



Office of Manpower Economics

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April 20 2016

Ref No: DDRB/01-16/04

Thank you for your email of 8th April 2016 where you requested the following information:

- 1) A copy of any correspondence between the Review Body on Doctor's and Dentist's Remuneration with HM Treasury and the Department of Health during the last 12 months.**

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- know whether we hold the information you require
- be provided with that information (subject to any exemptions under the Act which may apply).

I can confirm that the Department holds the information you have requested. The information you requested is attached:

- Letter dated 12/02/2015 from Paul Curran (DDRB chair) to Jeremy Hunt, relating to DDRB 43rd report
- Letter dated Curran14/07/2015 from Paul Curran to Jeremy Hunt in relation to letter accompanying report on contract reform.
- Joint letter dated 26/05/2015 from Jerry Cope (NHSPRB chair) and Paul Curran to Jeremy Hunt on Kings Fund report on NHS workforce planning.

Please note that this information will be published on our Freedom of Information disclosure log
Your personal details will be removed from the published response.

Appeals Procedure

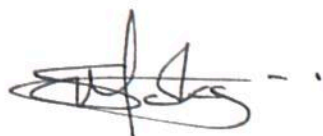
If you are unhappy with the way the Office of Manpower Economics has handled your request you may ask for an internal review. You should contact Steven Mokogwu (steven.mokogwu@bis.gsi.gov.uk) at the Office of Manpower Economics if you wish to complain.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Please remember to quote the reference number above in any future communications.

The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Steven Mokogwu', with a horizontal line extending to the right.

Steven Mokogwu
Office of Manpower Economics
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Email:

The Rt Hon Jeremy Hunt MP
Secretary of State
Department of Health
Richmond House
79 Whitehall
London SW1A 2NS

14 July 2015

Dear Secretary of State,

REVIEW BODY ON DOCTORS' AND DENTISTS' REMUNERATION: CONTRACT REFORM FOR CONSULTANTS AND DOCTORS AND DENTISTS IN TRAINING – SUPPORTING HEALTHCARE SEVEN DAYS A WEEK

The Review Body on Doctors' and Dentists' Remuneration (DDRb) was asked last autumn to provide recommendations on contract reform for doctors and dentists in hospital training and observations on contract proposals for consultants, to help deliver services to patients across the whole week. Our report is attached.

For doctors and dentists in training, we endorse the contract proposals, including the end of automatic pay progression. Our report notes that there are some issues that we consider the parties will need to consider further, such as the detailed pay points and rates for unsocial hours working. However, the parties should be able to progress to early implementation of the new contractual arrangements.

For consultants, our observations are that the core principles look right, but also that key details are not yet in place. We endorse the removal of the 'opt-out' clause and consider that the consultant contract should support patient care at weekends as a point of principle. We also think that basic pay 'spot rates' based on recognised stages of a consultant career are reasonable, although we would want to see the actual rates rooted in a robust consideration of the effects on recruitment, retention and motivation. Our report sets out our detailed thinking on the range of proposals put to us. We suggest that the parties could consider whether different elements of the consultants' pay system could be progressed at different speeds, but all within a timetable of 6 to 12 months.

Both sets of proposed contract arrangements require trust and confidence-building. I hope that our report can provide a basis for the parties to find a negotiated solution to deliver what could and should be achievable in the interests of everyone with a stake in the NHS.

I enclose a copy of the covering letter sent to the Prime Minister. I am writing in similar terms to the First Ministers in the Governments for Wales, Scotland and Northern Ireland. I am also copying this letter to Lord David Prior as Minister responsible for NHS workforce issues.

Professor Paul Curran
Chair, DDRb



The Rt Hon Jeremy Hunt MP
Secretary of State
Department of Health
Richmond House
79 Whitehall
London SW1A 2NS

26 May 2015

Dear Secretary of State,

KING'S FUND REPORT ON NHS WORKFORCE PLANNING

We are writing as chairs of the NHS Pay Review Body and the Review Body on Doctors' and Dentists' Remuneration (DDRB) to give our perspective on the recent report from the King's Fund on *Workforce Planning in the NHS* (published 29th April).

As you would expect, the Review Bodies are very interested in the availability of good, up-to-date NHS workforce data. Such data are essential if we are to make well-evidenced recommendations on how pay and reward can best support NHS policy priorities; most notably, improving services for patients. We have made recommendations on this subject in all our recent reports, most recently as follows from 2014 for the NHS Pay Review Body:

The parties should take urgent steps to provide data on both long-term and short-term vacancies, to be available for consideration for our next review. We would expect the data available to allow us to identify whether there are any current and/or developing problems in specific geographies or sustained shortages in specific occupations;

and from 2015 for DDRB:

We urge the four Health Departments to prioritise the publication of vacancy statistics. Vacancy data are fundamental to our being able to fulfil our role as set out in our terms of reference.

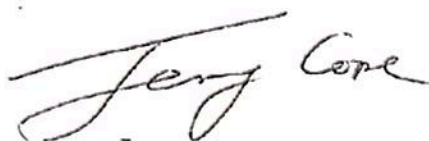
From our experience over several years, we would strongly endorse the concerns raised in the King's Fund Report. Our previous reports have set out our detailed data requirements. There are serious information gaps in key areas such as reliable workforce data for primary care doctors, short and long term vacancy rates, the use of bank and agency staff, locums and the monitoring of training places and quality of new recruits. This means that neither DH, nor its key partners such as NHS England or Health Education England, are able to give us an informed view to identify where problems exist. Hence they cannot offer suggestions about the targeting of resources. The increasing plurality of NHS providers appears to be putting extra strain on the systems that do exist.

We recognise that the DH and NHS have a heavy agenda, and that it is easy to give a lower priority to the nuts-and-bolts business of collecting and monitoring workforce information. However, given the huge investment that the NHS makes in its people, and

the high proportion of its total spending that goes on pay, we believe that getting this information is key to securing value for money and improved services for patients.

We do hope that the department will be able to report some progress on this area in their evidence for the next pay round.

We are copying this letter to Lord David Prior, with whom we look forward to working in his new role as Minister responsible for NHS workforce issues.

Handwritten signature of Jerry Cope in black ink.

Jerry Cope
Chair, NHS Pay Review Body

Handwritten signature of Professor Paul Curran in black ink.

Professor Paul Curran
Chair, DDRB



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The Rt Hon Jeremy Hunt MP
Secretary of State
Department of Health
Richmond House
79 Whitehall
London SW1A 2NS

12 February 2015

Dear Secretary of State,

REVIEW BODY ON DOCTORS' AND DENTISTS' REMUNERATION – FORTY-THIRD REPORT 2015

Please find attached our Forty-Third Report. Our central recommendations in 2015-16 are for an increase in pay, net of expenses, of 1 per cent for independent contractor general medical practitioners and general dental practitioners. We have arrived at our conclusions following detailed consideration of all of the evidence received, both written and oral, alongside our own analysis, covering all aspects of our remit. Our Report sets out the evidence that led us to our conclusions, including public sector pay policy, affordability, the evidence on recruitment and retention, and the expectations and motivation of staff.

We particularly welcomed the opportunity to discuss issues with the Parliamentary Under Secretary of State for Quality, The Rt Hon Earl Howe, and your officials during oral evidence. This helped to formulate our views on many issues.

I attach copies of the covering letters sent to the Prime Minister, Deputy Prime Minister and Ministers in the Governments for Wales, Scotland and Northern Ireland.

Professor Paul Curran
Chair, Review Body on Doctors' and Dentists' Remuneration



