



Department  
of Health &  
Social Care

*From the Rt Hon Matt Hancock MP  
Secretary of State for Health and Social Care*

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13 June 2019

Dear Colleague,

## **Junior Doctors Contract Agreement**

I am delighted to inform you that we have successfully concluded negotiations with the BMA leadership on an improved offer for Junior Doctors that provides an 8.2% pay rise over the next four years, provides further investment to improve the contract and significantly improves their working conditions.

Following the introduction of the 2016 contract without agreement, the BMA has remained in dispute with employers and my Department. I have engaged closely with the Junior Doctor leadership from early in my tenure here and have encouraged them to participate fully in negotiations to reach an agreement that they could recommend to their members.

This is a fair ‘something for something’ deal that provides guaranteed pay increases of 2% a year over four years (2019/20 to 2022/23), with targeted investment in contract reforms, in return for improvements in productivity and changes that will help the NHS attract, retain and motivate the medical workforce it needs. This deal will be funded from the five-year funding settlement for the NHS. The BMA will consult their membership from the 14<sup>th</sup> to the 25<sup>th</sup> June and if members support the deal, the long running bitter and divisive dispute with junior doctors over the 2016 contract will be at an end.

The deal has significant benefits for both Government and the NHS. Contract reforms focus on incentivising our most experienced junior doctors who are delivering care at or near-consultant level. This will help to increase the NHS’s medical capacity for patient care, encourage junior doctors to specialise in areas of medicine where there is a shortage, and bring even stronger safeguards to ensure doctors do not work when they are tired.

Junior doctors are the backbone of the NHS health care team. In a 24/7 health care system, we want their contract to support patient care, whenever that care is needed in a way which is fair to junior doctors and tax payers. The proposed deal is a

significant step in supporting the delivery of excellent and safe patient care through the NHS Long Term Plan.

The deal provides future certainty for both employers and juniors on pay, and aims to secure national agreement to the safety, productivity and efficiency gains agreed in the 2016 contract, sustaining the principle that public sector pay needs to be set at a level that the country can afford, with additional pay investment only in return for significant productivity improvements. It builds on sustained joint working between the BMA, Health Education England and NHS Employers to improve the training and working lives of doctors, supported by the £10m recently announced to enable local improvement for facilities to support juniors during the hard days and nights that they devote to our patients.

I will announce any agreement via written ministerial statement.

Yours ever,

A handwritten signature in blue ink that reads "Matt". The signature is written in a cursive, slightly stylized font.

**MATT HANCOCK**