



10 DOWNING STREET

THE PRIME MINISTER

11 February 1982

Thank you for your letter of 7 January. I am grateful for the further consideration you and your colleagues have given to the salaries of District Medical Officers. We accept your recommendation that the salaries of DMOs in England and Wales should be set at the same levels as those currently applying to Area Medical Officers. With the agreement of the profession we will take steps to implement this although, of course, on the basis that the benchmarks will be the actual salaries which equivalent AMOs have received this year, not the recommended sums.

(SGD) MARGARET THATCHER

Sir Robert Clark, D.S.C.

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10 DOWNING STREET

Prime Minister

District Medical Officer Salaries

Norman Fowler has approved
this letter, and neither the
Treasury nor the Policy Unit offer
any objection.

Mcs 10/2

Copy to DHSS

other members of E(PSP)
+ David Wright
BC



DEPARTMENT OF HEALTH AND SOCIAL SECURITY
ALEXANDER FLEMING HOUSE
ELEPHANT AND CASTLE
LONDON S.E.1

TELEPHONE: 01-407 5522

Michael Scholar Esq
Private Secretary
10 Downing Street
London SW1

*Asked J Kerr
if Tsy content
2/2*

2 February 1982

Dear Michael

DDRB : DISTRICT MEDICAL OFFICER SALARIES

The DDRB's recommendations concerning District Medical Officers' salaries, contained in Sir Robert Clark's letter of 7 January are in response to joint evidence submitted by the Health Departments and the medical profession. Their principal recommendation - that DMOs should be paid at the same levels as those currently applying to Area Medical Officers (whom they will effectively replace in the forthcoming NHS restructuring) - is in line with this evidence. In view of this, the Secretary of State considers that the recommendation can be accepted without further ado. A draft letter for this purpose is attached.

The actual amounts recommended by the Review Body are the same as those which they recommended for Area Medical Officers in their last Report. These were, of course, reduced before implementation and the same will need to be done in this case.

I am sending copies of this letter to the Private Secretaries to the other members of E(PSP), and to David Wright (Cabinet Office).

*Yours ever
Mary McVerry*

MARY McVERRY (MRS)
Private Secretary

DRAFT

pl type for PM

Sir Robert Clark
Review Body on Doctors' and Dentists' Remuneration
Office of Manpower Economics
22 Kingsway
LONDON WC2

DISTRICT MEDICAL OFFICERS

Thank you for your letter of 7 January. I am grateful for the further consideration you and your colleagues have given to the salaries of District Medical Officers. We accept your recommendation that the salaries of DMOs in England and Wales should be set at the same levels as those currently applying to Area Medical Officers. With the agreement of the profession we will take steps to implement this although, of course, on the basis that the benchmarks will be the actual salaries which equivalent AMOs have received this year, not the recommended sums.

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10 DOWNING STREET

From the Private Secretary

8 January, 1982.

I attach a copy of a letter the Prime Minister has received from the Chairman of the Review Body on Doctors' and Dentists' Remuneration about District Medical Officers.

I have acknowledged this letter, and would be grateful if you could let me have advice on what reply, if any, the Prime Minister should send.

I am sending copies of this letter to the Private Secretaries to the other members of E(PSP), and to David Wright (Cabinet Office).

M. C. SCHOLAR

D.J. Clark, Esq.,
Department of Health and Social Security.

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8 January, 1982.

I am writing on the Prime Minister's behalf to thank you for your letter of 7 January about District Medical Officers' remuneration.

I will place your letter before the Prime Minister at the earliest opportunity.

Sir Robert Clark, D.S.C.



OFFICE OF MANPOWER ECONOMICS

22 KINGSWAY
LONDON WC2B 6JY

Telephone 01-405 5944

From: Sir Robert Clark

7th January, 1982.

Dear Prime Minister,

REVIEW BODY ON DOCTORS' AND DENTISTS' REMUNERATION: DISTRICT MEDICAL OFFICERS

During our eleventh review, representatives of the medical profession and of the Health Departments asked us to recommend appropriate salary scales for the new grade of district medical officer (DMO) which will formally replace that of area medical officer (AMO) when the reorganised National Health Service comes into operation from 1 April 1982. In our Eleventh Report (paragraph 151), submitted to you on 15th April 1981, we made an interim recommendation setting the remuneration of DMOs somewhat lower than that of AMOs, but undertook to examine the matter again when further decisions on reorganisation had clarified the management structure and responsibilities.

The profession's representatives subsequently asked the Review Body to receive further joint evidence from the Health Departments and themselves on this matter in advance of the twelfth review. They reported that the nature of the interim recommendation in the Eleventh Report was giving rise to considerable anxiety at a time of uncertainty during NHS reorganisation, and when applications for the new DMO posts were about to be invited. The Review Body agreed to this request.

We have considered the additional evidence and, in the light of this, accept that the salaries (including the annual rates of chief officer supplement) payable to DMOs in England and Wales should be set at the same levels as those currently applying to AMOs. We recommend accordingly. The salary supplements arising from this recommendation, replacing those recommended earlier and appropriate in our view from 1 April 1981, are set out in the annex to this letter. They are put forward on the same basis as the recommendations in our Eleventh Report.

I think it appropriate to advise you now of this revised recommendation, so that the appointment of DMOs to the new 'shadow' district health authorities can go ahead on the basis of the revised salary scales. We shall record it formally in our Twelfth Report which we will be submitting to you in the Spring. It will be necessary for us to deal at that stage with a number of related matters raised in evidence which has been put to us recently for the twelfth review. These include the population banding for chief officer supplements payable to AMOs and DMOs; the supplement payable to DMOs in new district health authorities which include a teaching hospital; the 'lead payments' to DMOs in Wales and to chief administrative medical officers in Scotland; and the supplements to new district dental officers.

Encl

*Yours sincerely
Robert Clark*

Chairman, DDRB

The Rt.Hon.Margaret Thatcher MP
10 Downing Street
London SW1



Annex

RECOMMENDED SCALES OF SALARY SUPPLEMENT FOR DISTRICT MEDICAL OFFICER

1. The incremental scales of annual rates of chief officer supplement payable to district medical officers in addition to the district community physician scale maximum salary should be as follows:

District medical officer	Recommended scales of supplement payable from 1 April 1981	
	£	
Band E	150	
(District, 150,000 - 450,000 population)	480	
	810	
	1,140	
	1,470	
Band D	910	
(District, 450,000 - 800,000 population)	1,240	
	1,570	
	1,900	
	2,230	
Band C	1,530	
(District over 800,000 population)	1,860	
	2,190	
	2,520	
	2,850	

2. Scales of supplement for district medical officers in districts with a population of less than 150,000 should be agreed on an ad hoc basis so as to produce a total salary within a range formed by the district community physician scale maximum and that maximum plus the maximum of the scale of supplements for district medical officers in districts with a population of 150,000 - 450,000.

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