

NUMBERS AND NON-COMPLIANCE BY GRADE AND HEALTH AUTHORITY

SHA	Distribution by Grade						Compliance (Juniors in Band 3 posts do not comply with the New Deal)											
	F1 / PRHO	F2	PRHO	SHO / StR(FT)	SpR / StR	Total Juniors	Band 3 F1	% Comp F1	Band 3 F2	% Comp F2	Band 3 PRHO	% Comp PRHO	Band 3 SHO	% Comp SHO	Band 3 SpR	% Comp SpR	Total in Band 3	Total % Comp
East Midlands	472	372	0	1024	1213	3081	0	100.00%	0	100.00%	0	100.00%	4	99.87%	8	99.74%	12	99.61%
East of England	561	520	0	1104	1329	3514	0	100.00%	0	100.00%	0	100.00%	0	100.00%	43	98.78%	43	98.78%
London	729	651	1	1582	4116	7079	16	99.77%	2	99.97%	0	100.00%	16	99.77%	64	99.10%	98	98.62%
North East	349	348	0	681	1084	2462	0	100.00%	0	100.00%	0	100.00%	0	100.00%	1	99.96%	1	99.96%
North West	864	795	0	615	3700	5974	0	100.00%	0	100.00%	0	100.00%	0	100.00%	0	100.00%	0	100.00%
South Central	312	262	0	731	1089	2394	30	98.75%	9	99.62%	0	100.00%	34	98.58%	30	98.75%	103	95.70%
South East Coast	475	430	1	754	868	2528	0	100.00%	0	100.00%	0	100.00%	0	100.00%	0	100.00%	0	100.00%
South West	619	500	0	1348	1426	3893	0	100.00%	0	100.00%	0	100.00%	0	100.00%	28	99.28%	28	99.28%
West Midlands	545	407	0	1451	1791	4194	0	100.00%	0	100.00%	0	100.00%	0	100.00%	4	99.90%	4	99.90%
Yorks & Humber	602	558	0	1324	2023	4507	21	99.53%	4	99.91%	0	100.00%	4	99.91%	20	99.56%	49	98.91%

NUMBERS AND NON-COMPLIANCE BY SPECIALTY AND WORK PATTERN

	Full Shifts			Partial Shifts			24-Hour Partial Shifts			Hybrid		
	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp
Medicine	9837	55	99.44%	32	0	100.00%	73	0	100.00%	227	12	94.71%
Surgery	6228	80	98.72%	31	1	96.77%	213	13	93.90%	460	20	95.65%
O&G	2324	24	98.97%	17	0	100.00%	14	0	100.00%	42	0	100.00%
Pathology	368	0	100.00%	2	0	100.00%	0	0	n/a	73	0	100.00%
Anaesthetics	3342	5	99.85%	16	0	100.00%	43	0	100.00%	223	0	100.00%
Paediatrics	3275	6	99.82%	0	0	n/a	4	0	100.00%	87	0	100.00%
A&E	2496	0	100.00%	0	0	n/a	0	0	n/a	8	0	100.00%
Radiology	292	0	100.00%	0	0	n/a	62	0	100.00%	96	10	89.58%
Psychiatry	1086	0	100.00%	12	0	100.00%	16	0	100.00%	290	0	100.00%
Dentistry	352	0	100.00%	3	0	100.00%	0	0	n/a	55	3	94.55%
Public Health	28	0	100.00%	0	0	n/a	0	0	n/a	0	0	n/a
General Practice	295	0	100.00%	0	0	n/a	0	0	n/a	0	0	n/a

	Resident On-Call			Non-Resident On-Call			Flexible Trainees			Other			Totals		
	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp
Medicine	14	0	100.00%	1013	24	97.63%	249	0	100.00%	284	1	99.65%	11729	92	99.22%
Surgery	53	5	90.57%	2056	56	97.28%	44	0	100.00%	121	0	100.00%	9206	175	98.10%
O&G	6	0	100.00%	4	0	100.00%	74	0	100.00%	28	0	100.00%	2509	24	99.04%
Pathology	1	0	100.00%	396	6	98.48%	51	0	100.00%	173	0	100.00%	1064	6	99.44%
Anaesthetics	4	0	100.00%	30	0	100.00%	106	0	100.00%	78	0	100.00%	3842	5	99.87%
Paediatrics	0	0	n/a	60	0	100.00%	166	0	100.00%	50	0	100.00%	3642	6	99.84%
A&E	0	0	n/a	13	0	100.00%	47	0	100.00%	31	0	100.00%	2595	0	100.00%
Radiology	8	0	100.00%	498	10	97.99%	48	0	100.00%	112	0	100.00%	1116	20	98.21%
Psychiatry	43	0	100.00%	1162	0	100.00%	77	0	100.00%	39	0	100.00%	2725	0	100.00%
Dentistry	3	0	100.00%	126	7	94.44%	7	0	100.00%	118	0	100.00%	664	10	98.49%
Public Health	2	0	100.00%	32	0	100.00%	12	0	100.00%	36	0	100.00%	110	0	100.00%
General Practice	0	0	n/a	0	0	n/a	2	0	100.00%	127	0	100.00%	424	0	100.00%

