

Professor Sir Paul Curran
Chair
Review Body on Doctors' and Dentists' Remuneration
Office of Manpower Economics

By Email.

7 February 2019



Further to my letter of 9 January 2019, I am now writing to formally set out our remit for the Doctors' and Dentists' Review Body (DDRB) for 2019-20.

As you are aware, the Cabinet Secretary for Finance, Economy and Fair Work announced the draft Scottish Public Sector Pay Policy (SPSPP) for 2019-20 on 12 December 2018. I am pleased to be able to report that the SPSPP was agreed in Parliament on 31 January 2019 and the main features remain unchanged:

- 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 for those earning above £36,500 and below £80,000;
- a flat increase for those earning £80,000 or more of £1,600;
- continuing the policy commitment to No Compulsory Redundancy.

The SPSPP also continues to provide the flexibility for employers to consider:

- using up to 1 per cent of paybill savings on baseline salaries for additional non-consolidated payments for employees already on the maximum of their pay range (who no longer benefit from progression) or on spot rates; and
- a cash underpin of up to £750 for those employees who earn less than £25,000
- other affordable and sustainable changes to their existing pay and grading structures where there is clear evidence of inequality issues.

It will be necessary to consider the affordability of the Recommendations from the DDRB within the confines of the SPSPP set for 2019-20.

Although we are seeking Recommendations from the DDRB on a pay uplift for one year only (2019-20), it will be necessary to consider these in the context of our longer term vision on:

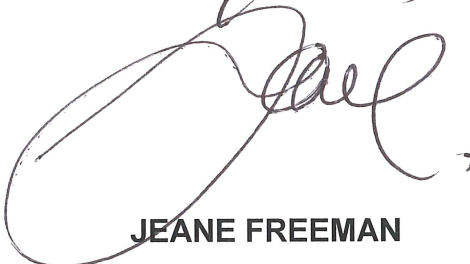
- retention and recruitment of medical and dental staff in NHS Scotland
- increasing staff morale and ensuring staff in our health service feel valued as employees
- ensuring all medical and dental staff receive appropriate support to carry out their roles and responsibilities
- ensuring improved productivity and efficiency of our health service

Whilst it would not be particularly helpful for the DDRB to recommend different uplifts for different staff groups in NHS Scotland per se, it would be helpful if the Recommendations set out how limited financial resources could be targeted more effectively to address the issues above.

For General Medical Practitioners (GMPs) we are only seeking a recommendation on the pay element. We are in the process of agreeing a separate expenses exercise with the Scottish General Practitioners Committee of the BMA which will help inform our discussions on expenses.

For General Dental Practitioners (GDPs) we are once again seeking a recommendation on the pay element only. We are also intending to conduct a separate expenses exercise which, depending on the level of information received, will help to inform any discussions on expenses with BDA Scotland.

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.

Kind regards

JEANE FREEMAN

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