

The real terms (RPI) pay detriment experienced by junior doctors in England since 2008/09

The BMA's calculations show that pay awards¹ for junior doctors in England from 2008/09 to 2021/22 have delivered a real terms (RPI) pay cut of **26.1%**, even accounting for total investment secured through the multi-year pay deal (MYD) agreed in 2019.²

Table 1: Analysis of pay awards for junior doctors in England

Year	Pay Award ³	Cash terms uplift ⁴		RPI inflation ⁵	Real terms uplift ⁶	
		Index	Cash terms increase		Index	Real terms decrease
2008/09	Baseline	100.00	0.0%	Baseline	100.00	0.0%
2009/10	1.5%	101.50	1.5%	5.3%	96.35	-3.6%
2010/11	1.0%	102.52	2.5%	5.2%	92.50	-7.5%
2011/12	0.0%	102.52	2.5%	3.5%	89.41	-10.6%
2012/13	0.0%	102.52	2.5%	2.9%	86.90	-13.1%
2013/14	1.0%	103.54	3.5%	2.5%	85.64	-14.4%
2014/15	0.0%	103.54	3.5%	0.9%	84.88	-15.1%
2015/16	0.0%	103.54	3.5%	1.3%	83.77	-16.2%
2016/17	1.0% ⁷	104.58	4.6%	3.5%	81.74	-18.3%
2017/18	1.0%	105.62	5.6%	3.4%	79.87	-20.1%
2018/19	2.0% ⁸	107.73	7.7%	3.0%	79.06	-20.9%
2019/20	2.3% ⁹	110.21	10.2%	1.5%	79.66	-20.3%
2020/21	3.0%	113.52	13.5%	2.9%	79.74	-20.3%
2021/22	3.0%	116.92	16.9%	11.1%	73.91	-26.1%

1 <https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff>

2 https://www.nhsemployers.org/sites/default/files/media/Framework-Agreement-doctors-in-training_0.pdf

3 These are the basic pay awards for junior doctors in England, except where otherwise noted.

4 This generates a cash terms uplift index from the listed pay awards, converted into percentage change (e.g. for 2021/22, from 100.00 in 2008/09 (baseline) to 116.92 in 2021/22 is a 16.9% cash terms increase).

5 These are the RPI inflation rates at the end of each year (e.g. for 2021/22, 11.1% is the RPI inflation rate for 12 months to April 2022); <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23>

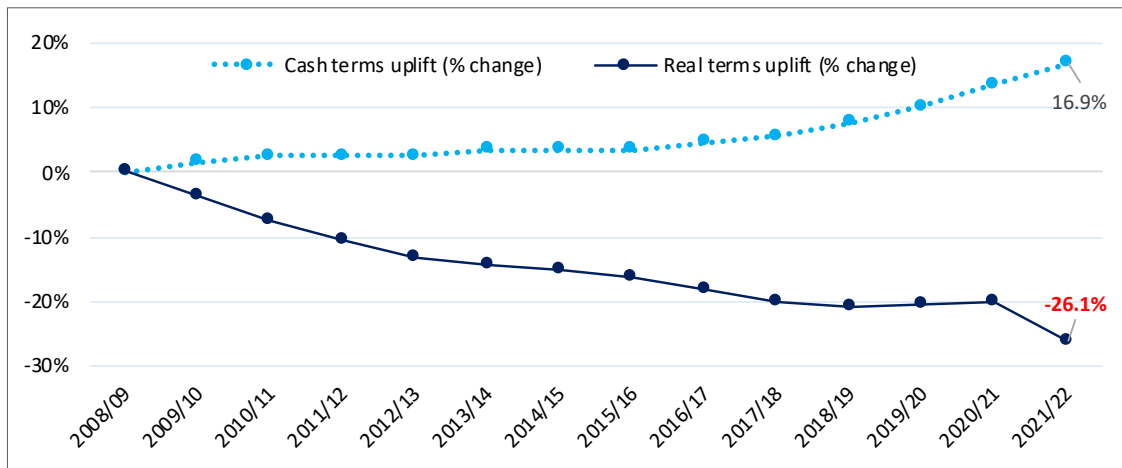
6 This adjusts the cash terms uplift index for RPI inflation (e.g. for 2021/22, $116.92 \times (\text{April 2009 RPI index} / \text{April 2022 RPI index}) = 73.91$), converted into percentage change (e.g. for 2021/22, from 100.00 in 2008/09 (baseline) to 73.91 in 2021/22 is a 26.1% real decline). Real terms decreases cannot be derived by simply adding or subtracting percentage changes. The RPI index for the inflation adjusted is available here: <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/chaw/mm23>

7 This is the basic pay award applied to the *Doctors and dentists in training (England) 2002 contract*; the *Doctors and dentists in training (England) 2016 contract* was also imposed during this year.

8 Although this basic pay award was only implemented from October 2018, pay scale values still ultimately increased by 2%; therefore the full pay award value is used.

9 The MYD secured a 2% basic pay award for the *Doctors and dentists in training (England) 2016 contract* for 2019/20 through 2022/23. Award values from 2019/20 onward reflect the total investment agreed (including to implement the new 5th nodal point), rather than the 2% basic pay award agreed for these years.



Figure 1: Real decline of pay awards for junior doctors in England

Methodologies that do not effectively characterise real terms (RPI) pay detriment for junior doctors since 2008/09

- **Estimated take-home pay erosion:** Last year, JDC published the estimated take-home pay erosion for the average junior doctor in England from 2008/09 to 2020/21. In the context of JDC's definitive call for Government to commit to restore junior doctor's pay to levels equivalent to 2008/09 (RPI) or risk industrial action, erosion of estimated take-home pay would introduce complexities due to the variation of circumstances that impact individuals' take-home pay.
- **Pay scale value erosion:** An alternative method could be to measure the erosion of pay scale values (or basic hourly rates calculated from pay scale values) from 2008/09 to 2021/22 against RPI inflation. However, this also does not work for junior doctors in England because contractual change means that frontloaded basic pay now forms a larger proportion of total pay than it did in 2008/09.