



Department  
of Health &  
Social Care

*From the Rt Hon Matt Hancock MP  
Secretary of State for Health and Social Care*

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Professor Sir Paul Curran

Chair Review Body on Doctors' and Dentists' Remuneration  
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21 November 2018

Dear Professor Curran,

I am writing firstly to express my thanks for your valuable work on the 2018-19 pay round. As you know, the government, had to make some difficult decisions on the awards for 2018-19 against the budgeted one per cent. We did so informed by your considered recommendations on targeting pay and taking into account affordability and the prioritising of patient care.

I write now to formally commence the 2019-20 pay round.

The NHS Long Term Plan and the 2019 Spending Review - on which NHS England will provide written evidence - provide the context for the long-term funding of the NHS. The affordability of pay recommendations will have to be considered within the context of NHS England's affordability assumptions in the Long Term Plan, and the importance of making planned workforce growth affordable. Given the NHS budget is now set for the next five years, there is a direct trade-off between pay and staff numbers and our evidence, and that from NHS England, will set out the balance. The evidence that I will provide in the coming months will also support you in your consideration of affordability and I request that you describe in your final report what steps you have taken to take account of affordability and need for workforce growth and improved productivity. Pay awards will also be considered in the context of planned workforce reform and productivity improvements, which we will cover in our evidence.

I am also seeking your views on the targeting of available funds in pay in 2019-20 to ensure recruitment and retention pressures are properly addressed, and ask that you outline what consideration you have given to targeting in your final report.

You are invited to make recommendations in relation to doctors and dentists in training about targeting funding to support productivity and recruitment and retention. We would like you to consider how resources might be targeted, including through the existing mechanisms of the flexible pay premia in the contract for doctors and dentists in training and taking account of views from Health Education England on hard-to-fill training programmes.

In relation to the future remuneration of consultants, I have asked NHS Employers to continue exploratory talks with the BMA with a view to reaching a multi-year agreement incorporating contract reform. At present, it seems unlikely that these talks will bear fruit. I am therefore asking you for recommendations in relation to consultants, asking you to consider targeting of pay including to support increased productivity.

I am asking also for your recommendations on Specialty Doctors and Associate Specialists, and our evidence will update you on our approach to a review of the salary structure for these grades as proposed in your 46<sup>th</sup> Report.

In considering remuneration for General Medical Practitioners, we wish to make the Review Body aware that NHS England are shortly due to begin formal negotiations to reach agreement on a new primary care contract. As I have set out, we are aspiring to negotiate a multi-year agreement on proposed reforms in primary care which will lead to enhanced resources going into primary care.

We invite you to make recommendations as usual for General Dental Practitioners.

As always, whilst your remit covers the whole of the United Kingdom, it is for each administration to make its own decisions on its approach to this year's pay round and to communicate this to you directly.

We would welcome your report by week commencing 6 May 2019.

Yours ever,



**MATT HANCOCK**