

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

Cymru Wales

The BMA's calculations show that pay awards<sup>1</sup> for junior doctors in Wales from 2008/09 to 2022/23 have delivered a real terms (RPI) pay cut of **29.6%**.

**Table 1: Analysis of pay awards for junior doctors in Wales**

Year	Pay Award <sup>2</sup>	Cash terms uplift <sup>3</sup>		RPI inflation <sup>4</sup>	Real terms uplift <sup>5</sup>	
		Index	Cash terms increase		Index	Real terms decrease
2008/09	Baseline	100.00	<b>0.0%</b>	Baseline	100.00	<b>0.0%</b>
2009/10	1.5%	101.50	<b>1.5%</b>	5.3%	96.35	<b>-3.6%</b>
2010/11	1.0%	102.52	<b>2.5%</b>	5.2%	92.50	<b>-7.5%</b>
2011/12	0.0%	102.52	<b>2.5%</b>	3.5%	89.41	<b>-10.6%</b>
2012/13	0.0%	102.52	<b>2.5%</b>	2.9%	86.90	<b>-13.1%</b>
2013/14	1.0%	103.54	<b>3.5%</b>	2.5%	85.64	<b>-14.4%</b>
2014/15	0.0%	103.54	<b>3.5%</b>	0.9%	84.88	<b>-15.1%</b>
2015/16	0.0%	103.54	<b>3.5%</b>	1.3%	83.77	<b>-16.2%</b>
2016/17	1.0%	104.58	<b>4.6%</b>	3.5%	81.74	<b>-18.3%</b>
2017/18	1.0%	105.62	<b>5.6%</b>	3.4%	79.87	<b>-20.1%</b>
2018/19	2.0%	107.73	<b>7.7%</b>	3.0%	79.06	<b>-20.9%</b>
2019/20	2.5%	110.43	<b>10.4%</b>	1.5%	79.82	<b>-20.2%</b>
2020/21	2.8%	113.52	<b>13.5%</b>	2.9%	79.74	<b>-20.3%</b>
2021/22	3.0%	116.92	<b>16.9%</b>	11.1%	73.91	<b>-26.1%</b>
2022/23 – initial <sup>6</sup>	4.50%	122.19	<b>22.2%</b>	11.4%	69.32	<b>-30.7%</b>
2022/23 – enhanced	1.50%	124.02	<b>24.0%</b>		70.36	<b>-29.6%</b>

1 <http://www.wales.nhs.uk/nhswalesaboutus/workingforhswales/payconditions/payandconditionsresources>

2 These are the consolidated basic pay awards for junior doctors in Wales.

3 This generates a cash terms uplift index from the listed pay awards, converted into percentage change (e.g. for 2022/23 (after the enhanced award), from 100.00 in 2008/09 (baseline) to 124.02 after the 2022/23 - enhanced award is a 24.0% cash terms increase).

4 These are the RPI inflation rates at the end of each year (e.g. for 2022/23, 11.4% is the RPI inflation rate for 12 months to April 2023); <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23>

5 This adjusts the cash terms uplift index for RPI inflation (e.g. for 2022/23 - enhanced,  $124.02 \times (\text{April 2009 RPI index} / \text{April 2023 RPI index}) = 70.36$ ), converted into percentage change (e.g. for 2022/23, from 100.00 in 2008/09 (baseline) to 70.36 after the 2022/23 - enhanced award is a 29.6% real decline). Real terms decreases cannot be derived by simply adding or subtracting percentage changes. The RPI index for the inflation adjustment is available here: <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/chaw/mm23>

6 A pay award of 4.5% was initially given to junior doctors in Wales in 2022/23 (see: <https://www.nhs.wales/files/pc-resources/mdw-022022-pay-award/>), which was amended in March 2023 with a subsequent increase of 1.5%, backdated to April 2022 (see: <https://www.nhs.wales/files/pc-resources/042023-md-circular/>). The result of an increase of 4.5% and a further successive 1.5% increase is slightly above 6%, due to compounding. Both awards are sequentially adjusted by the same April 2023 RPI inflation index value, as they both had the same retrospective payment date.

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

