

Junior doctors

The new 2016 contract

# GP trainee 2016 contract advisory service webinar for payroll providers

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# Agenda for today

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- Setting the context
- Work schedules
- Pay elements
- Questions
- Further information

# Junior doctors' contract 2016

## Implementation guidance:

- Subject to the contract end of their existing 2002 contract, all current trainees should be offered the 2016 contract from August 2017.
- All new starters should commence on the 2016 contract from August 2017.
- NB This is however the decision of each GP practice.

# 2016 contract for doctors in training

## Why introduce?

- The 2016 contract seeks to remove inequities in the old contract by:
  - linking pay to actual hours worked
  - properly rewarding the proportion of those hours in unsocial time
  - linking pay progression to levels of responsibility as defined by the stage of training.
- Work schedules integrate training requirements and working hours.
- GP trainees may have already transitioned onto the 2016 contract in their hospital placements.
- Most GP trainees will be financially better off under the new contract.
- Consistency with other HEE regions that have lead employer arrangements.

# Work schedules

- A work schedule is produced by the GP practice for each trainee.
- The work schedule sets out:
  - intended learning outcomes
  - scheduled duties of the doctor including time for quality improvement/ research/patient safety/formal study (other than study leave)
  - number and distribution of hours contracted and pay for those hours.
- The pay for each trainee while in the practice is delivered from the production of the work schedule.
- There is a possibility that this may change over the period of the contract.

# Pensionable pay in standard 2016 contract

Pay Element	Current FT Annual Value 2017/18	Comments
<b>Basic Pay</b>	Nodal Point 3 (ST1/ST2) £36,461pa	All hours worked up to 40 hours pw on average and paid at the basic pay rate. Paid monthly on a 1/12 <sup>th</sup> basis.
	Nodal Point 4 (ST3+) £46,208pa	
<b>Schedule 2 Para 47 Pay Protection</b>	Variable – Practice Manager will confirm if applicable NB Will the ‘top up’ decrease if basic salary/flexible pay premia increase (potentially to nil)	Difference between basic salary in previous training position and new basic (above) and flexible pay premia. Paid monthly on a 1/12 <sup>th</sup> basis .
<b>Schedule 2 Para 51 Pay Protection</b>	Variable – Practice manager will confirm if applicable NB Will change if any pay element changes e.g. if they increase the ‘top up’ will decrease (potentially to nil)	Difference between basic salary in previous career grade position and new basic (above), pay for additional hours rostered, allowances and flexible pay premia. Paid monthly on a 1/12 <sup>th</sup> basis.

# Non-pensionable pay in standard 2016 contract

Pay Element	Current FT Annual Value 2017/18	Comments
<b>Flexible Pay Premia</b>	£8,282 pa	Payable at ST1-ST4 while in GP Practice. Paid monthly on a 1/12 <sup>th</sup> basis
<b>Enhanced Rate for 'night' working</b>	If HEE guidelines for OOH followed 30 minutes pw paid : ST1/ST2/£168.64 pa ST3/ST4 £213.73 pa Anything over and above is not rechargeable to HEE.	37 per cent enhancement paid for hours worked between 21.00 and 07.00 assessed across the rota cycle within work schedule. Paid monthly on a 1/12 <sup>th</sup> basis
<b>Cash Floor Schedule 14 section one</b>	Variable – Practice manager will confirm if applicable. A 'top up' paid if cash floor is > 2016 salary elements in total to bring up pay to the level of cash floor NB if the value of these elements increase the 'top up' will decrease (potentially to nil)	Cash floor is sum of basic salary the day before transfer to 2016 TCS + the banding applicable 31/10/15. Paid as a monthly 'top up' on a 1/12 <sup>th</sup> basis. Applicable for up to four years or 2022 whichever is earlier.

# Non-pensionable pay in standard 2016 contract

Pay Element	Current FT Annual Value 2017/18	Comments
<b>Payments for additional rostered hours above 40 pw</b>	1/40th of weekly whole-time equivalent basic salary for each additional hour detailed in work schedule	Not rechargeable to HEE NB Max average working week 48 hours
<b>Weekend allowance</b>	Varies between 10 per cent and 3 per cent but nil if less than 1 weekend in 8	If the guidelines for OOH and in the work schedule template the cost will be nil. Any allowance paid is not rechargeable to HEE
<b>Penalty rates</b>	1.5 x basic hourly locum rate Or 1.5 x enhanced hourly locum rate	Levied by the guardian of safe working if designated safe working rules are breached. Any penalty rates and levied are not rechargeable to HEE
<b>Travelling, subsistence and other expenses</b>	As directed by the practice manager	Paid as a consequence of the doctor's work for the employing organisation or the wider NHS



# Less than full time with standard 2016 contract

Pay Element	Calculation
<b>Basic Pay</b>	Pro-rata based on the proportion of the full time work that has been agreed
<b>Flexible Pay Premia</b>	Pro-rata based on the proportion of the full time work that has been agreed
<b>Enhanced Rate</b>	Paid on the same basis as full time. If OOH pro rata then the recommended 30 minutes per week pro rata as well.
<b>Additional rostered hours</b>	1/40 <sup>th</sup> of whole time equivalent for each additional hour worked
<b>Weekend allowance</b>	Pro rata based on the proportion of FT commitment to the rota agreed e.g. 50 per cent commitment would result in 50 per cent of the value of the allowance that a FT doctor would be paid – first ascertain what a FT doctor would be paid before making calculation for LTFT.
<b>Schedule 14 section one pay premium</b>	£1,500 pa payable to trainees LTFT on 3 <sup>rd</sup> August 2016 (or on maternity leave on that date and return work on LTFT). Payable while remains on LTFT subject to maximum four years or 2022 whichever is earlier.

## Pay protection under Schedule 14 Section 2

- Applicable to trainees who were already in higher training on 2 August 2016 (ST3 or above).
- No standard contract issued.
- Not be paid under the terms of the 2016 contract.
- Continue to be paid on the same basis as before (basic plus 45 per cent banding supplement) for four years or until 2022.

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Questions?

# GP practice 2016 contract advice services

Please forward any questions you may have in implementing the 2016 junior doctors' contract to your local advice service:

HEE region	Advice service email
Thames Valley	rf.thamesvalley@nhs.net
Wessex	rf.wessex@nhs.net
Yorkshire & Humber	YorksHumber.GPAdvice@sthk.nhs.uk

Other resources including copies of this webinar can be found on the NHS Employers website at: [www.nhsemployers.org/GPPSupport](http://www.nhsemployers.org/GPPSupport)