

30 May 2025

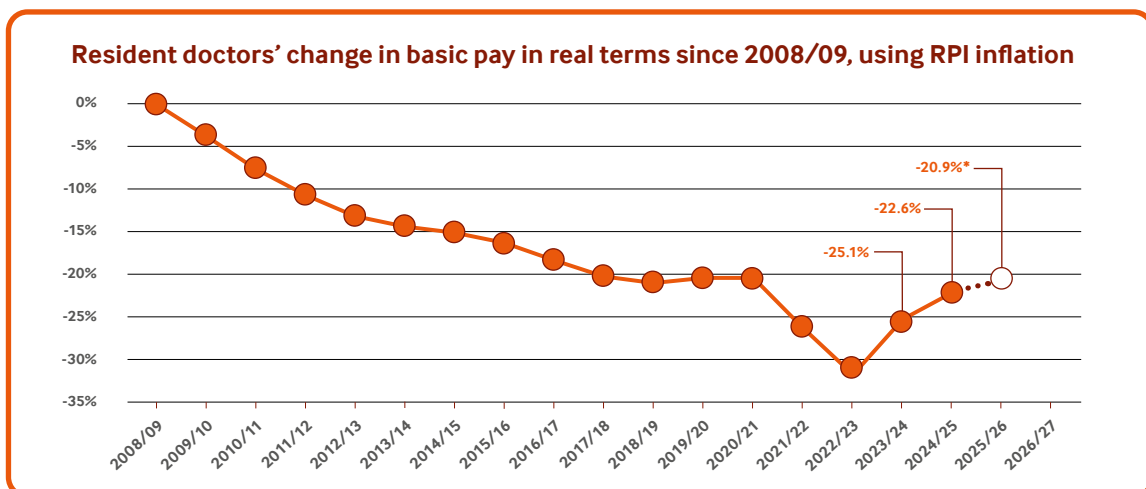
Dear Doctor,

You've probably just received a letter from the Health Secretary, Wes Streeting, asking you to vote no in the current BMA ballot for industrial action over our eroded pay.

You may have been surprised, as we are, as to why this is the first letter you've ever received from a Health Secretary, who states in it, that he and his government have an *'unwavering commitment to properly recognising the outstanding contribution you make'*. He has also previously said in an interview that *"I'm willing to sit down and negotiate on those wider conditions so that junior doctors [sic] are genuinely valued and look forward to a career in the NHS rather than thinking about whether they're going to stick it out because things are so terrible"* and yet he has largely remained silent until this letter.

In his letter, the statistics about how much resident doctors have already received are misleading. When the Government says resident doctors have seen their average pay increase by 28.9% compared to three years ago, it has not included inflation. With inflation, our *'22% on average uplift over two years'* is much reduced. The Government is also including the new DDRB recommendation for this 25/26 pay year in their numbers, which won't hit your payslip until August.

Your pay is currently 23% down compared to earnings in 2008, and the DDRB recommendation would only shift us to 20.9% pay erosion.



* The effect of the DDRB's pay recommendation of 4% + £750 for the 2025/26 financial year.

The DDRB recommendation that Mr Streeting is trying to sell to you as a reason to vote no in the ballot is not full pay restoration, or anything close to a credible offer to make progress towards it. **It is 0.9% on average above current inflation.** At this rate, it would take much more than a decade to reverse our pay erosion. We are only asking to take an FY1 from £17.56/hr to £22.69/hr.

We do not want to have to call for industrial action to resolve this. No doctor does. We would all much rather be spending our time looking after patients. But the simple matter is that if our pay continues to erode, more and more doctors will leave the NHS. That is no good for anyone.

Despite Mr Streeting's messages to resident doctors about his willingness to work with the BMA, **we still do not have a commitment from him to negotiate a road to full pay restoration**. It is crystal clear that we are going to need a strike mandate for the Government to respect us.

So, look out for your orange envelope and return your ballot with a YES vote as soon as you can. Do not delay.

All we are asking for is to redress our historic pay erosion. If Mr Streeting was genuinely willing to meet us on those grounds, he'd have made that clear. Instead, he waits until the day our ballot opens to wage a campaign against us.

Let's show him that doctors won't fall for it. When we stand together and fight for what's right, we will win.

Vote yes for strike action.

Vote yes to restore our pay.

In solidarity,



Melissa Ryan,
BMA UK resident doctors
committee co-chair



Ross Niewouldt,
BMA UK resident doctors
committee co-chair