). * Estimates for 2020/21 and 2021/22 are projections. HCHS average annual earnings estimates per person based on NHS Digital earnings for the 12 months to the end of March each year to 2019/20, CPI estimate for March used for each year from 2011/12 to 2019/20 but CPI estimate for January used for 2020/21 as that is the latest available and CPI estimate for 2021/22 based on OBR forecast at Budget 2021, projected earnings growth for 2020/21 assumed to be equal to that in 2019/20 and projected earnings growth for 2021/22 based on DHSC evidence submission to NHS Pay Review Body (4 March 2021), excluding staff earning £24,000 or less per year on an FTE basis, who were guaranteed a pay rise of at least £250 at the Spending Review 2020.

CONTACT
Press@dauk.org

¹The Doctors' Association UK (DAUK) is a professional association for UK doctors. Run by frontline NHS doctors, DAUK campaigns for patients and the NHS as well as advocating for the medical profession.