**Table 1 Pay scale awards matched to Governing Political Party**

|  |  |  |  |
| --- | --- | --- | --- |
| **Tax year** | **DDRB recommended** | **Awarded** | **Goverment party** |
| 2008/9 | 2.2% | 2.2% | Labour |
| 2009/10 | 1.5% | 1.5% |
| 20010/11 | Foundation house officers (1 and 2) and their equivalents (house officers and senior house officers) – 1.5 %; | 1.5% | Conservative Liberal Democrat Coalition |
| Staff grades and other training grades 1% | 1% |
| Consultants 0% | 0% |
| 2011/12 | Junior trainees No recommendation | **Pay freeze** |
| Staff Grades |
| Consultants |
| 2012/13 | Junior trainees No recomendation | **Pay freeze** |
| Staff Grades/ Registrars |
| Consultant |
| 2013/14 | 1% junior trainees | 1% |
| 1% Staff Grades |
| 1% Consultant |
| 2014/15 | 1% BUT unconsolidated for those on top of payscale | 1% BUT unconsolidated for those on top of payscale |
| FY | 1% |
| FY: top scale | 0% |
| SG | 1% |
| SG top scale | 0% |
| Consultant | 1% |
| Consultant top scale | 0% |
| 2015/16 | 1% BUT unconsolidated for those on top of pay scale | 1% BUT unconsolidated for those on top of payscale  FY | Conservative |
| FY | 1% |
| FY top scale | 0% |
| SG | 1% |
| SG top scale | 0% |
| Consultant | 1% |
| Consultant top scale | 0% |
| 2016/17 | FY | 1% |
| FY top scale |
| Staff Grade |
| Staff Grade top scale |
| Consultant |
| Consultant top scale |
| 2017/18 | FY | 1% |
| FY top scale |
| Staff Grade |
| Staff Grade top scale |
| Consultant |
| Consultant top scale |
| 2018/19 | FY | 2% |
| FY top scale |
| Staff Grade |
| Staff Grade top scale |
| Consultant |
| Consultant top scale |
|  |  |
| 2019/20 | FY | 2.5% |
| FY top scale |
| Staff Grade |
| Staff Grade top scale |
| Consultant |
| Consultant top scale |
| 2020/21 | FY | 2.8% |
|  | FY top scale |
|  | Staff Grade |
|  | Staff Grade top scale |
|  | Consultant |
|  | Consultant top scale |
| 2021/22 | FY | 3% plus an additional  1% non-consolidated. |
| FY top scale |
| Staff Grade | 3% plus an additional 0.5%  non-consolidated |
| Staff Grade Top Scale |
| Consultant |
| Consultant |
| 2022/23 | FY | 4.5% |
| FY top scale |
| Staff Grade |
| Staff Grade top scale |
| Consultant |
| Consultant top scale |
| 2023/24 | General 6%  For Doctors in training  6% plus £1,250  New contract SAS – 3% | 6% plus £1,250 |
| FY top scale |  |
| Staff Grade | 6% |  |
| Staff Grade top scale |  |
| Consultant |  |
| Consultant top scale |  |

