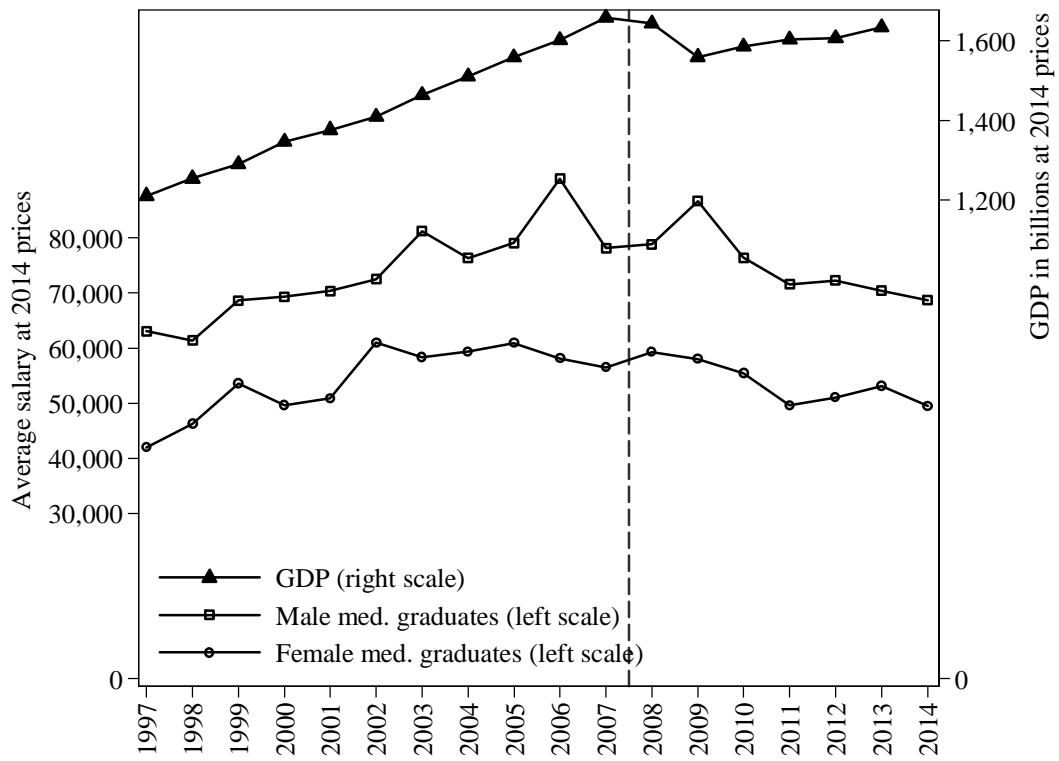
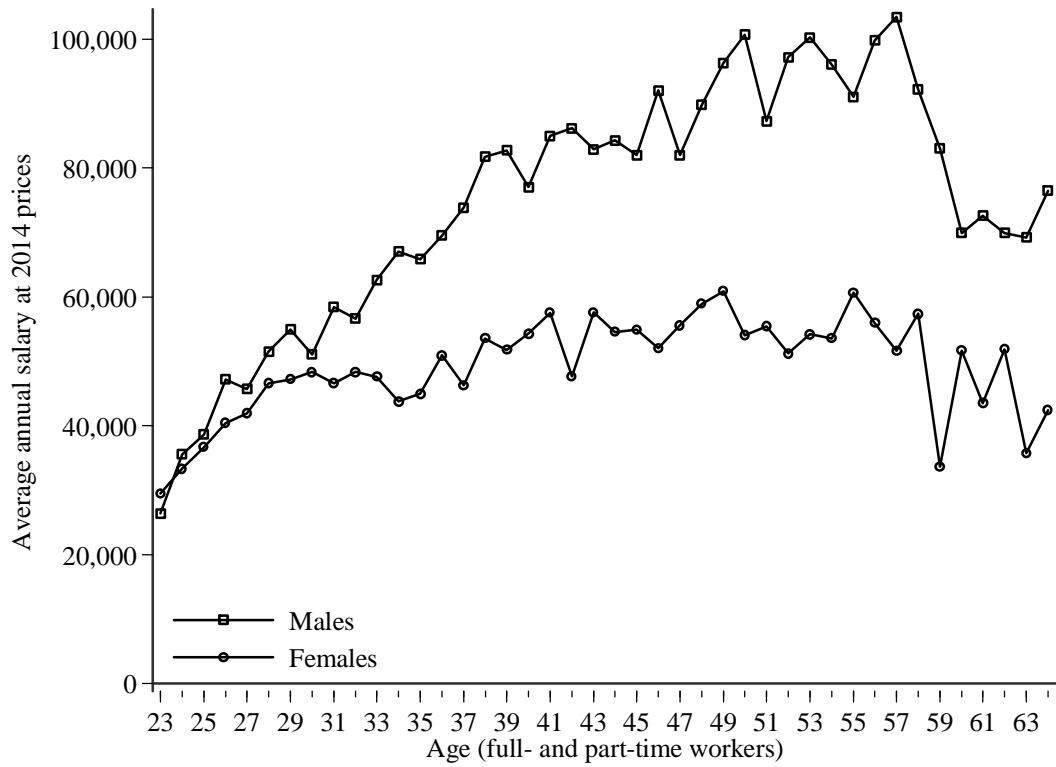


