

Pay and Conditions Circular (M&D) 2/2016

New pay and conditions for doctors and dentists in national training posts in England.

Summary

This pay and conditions circular informs employers of the introduction of new pay and conditions of service for doctors and dentists in national training posts in England, from 3 August 2016.

Action

1. This circular notifies employers of the introduction of a new model contract for pay and conditions of service for doctors and dentists in national training posts in England. The *Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016* (TCS) will become effective on 3 August 2016.
2. Doctors and dentists in training in England will begin or transition to new arrangements in line with the timetable published by NHS Employers. The first doctors will start on the new arrangements from October 2016.
3. The new pay arrangements and pay codes contained herein will become effective from 3 August 2016, and will apply to staff on the *Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016*, when they commence their employment on these terms.
4. The new terms and conditions of service and other documentation for the 2016 contract are available at www.nhsemployers.org.

Enquiries

5. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
6. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.
7. Copies of this circular can be downloaded from: www.nhsemployers.org.
8. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives.
9. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health.

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Issued by:

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Annex A:
Section 1: basic pay – doctors and dentists in training (2016 contract)

Doctors in training

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	26,350
Foundation Doctor Year 2	FY2	MF02	2	30,500
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	36,100
	CT2	MC52		
	CT3	MC53	4	45,750
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	36,100
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04	4	45,750
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
ST8 / SpR8	MS08			

Dentists* in training

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	CT1	MC51	3	36,100
	CT2	MC52		
	CT3	MC53	4	45,750
Dental Specialty Training <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS01	4	45,750
	ST2	MS02		
	ST3	MS03		
	ST4	MS04		
	ST5	MS05		
	ST6	MS06		
	ST7	MS07		
ST8	MS08			

*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

Nodal point 1 (£26,350) local appointment grade code – MT01
 Nodal point 2 (£30,500) local appointment grade code – MT02
 Nodal point 3 (£36,100) local appointment grade code – MT03
 Nodal point 4 (£45,750) local appointment grade code – MT04

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

Section 2: on-call availability allowance* – doctors and dentists in training (2016 contract)

Nodal point	Value (£)
1	2,108
2	2,440
3	2,888
4	3,660

* payable only to doctors working on-call rotas, as defined in paragraphs 7-11 of Schedule 2 of the 2016 TCS.

Section 3: weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

Frequency	Percentage	Nodal point 1 Value (£)	Nodal point 2 Value (£)	Nodal point 3 Value (£)	Nodal point 4 Value (£)
1 in 2	10%	2,635	3,050	3,610	4,575
<1 in 2 – 1 in 4	7.5%	1,976	2,288	2,708	3,431
<1 in 4 – 1 in 5	6%	1,581	1,830	2,166	2,745
<1 in 5 – 1 in 7	4%	1,054	1,220	1,444	1,830
<1 in 7 – 1 in 8	3%	791	915	1,083	1,373
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

Section 4: flexible pay premia – doctors and dentists in training (2016 contract)

Table 1:

Name of premia	Applicable training programme	Eligibility	Full time annual value (£)	
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	8,200	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,334	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,334
			4 year higher training programme:	2,500
	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
Dual qualification – OMFS	Oral and Maxillofacial Surgery, as per paragraph 39-41 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,000	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	6,667
4 years	5,000
5 years	4,000
6 years	3,334
7 years	2,858
8 years	2,500

*This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an eligible training programme part way through, or transferring to the 2016 TCS part way through their training programme, will not be entitled to the full FPP amount. The full length of their training programme will still be used to determine the annual value they should receive. For example, if a doctor has completed a quarter of his / her training programme and only has three quarters of it left when they transition to the 2016 TCS, then they will only get three quarters of the full FPP amount (£15,000 instead of £20,000) spread over the remaining years of their training programme.

Where an eligible training programme consists of core and higher elements, the length of the eligible training programme is the combined number of years of both core and higher training. In the case of core and higher psychiatry training, the individual amounts payable in each year have been given in table 1 above.

As per Schedule 2 paragraph 32, the doctor will continue to be paid their annual FPP amount until they exit their training programme. This means that if for any reason a doctor's CCT date, or their transition from core to higher, is put back, they will continue to be paid their FPP until they complete their training programme. This may mean that over the course of their training programme they are paid more than the £20,000 full FPP value.

Note – doctors paid according to Schedule 14 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 46-52, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes.

Full details on flexible pay premia are contained in schedule 2, paragraphs 18-44 of the 2016 TCS.

Section 5: penalty rates and fines

- i) **Penalty rates and fines for hours worked at the basic hourly rate.** The total figure is based on x4 multiplier of the basic hourly rate, with the doctor receiving x1.5 of the basic hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	50.54	23.13	27.41
2	58.50	26.78	31.72
3	69.24	31.68	37.56
4	87.74	40.16	47.58

- ii) **Penalty rates and fines for hours worked at the enhanced hourly rate.** The total figure is based on x4 multiplier of the enhanced hourly rate, with the doctor receiving x1.5 of the enhanced hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	69.24	31.68	37.56
2	80.14	36.68	43.46
3	94.85	43.40	51.45
4	120.21	55.01	65.20

Section 6: National locum rate - doctors and dentists in training (2016 contract)

Nodal point	Hourly rate (£)	Hourly rate with 37% enhancement (£)*	On-call allowance (per on-call period) (£)**
1	15.42	21.12	30.54
2	17.85	24.45	35.36
3	21.12	28.93	40.90
4	26.77	36.67	51.84

* For information on which hours attract a 37% enhancement see schedule 2 paragraphs 14-15 of the 2016 TCS.

** The on-call rate is the allowance for being on-duty as a locum on an on-call rota. In addition, the locum would be paid the appropriate hourly rate for any actual work done whilst on-call.

Section 7: London weighting

	Value (£) per annum for non-resident staff	Value (£) per annum for resident staff
London zone from 1 April 2005	2,162	602
Extra-territorially managed units from 1 July 1979	527	147
Fringe zone 1 July 1981	149	38

Staff whose place of work (i.e. where his or her principal duties lie) is within the boundaries of the former health authorities designated by paragraph 5, or in one of the units designated by paragraph 10, of section 56 of the *General Council Conditions of Service* shall be paid London weighting at the rate set in the table above.

Staff whose place of work (i.e. where his or her principal duties lie) is within the boundaries of the former health authorities designated by paragraph 12 of section 56 of the *General Council Conditions of Service* shall be paid London weighting at the rate for the fringe zone unless he or she is employed at a unit described in paragraph 9 of section 56.

A reduced rate of London weighting is payable to resident staff who receive free accommodation.

Any changes to these arrangements will be set out in future pay circulars.

Section 8: senior decision makers' allowance

This value will be confirmed in a future pay and conditions circular. The actual value of the senior decision makers' allowance will be predicated on the number of senior decision makers that need to be so designated. Funding is not likely to become available to introduce this allowance until 2018/19.