

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

The BMA's calculations show that pay awards¹ for junior doctors in Northern Ireland from 2008/09 to 2022/23 have delivered a real terms (RPI) pay cut of **30.7%**.

Table 1: Analysis of pay awards for junior doctors in Northern Ireland

Year	Pay Award ²	Cash terms uplift ³		RPI inflation ⁴	Real terms uplift ⁵	
		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%	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%	107.73	7.7%	3.0%	79.06	-20.9%
2019/20	2.5%	110.43	10.4%	1.5%	79.82	-20.2%
2020/21	2.8%	113.52	13.5%	2.9%	79.74	-20.3%
2021/22	3.0%	116.92	16.9%	11.1%	73.91	-26.1%
2022/23	4.5%	122.19	22.2%	11.4%	69.32	-30.7%

1 <https://www.health-ni.gov.uk/publications> (pay circulars are available through this page)

2 These are the consolidated basic pay awards for junior doctors in Northern Ireland. Although there are multiple occasions where the payment of these awards has been significantly delayed, this explainer presents each award against the price changes that occurred during the year to which the award referred. The final real terms pay cut result, which adjusts the cumulative pay scale increases over the period by the cumulative inflation over the period, would be the same, regardless of precisely when any specific award was paid.

3 This generates a cash terms uplift index from the listed pay awards, converted into percentage change (e.g. for 2022/23, from 100.00 in 2008/09 (baseline) to 122.19 in 2022/23 is a 22.2% 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, 122.19*(April 2009 RPI index/April 2023 RPI index) = 69.32), converted into percentage change (e.g. for 2022/23, from 100.00 in 2008/09 (baseline) to 69.32 in 2022/23 is a 30.7% 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>

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