**Table 2 pay recommendations and awards compared to annual inflation rate**

|  |  |  |  |
| --- | --- | --- | --- |
| **Tax year** | **DDRB recommendedd** | **Awarded** | **Actual recorded annual inflation rate %** |
| 2008/9 | 2.2% | 2.2% | 3.52 |
| 2009/10 | 1.5% | 1.5% | 1.96 |
| 20010/11 | foundation house officers (1 and 2) and their equivalents (house officers and senior house officers) – 1.5 %;  *registrars, specialty*  *doctors and associate*  *specialists (SAS) grades,*  *salaried GMPs, salaried*  *dentists – 1%;*  *and*  *• consultants,*  *independent contractor*  *GMPs and GDPs – 0%.* | 1.5% | 2.49 |
|  | Staff grades and other training grades 1% | 1% |  |
|  | Consultants 0% | 0% |  |
| 2011/12 | Junior trainees No recommendation | **Pay freeze** | 3.86 |
|  | Staff Grades |  |  |
|  | Consultants |  |  |
| 2012/13 | Junior trainees No reccomendation | **Pay freeze** | 2.57 |
|  | Staff Grades |  |  |
|  | Consultant |  |  |
| 2013/14 | 1% junior trainees | 1% | 2.29 |
|  | 1% Staff Grades |  |
|  | 1% Consultant |  |
| 2014/15 | 1% | 1% BUT unconsolidated for those on top of payscale | 1.45 |
|  |  | FY: top scale |  |
|  |  | SG |  |
|  |  | SG top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
|  |  |  |  |
| 2015/16 | 1% | 1% BUT unconsolidated for those on top of payscale  FY | 0.87 |
|  |  | FY top scale |  |
|  |  | SG |  |
|  |  | SG top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
| 2016/17 | 1% | 1% FY | 1.01 |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
| 2017/18 | 1% | FY 1% | 2.56 |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
| 2018/19 | 2% | 2% FY | 2.29 |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
|  |  |  |  |
| 2019/20 | 2.5% | 2.5% FY | 1.74 |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale | 0.99 |
| 2020/21 | 2.8% | 2.8% FY |  |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
| 2021/22 | 3% | 3% plus an additional 0.5%  non-consolidated for all  medical and dental workforce  with the exception of  Foundation doctors who  received 1% non-consolidated. | 2.52 |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade Top Scale |  |
|  |  | Consultant |  |
|  |  | Consultant |  |
| 2022/23 | 4.5% | 4.5% FY |  |
|  |  | FY top scale |  |
|  |  | Staff Grade |  |
|  |  | Staff Grade top scale |  |
|  |  | Consultant |  |
|  |  | Consultant top scale |  |
| 2023/24 | General 6%  For Doctors in training  6% plus £1,250  New contract SAS – 3% | 6% for all  6% plus £1,250 for trainees FY | 7.92 |