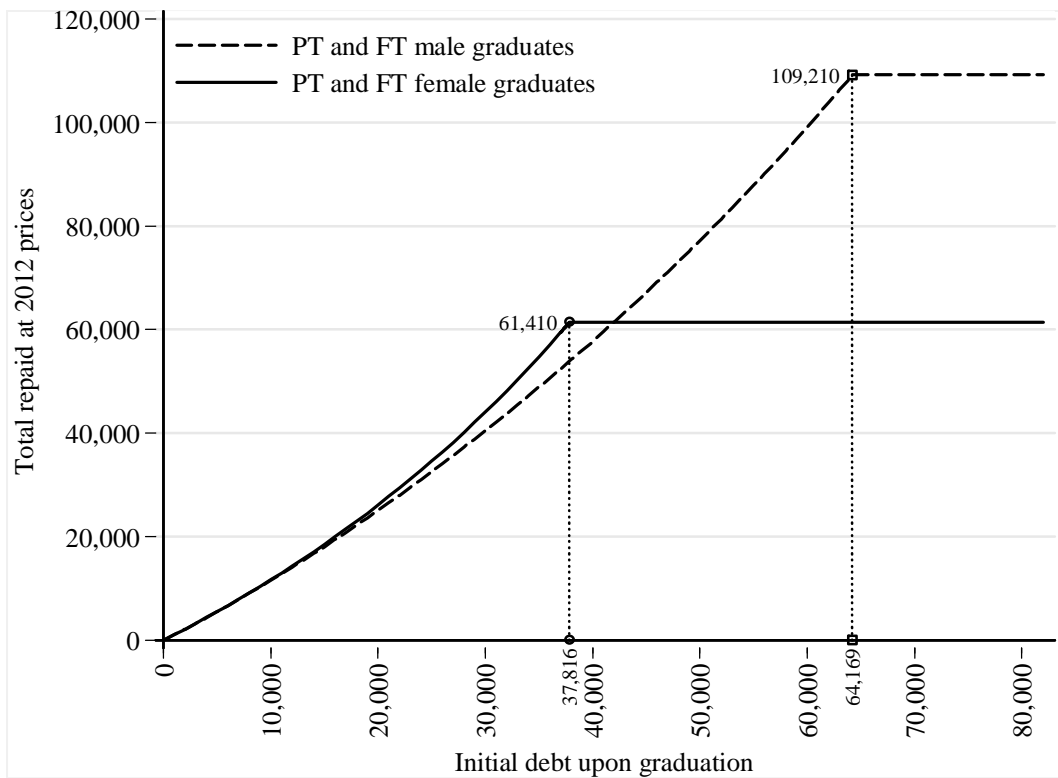
**Supplementary Figure 1.** Average salaries for full-time workers and Gross Domestic Product (GDP) between 1997 and 2014



**Supplementary Figure 2.** Average salaries for medical graduates working part-time and full-time



**Supplementary Figure 3.** Initial debt to total repayment profiles for part-time (PT) and full-time (FT) medical graduates



**Supplementary Table 1**

## NHS Pension Contribution Rate (PCR) before tax relief

Pensionable pay band	2012-2013 PCR <sup>14</sup>	Pensionable pay band	2013-2014 PCR <sup>15</sup>	2014-2015 PCR <sup>15</sup>
Up to £15,278.99	5.0%	Up to £15,431.99	5.0%	5.0%
£15,279 to £21,175.99	5.0%	£15,432 to £21,387.99	5.3%	5.6%
£21,176 to £26,557.99	6.5%	£21,388 to £26,823.99	6.8%	7.1%
£26,558 to £48,982.99	8.0%	£26,824 to £49,472.99	9.0%	9.3%
£48,983 to £69,931.99	8.9%	£49,473 to £70,630.99	11.3%	12.5%
£69,932 to £110,273.99	9.9%	£70,631 to £111,376.99	12.3%	13.5%
£110,274 and over	10.9%	£111,377 and over	13.3%	14.5%

