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Mr Christopher Pilgrim (Chair)
Review Body on Doctors' and Dentists'
Remuneration
Office of Manpower Economics

By Email.

25 February 2020

Further to my letter of 27 January, I am now writing to formally set out our remit for the Doctors' and Dentists' Review Body (DDRB) for 2020-21.

It will be necessary to consider the affordability of the recommendations from the DDRB within the confines of the Scottish Public Sector Pay Policy (SPSPP) set for 2020-21 announced in the Scottish Parliament on 6 February 2020. A copy of the draft Budget is available [here](#), this is subject to parliament approval. The main features of the SPSPP are:

- providing a guaranteed basic pay increase of 3 per cent for public sector workers who earn below £80,000;
- continuing the requirement for employers to pay staff the real Living Wage, now set at £9.30 per hour;
- providing a guaranteed cash underpin of £750 for public sector workers who earn £25,000 or less
- limiting to £2,000 the maximum basic pay increase for those earning £80,000 or more
- allowing flexibilities for employers to use up to 0.5 per cent of pay bill savings on baseline salaries for addressing clearly evidenced equality issues in existing pay and grading structures.

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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:

- non-consolidated payments, 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 inequality issues.

It will be necessary to consider the affordability of the Recommendations from the DDRB within the confines of the SPSPP set for 2020-21.


Although we are seeking Recommendations from the DDRB on a pay uplift for one year only (2020-21), 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

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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