

# Doctors' and Dentists' Review Body Key Findings

To find out more, view our full report

[www.gov.uk/ome](http://www.gov.uk/ome)

#DDRB

## Pay and Economic Considerations

There is a continuing, though diminishing, case for 1 per cent this year, if this enables more staff to join the service to alleviate workload pressures.

Paragraph 9.40

The total paybill for hospital medical staff in England in 2015-16 increased by **2.2%**

Department of Health



We recommend a **1%**

uplift to national salary scales of doctors and dentists, and for independent contractors net of expenses

In England, staff in the remit group have median earnings of:

- £111,519** Consultant\*
- £99,100** Providing-performer dentist†
- £97,600** Independent contractor GP†
- £53,292** Registrars\*
- £29,625** First year foundation doctor\*

Inflation has reduced the real-term value of a consultant's earnings by between **14%** and **17%** compared to 2007

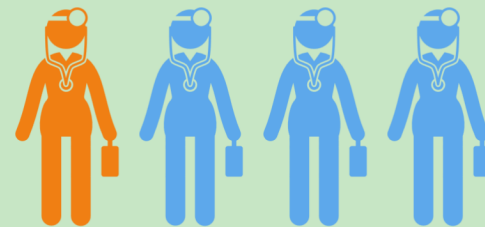


OME analysis of NHS Digital, and ONS

The top 2% of earners in the UK earned over\*

**£104,822**

NHS Digital and ONS



1 in 4 consultants in England and Wales received a clinical excellence award of at least £11,828 each year



\*Total earnings in 2015-16 by headcount † Income before tax in 2014-15 by headcount

ACCA

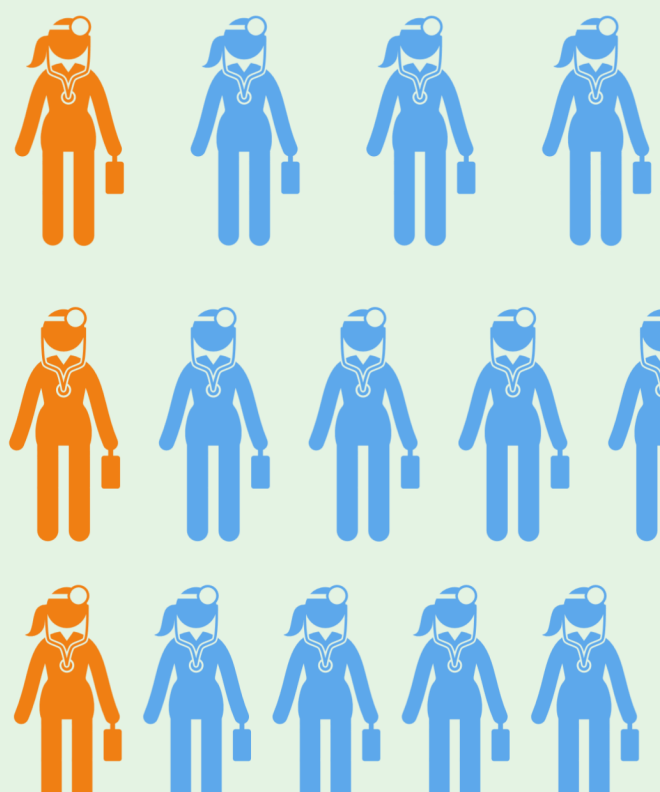
In 2017, our main recommendations were fully accepted in England and Wales, and accepted in Scotland with the exception of the increase in value of distinction awards and discretionary points for consultants. The Northern Ireland Executive has not yet responded to our recommendations.

Responses correct as of 19/04/2017

**55%**

of medical and dental staff in England, were satisfied with levels of pay

NHS Staff Surveys (2015)



Just under 1 in 4 dentists in England and Wales thought their pay was fair

## Motivation

This fell to less than 1 in 5 in Scotland

And just over 1 in 8 in Northern Ireland

NHS Digital

NHS Digital

**24%**

of hospital medical staff in England felt that they did not have adequate materials, supplies or equipment to do the job properly

NHS Staff Surveys (2015)



Low response rates to NHS staff surveys can decrease the accuracy of the results

they were highest in England at

**41%**

**8 in 10**

hospital medical and dental staff in England felt enthusiastic about their jobs



NHS Staff Surveys

Generation Y refers to those born between 1980 and 2000. Their working patterns and preferences are different from those of previous generations and planners need to react to this