## Supplementary Table 2

Repayment and debt schedule for male full-time medical graduates at 2014 prices

Age at year end	Average Salary	NHS Pension Contr. Rate	End of year after grad.	Repay-ments	Debt based only on Fees	Debt based on Fees and:			
						Repay-ments	4375 p.a. maint.	5500 p.a. maint.	7675 p.a. maint.
<i>Initial graduate debt:</i>					39946		63870	70022	81916
24	28763	9.3%	1	458	40686	458	65328	71665	83915
25	35670	9.3%	2	1022	40885	1022	66266	72793	85411
26	39843	9.3%	3	1362	40749	1362	66892	73614	86611
27	47489	9.3%	4	1987	39985	1987	66912	73836	87223
28	46442	9.3%	5	1901	39284	1901	67018	74150	87938
29	52375	12.5%	6	2234	38228	2234	66794	74140	88342
30	54787	12.5%	7	2424	36950	2424	66374	73940	88568
31	51609	12.5%	8	2174	35884	2174	66191	73984	89051
32	58157	12.5%	9	2690	34271	2690	65487	73514	89032
33	58637	12.5%	10	2728	32571	2728	64724	72991	88976
34	63380	12.5%	11	3101	30447	3101	63564	72080	88544
35	67352	12.5%	12	3414	27947	3414	62057	70828	87786
36	67297	12.5%	13	3410	25376	3410	60509	69544	87010
37	70542	12.5%	14	3665	22472	3665	58659	67965	85955
38	76300	13.5%	15	4050	19096	4050	56369	65954	84484
39	81167	13.5%	16	4429	15240	4429	53631	63503	82589
40	82639	13.5%	17	4543	11154	4543	50697	60865	80524
41	76749	13.5%	18	4085	7403	4085	48133	58606	78854
42	86460	13.5%	19	4841	2784	4841	44736	55523	76379
43	88215	13.5%	20	2784	0	4978	41100	52212	73693
44	84829	13.5%	21			4714	37620	49064	71190
45	83789	13.5%	22			4633	34115	45903	68693
46	83312	13.5%	23			4596	30543	42684	66158
47	92588	13.5%	24			5318	26141	38647	62824
48	82918	13.5%	25			4565	22360	35241	60144
49	93053	13.5%	26			5354	17677	30944	56594
50	96899	13.5%	27			5654	12553	26219	52638
51	98231	13.5%	28			5757	7173	21248	48460
52	86436	13.5%	29			4839	2549	17046	45075
53	97732	13.5%	30			5718	*0	11839	40709
<i>Total repaid:</i>				57303	Repaid in full	110644	Debt at end of the 30 <sup>th</sup> year (line above) is written off.		

\* This type of graduate clears his debt and repays £2549 in the 30<sup>th</sup> year rather than £5718 and ends up repaying back a little less than £110644 in total.

All values to the nearest pound

**Supplementary Table 3**

Repayment and debt schedule for female full-time medical graduates at 2014 prices

Age at year end	Average Salary	NHS Pension Contr. Rate	End of year after grad.	Repay-ments	Debt based only on Fees	Debt based on Fees and:			
						Repay-ments	4375 p.a. maint.	5500 p.a. maint.	7675 p.a. maint.
<i>Initial graduate debt:</i>					39946	63870	70022	81916	
24	31996	9.3%	1	722	40422	722	65064	71401	83651
25	34202	9.3%	2	902	40733	902	66114	72641	85259
26	37138	9.3%	3	1142	40813	1142	66956	73679	86675
27	41999	9.3%	4	1538	40499	1538	67426	74351	87737
28	43346	9.3%	5	1648	40066	1648	67801	74933	88721
29	48374	9.3%	6	2059	39209	2059	67776	75122	89324
30	49726	12.5%	7	2026	38360	2026	67784	75350	89978
31	50245	12.5%	8	2067	37444	2067	67750	75543	90610
32	49611	12.5%	9	2017	36550	2017	67766	75793	91312
33	52076	12.5%	10	2211	35436	2211	67588	75856	91840
34	55568	12.5%	11	2486	34013	2486	67130	75645	92109
35	49962	12.5%	12	2045	32989	2045	67099	75870	92828
36	52154	12.5%	13	2217	31761	2217	66895	75929	93396
37	59617	12.5%	14	2805	29909	2805	66097	75402	93393
38	52659	12.5%	15	2257	28550	2257	65823	75407	93938
39	63657	12.5%	16	3123	26283	3123	64675	74547	93633
40	63353	12.5%	17	3099	23973	3099	63516	73684	93343
41	63765	12.5%	18	3131	21560	3131	62290	72763	93011
42	73331	13.5%	19	3819	18388	3819	60340	71127	91983
43	61812	12.5%	20	2978	15962	2978	59172	70283	91765
44	68020	12.5%	21	3467	12974	3467	57481	68925	91051
45	64010	12.5%	22	3151	10213	3151	56054	67842	90632
46	59279	12.5%	23	2778	7741	2778	54958	67099	90573
47	62203	12.5%	24	3008	4965	3008	53598	66104	90281
48	62075	12.5%	25	2998	2115	2998	52208	65088	89991
49	63989	12.5%	26	2115	0	3149	50625	63892	89542
50	73452	13.5%	27			3828	48315	61980	88400
51	61264	12.5%	28			2935	46830	60905	88117
52	64634	12.5%	29			3200	45035	59533	87561
53	61856	12.5%	30			2981	43405	58337	87207
<i>Total repaid:</i>				61809	Repaid in full	75786	Debt at end of the 30 <sup>th</sup> year (line above) is written off.		

All values to the nearest pound