



T: 0300 244 4000  
E: scottish.ministers@gov.scot

Professor Sir Paul Curran  
Chair  
Review Body on Doctors' and Dentists'  
Remuneration  
Office of Manpower Economics  
8th Floor  
Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

9<sup>th</sup> January 2019

Dear Professor Curran

I am writing to inform you of the approach we are taking regarding Scotland's remit and evidence for employed doctors and dentists for the 2019 pay round.

The Cabinet Secretary for Finance and the Constitution announced the Scottish Government's Public Sector Pay Policy for 2019-20 on 12 December 2018 as part of his draft budget announcements. A copy of the policy is available [here](#). The main features of this policy are:

- providing a guaranteed minimum increase of 3 per cent for public sector workers who earn £36,500 or less;
- a limit of up to 2 per cent on the increase in baseline paybill for those earning above £36,500 and below £80,000;
- limiting the maximum pay increase for those earning £80,000 or more to £1,600;
- a cash underpin of up to £750 for those employees who earn less than £25,000
- continuing the policy commitment to No Compulsory Redundancy.

It also continues to provide the flexibility for employers to consider using up to 1 per cent of paybill savings on baseline salaries for; non-consolidated payments amounting to no more than 1 per cent of salary, but only for employees already on the maximum of their pay range (who no longer benefit from progression) or on spot rates; and other affordable and sustainable changes to their existing pay and grading structures where there is clear evidence of equality issues.

In setting out this policy the Scottish Government has also explicitly recognised the role that the DDRB will have in determining the final outcome and the need to ensure that our health service staff are treated at least as fairly as those in any of the UK nations.

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Considerations around pay by Scottish Ministers need be informed by this policy and the Budget approved by the Scottish Parliament. This is still at the first stage of progression through Parliament. I will therefore look to submit detailed evidence in the New Year. We recognise the potential impact this will have on the timetable for this year. Be assured that the Scottish Government continues to value the independent voice which the Review Body offers on doctors' and dentists' pay and that my officials will keep you informed as we take this matter forward with a view to submitting evidence as soon as is feasible.

Copies of this letter will be sent to the Secretary of State for Health and the respective Ministers in the devolved administrations as well as representatives of the Staff Side and NHS employers.



**JEANE FREEMAN**

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