## Generation Y

Value work-life balance

Have an appetite for international experience

Expect rapid career progression and variety

PWC

**57%** of new medical and **61%** of new dental students are female

UCAS

**67%** (2012) and **50%** (2016) Continuing. %

Continuing. %

Fewer second year foundation doctors are continuing straight into training

The Foundation Programme

**99%** of doctors and dentists were in work or study, six months after graduation

Compared to an average of **90%** across all subject areas

HESA

By **2020**, almost half of the global workforce will be Generation Y

PWC

## Specialty and Associate Specialists

**59%**

of SAS doctors identified themselves as being Black, Asian or an Ethnic Minority

NHS Digital

**46%**

of SAS doctors felt that they were not valued by their organisations

NHS Staff Surveys 2015

**1 in 3** felt dissatisfied with their pay

NHS Staff Surveys 2015

The remit group is changing, with a growth in the number of female doctors and dentists and a shift towards salaried GPs and performer-only dentists.

## GPs and Dentists

**62%** (2006-07)

**86%** (2014-15)

English dentists, %

There has been a large increase in the proportion of dentists that are performer-only

NHS England

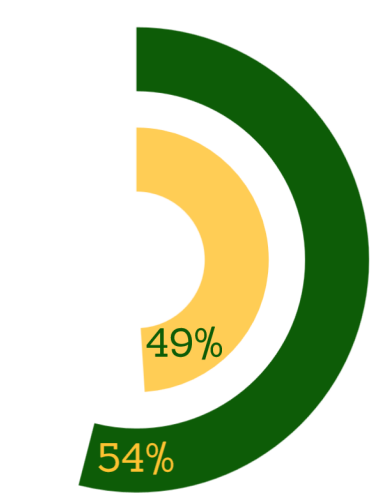
Over **90%** of female dentists chose to be performer-only

NHS Digital

Overall GP job satisfaction decreased to **4.1** out of **7** in 2015, from **4.5** in 2012

GP Worklife Survey

Women accounted for over half of the GP headcount but less than half of the FTE workforce



BMA

## International

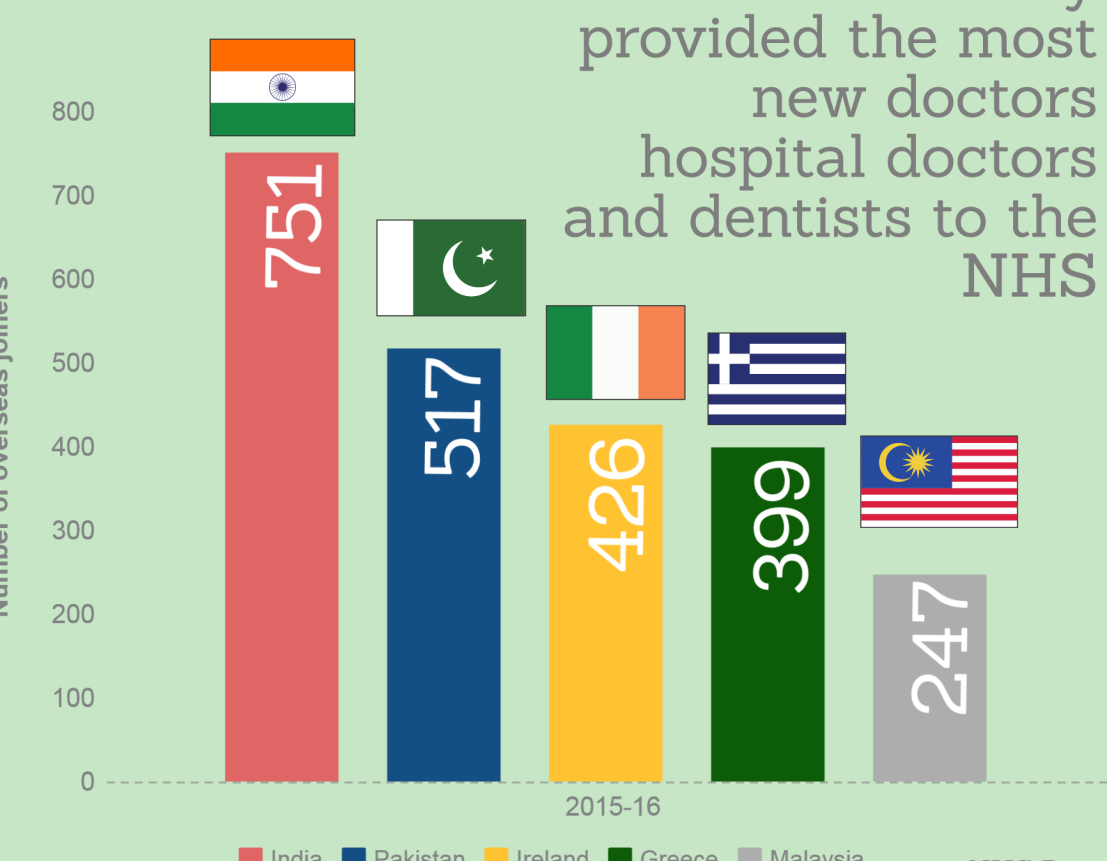
Since 2012-13 India consistently provided the most new doctors hospital doctors and dentists to the NHS