**Table 3**

**Conversion of DDRB award recommendation vs actual Gvt award 2008-2023 converted into monetary terms compared to: inflation of 3.38%**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tax year** | **DDRB recommended award (%)** | **% Awarded** | **£1 ave value with UK inflation (£)** | **Cumulative value of £1 wage if DDRB recommendation awarded (£)** | **Cumulative value of £1 wage following Gvt approved award (£)** | Cumulative  Deficit (pence**)** | **Defecit between DDRB and awarded (%)** |
| 2008/9 | 2.2% | 2.2% | **1** | 1.02 | 1.02 | 2 | 0 |
| 2009/10 | 1.5% | 1.5% | **1.04** | 1.04 | 1.04 | -1 | 0 |
| 20010/11 | foundation house officers (1 and 2) and their equivalents (house officers and senior house officers) – 1.5 %; | 1.5% | **1.069** | 1.06 FY trainees and SHO | 1.06 | -1 | 0 |
| Staff grades and other training grades 1% | 1% | 1.06 | 1.06 | -1 | 0 |
| Consultants 0% | 0% | 1.04 | 1.04 | -3 | 0 |
| 2011/12 | Junior trainees No recommendation | **Pay freeze** | **1.105** | 1.06 | 1.06 | -4.5 | 0 |
| Staff Grades | 1.06 | 1.06 | -4.5 | 0 |
| Consultants | 1.04 | 1.04 | -6.5 | 0 |
| 2012/13 | Junior trainees No reccomendation | **Pay freeze** | **1.14** | 1.06 | 1.06 | -8 | 0 |
| Staff Grades | 1.06 | 1.06 | -8 | 0 |
| Consultant | 1.04 | 1.04 | -10 | 0 |
| 2013/14 | 1% junior trainees | 1% | **1.18** | 1.07 | 1.07 | -11 | 0 |
| 1% Staff Grades | 1.07 | 1.07 | -11 | 0 |
| 1% Consultant | 1.05 | 1.05 | -13 | 0 |
| 2014/15 | 1% BUT unconsolidated for those on top of payscale | FY | **1.22** | 1.08 | 1.08 | -14 | 0 |
| FY: top scale | 1.07 | 1.79 | -15 | -1 |
| SG | 1.08 | 1.08 | -14 | 0 |
| SG top scale | 1.09 | 1.09 | -15 | -1 |
| Consultant | 1.06 | 1.06 | -18 | 0 |
| Consultant top scale | 1.05 | 1.06 | -19 | -1 |
| 2015/16 | 1% BUT unconsolidated for those on top of payscale | FY | 1.26 | 1.09 | 1.09 | -17 | 0 |
| FY top scale | 1.08 | 1.08 | -18 | -1 |
| SG | 1.09 | 1.09 | -17 | 0 |
| SG top scale | 1.09 | 1.09 | -17 | -1 |
| Consultant | 1.07 | 1.07 | -19 | 0 |
| Consultant top scale | 1.05 | 1.07 | -19 | -1 |
| 2016/17 | 1% | 1% FY | 1.30 | 1.10 | 1.10 | -20 | 0 |
| FY top scale | 1.09 | 1.09 | -21 | 0 |
| Staff Grade | 1.10 | 1.10 | -20 | 0 |
| Staff Grade top scale | 1.10 | 1.10 | -20 | 0 |
| Consultant | 1.08 | 1.08 | -22 | 0 |
| Consultant top scale | 1.06 | 1.08 | -24 | 0 |
| 2017/18 | 1% | FY | 1.35 | 1.11 | 1.11 | -24 | 0 |
| FY top scale | 1.10 | 1.10 | -25 | 0 |
| Staff Grade | 1.11 | 1.11 | -24 | 0 |
| Staff Grade top scale | 1.11 | 1.11 | -25 | 0 |
| Consultant | 1.09 | 1.09 | -26 | 0 |
| Consultant top scale | 1.07 | 1.09 | -27 | 0 |
| 2018/19 | 2% | FY | 1.39 | 1.13 | 1.13 | -26 | 0 |
| FY top scale | 1.12 | 1.12 | -27 | 0 |
| Staff Grade | 1.13 | 1.13 | -26 | 0 |
| Staff Grade top scale | 1.12 | 1.12 | -27 | 0 |
| Consultant | 1.11 | 1.11 | -28 | 0 |
| Consultant top scale | 1.10 | 1.11 | -29 | 0 |
| 2019/20 | 2.5% | 2.5% FY | 1.44 | 1.16 | 1.16 | -28 | 0 |
| FY top scale | 1.15 | 1.15 | -29 | 0 |
| Staff Grade | 1.16 | 1.16 | -28 | 0 |
| Staff Grade top scale | 1.15 | 1.15 | -29 | 0 |
| Consultant | 1.14 | 1.14 | -30 | 0 |
| Consultant top scale | 1.13 | 1.14 | -31 | 0 |
| 2020/21 | 2.8% | 2.8% FY | 1.49 | 1.19 | 1.19 | -30 | 0 |
| FY top scale | 1.18 | 1.18 | -31 | 0 |
| Staff Grade | 1.19 | 1.19 | -30 | 0 |
| Staff Grade top scale | 1.18 | 1.18 | -31 | 0 |
| Consultant | 1.17 | 1.17 | -32 | 0 |
| Consultant top scale | 1.16 | 1.17 | -33 | 0 |
| 2021/22 | 3% plus an additional 0.5%  non-consolidated for all  medical and dental workforce  with the exception of  Foundation doctors who  received 1% non-consolidated. | Fy | 1.54 | 1.23 | 1.23 | -31 | 0 |
| FY Top Scale | 1.22 | 1.22 | -33 | 0 |
| Staff Grade | 1.23 | 1.23 | -32 | 0 |
| Staff Grade Top Scale | 1.22 | 1.22 | -33 | 0 |
| Consultant | 1.20 | 1.20 | -34 | 0 |
| Consultant Top Scale | 1.19 | 1.20 | -35 | 0 |
| 2022/23 | 4.5% | 4.5% FY | 1.59 | 1.28 | 1.28 | -31 | 0 |
| FY top scale | 1.27 | 1.27 | -32 | 0 |
| Staff Grade | 1.28 | 1.28 | -31 | 0 |
|  | Staff Grade top scale | 1.27 | 1.27 | -32 | 0 |
| Consultant | 1.25 | 1.25 | -34 | 0 |
| Consultant top scale | 1.24 | 1.25 | -35 | 0 |
| 2023/24 | General 6%  For Doctors in training  6% plus £1,250  New contract SAS – 3% | FY | 1.65 | 1.36 | 1.36 | -29 | 0 |