**40%** of international medical joiners entered the NHS as registrars in 2015-16

NHS Digital

**17%** of dentists qualified in the EU

BDA



NHS Digital

**1 in 4** consultants had an overseas nationality

NHS Digital

About half of SAS grade doctors had an overseas nationality

NHS Digital

Problems remain in recruiting into some specialties and locations

## Recruitment and Retention

Around **10** applications per acceptance for pre-clinical dentistry courses in 2015

UCAS

Consultant shortfall was higher in the **North** than the **South** of England

**9%** vs **5%**

Health Education England

Accident and emergency had the highest average shortfall of **13%** in 2015

Health Education England

## The Review Body

The Review Body reports to all four governments of the United Kingdom on the remuneration of doctors and dentists taking any part in the National Health Service

### Remit Group

**208,936**

**171,803** in England

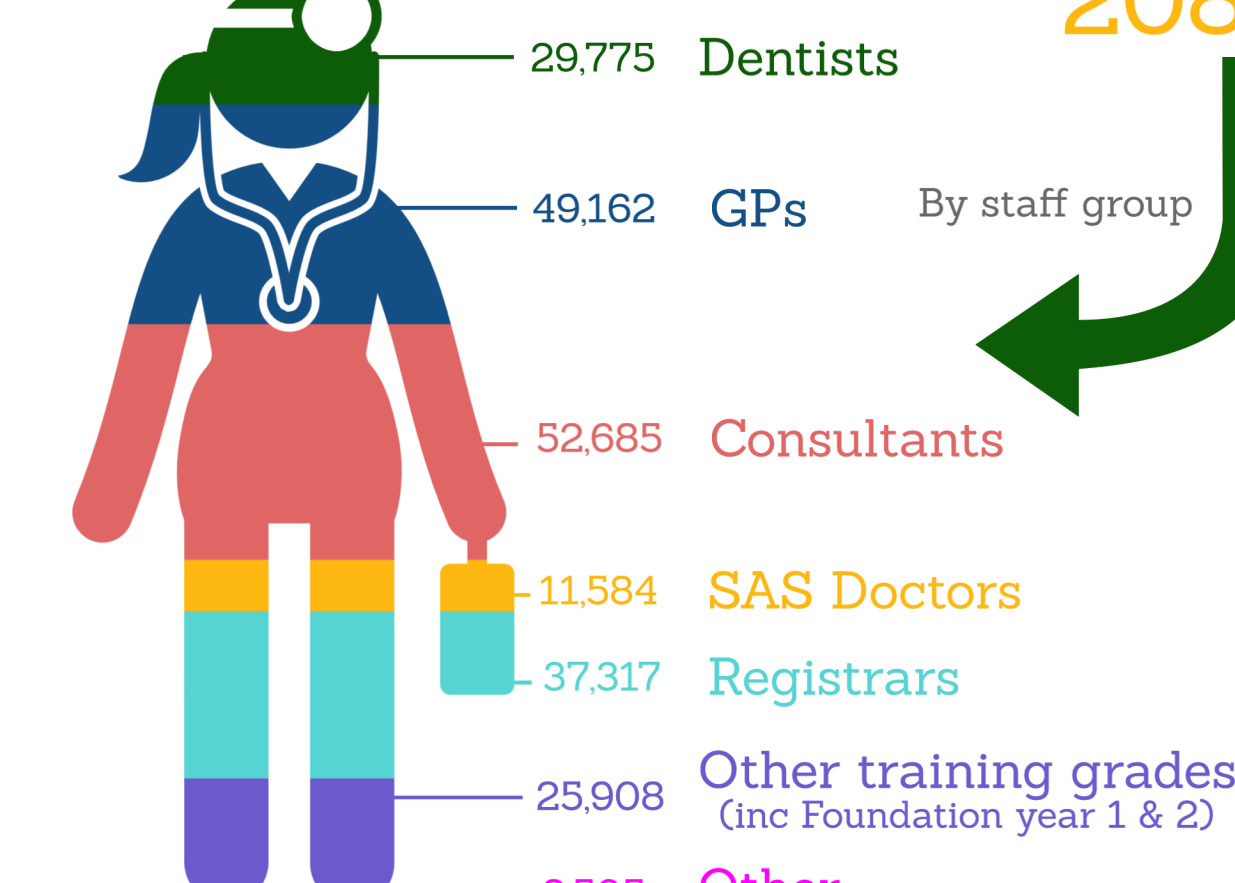
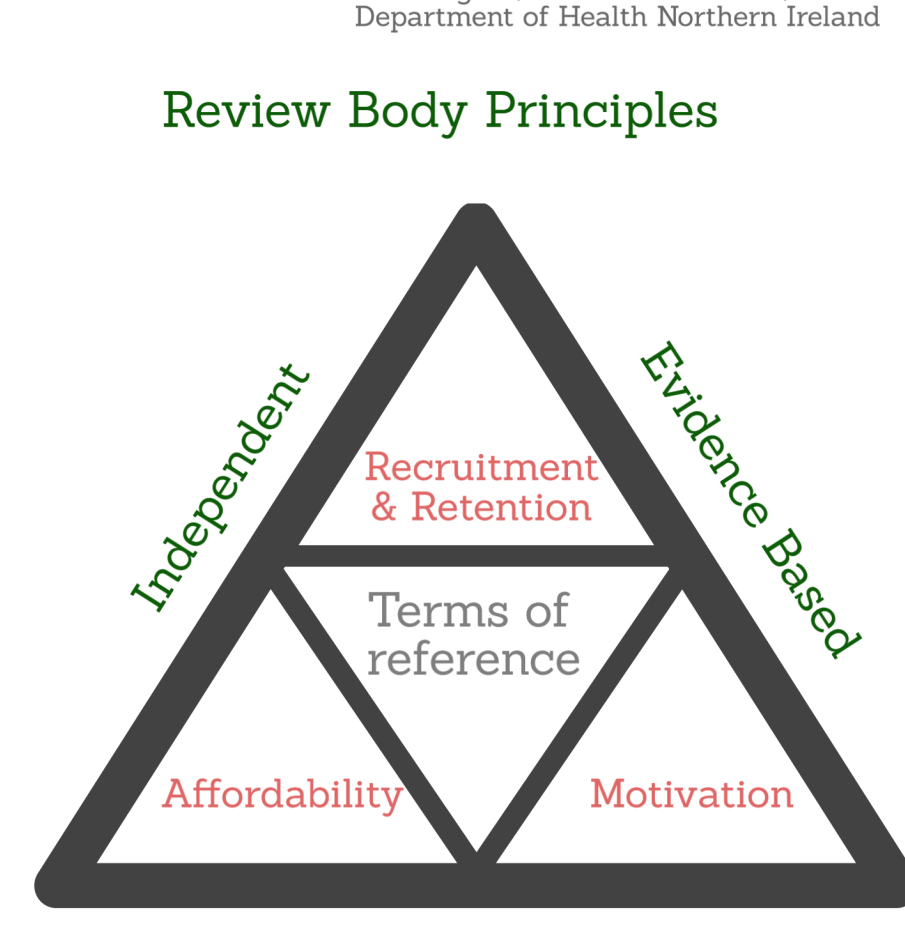
**21,007** in Scotland

**9,850** in Wales

**6,276** in Northern Ireland

NHS Digital, Welsh Government, ISD Scotland, Department of Health Northern Ireland

### Review Body Principles



### Evidence Sources

- StatsWales, ISD Scotland, NHS Digital, BMA, Northern Ireland Statistics and Research Agency, Northern Ireland Executive, Association of Dental Groups, UCAS, NHS England, The Scottish Government, BDA, Welsh Government, Ulywodraeth Cymru, Office for National Statistics, Department of Health, NHS Improvement, mydentist, Health Education England

To find out more, read DDRB's 45th report

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