Overall	39626	338	99.15%
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NUMBERS AND NON-COMPLIANCE BY HEALTH AUTHORITY AND WORK PATTERN

SHA	Full Shifts			Partial Shifts			24-Hour Partial Shifts			Hybrid		
	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp
East Midlands	2307	4	99.83%	14	0	100.00%	18	0	100.00%	213	0	100.00%
East of England	2571	9	99.65%	26	0	100.00%	62	7	88.71%	155	10	93.55%
London	5327	61	98.85%	6	1	83.33%	31	0	100.00%	272	5	98.16%
North East	1774	0	100.00%	25	0	100.00%	0	0	n/a	87	0	100.00%
North West	4796	0	100.00%	6	0	100.00%	51	0	100.00%	146	0	100.00%
South Central	1821	63	96.54%	0	0	n/a	8	0	100.00%	62	7	88.71%
South East Coast	2133	0	100.00%	6	0	100.00%	2	0	100.00%	8	0	100.00%
South West	2640	0	100.00%	26	0	100.00%	34	0	100.00%	269	23	91.45%
West Midlands	3159	0	100.00%	4	0	100.00%	32	0	100.00%	149	0	100.00%
Yorks & Humber	3395	33	99.03%	0	0	n/a	187	6	96.79%	200	0	100.00%

SHA	Resident On-Call			Non-Resident On-Call			Flexible Trainees			Other			Totals		
	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp	Total	Band 3	% Comp
East Midlands	6	0	100.00%	356	8	97.75%	29	0	100.00%	138	0	100.00%	3081	12	99.61%
East of England	2	0	100.00%	481	16	96.67%	31	0	100.00%	186	1	99.46%	3514	43	98.78%
London	29	5	82.76%	1022	26	97.46%	250	0	100.00%	142	0	100.00%	7079	98	98.62%
North East	47	0	100.00%	361	1	99.72%	101	0	100.00%	67	0	100.00%	2462	1	99.96%
North West	3	0	100.00%	855	0	100.00%	112	0	100.00%	5	0	100.00%	5974	0	100.00%
South Central	1	0	100.00%	352	33	90.63%	54	0	100.00%	96	0	100.00%	2394	103	95.70%
South East Coast	19	0	100.00%	266	0	100.00%	18	0	100.00%	76	0	100.00%	2528	0	100.00%
South West	10	0	100.00%	588	5	99.15%	83	0	100.00%	243	0	100.00%	3893	28	99.28%
West Midlands	17	0	100.00%	635	4	99.37%	33	0	100.00%	165	0	100.00%	4194	4	99.90%
Yorks & Humber	0	0	n/a	474	10	97.89%	172	0	100.00%	79	0	100.00%	4507	49	98.91%

Overall	39626	338	99.15%
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BAND 1 / BAND 2 SPLIT BY HEALTH AUTHORITY AND WORK PATTERN (FULL-TIME COMPLIANT POSTS ONLY)

SHA	Full Shifts		Partial Shifts		24-Hour Partials		Hybrid		Res On-Call		Non-Res On-Call		Other		Totals	
	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2
East Midlands	1707	596	5	9	18	0	134	79	6	0	132	216	138	0	2140	900
East of England	1686	876	11	15	47	8	66	79	1	1	288	177	177	8	2276	1164
London	3780	1486	0	5	12	19	156	111	8	16	418	578	141	1	4515	2216
North East	970	804	7	18	0	0	75	12	43	4	181	179	67	0	1343	1017
North West	4546	250	6	0	51	0	146	0	3	0	822	33	5	0	5579	283
South Central	1050	708	0	0	8	0	5	50	1	0	167	152	65	31	1296	941
South East Coast	1609	524	1	5	0	2	8	0	12	7	168	98	76	0	1874	636
South West	1813	827	3	23	23	11	110	136	1	9	329	254	243	0	2522	1260
West Midlands	1404	1755	4	0	21	11	95	54	11	6	202	429	158	7	1895	2262
Yorks & Humber	2192	1170	0	0	108	73	161	39	0	0	311	153	79	0	2851	1435

Overall	26291	12114
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BAND 1 / BAND 2 SPLIT BY HEALTH AUTHORITY AND WORK PATTERN (FULL-TIME COMPLIANT POSTS ONLY) PERCENTAGES

SHA	Full Shifts		Partial Shifts		24-Hour Partials		Hybrid		Res On-Call		Non-Res On-Call		Other		Totals	
	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2	Band 1	Band 2
East Midlands	74.0%	25.8%	35.7%	64.3%	100.0%	n/a	62.9%	37.1%	100.0%	n/a	37.1%	60.7%	100.0%	n/a	69.5%	29.2%
East of England	65.6%	34.1%	42.3%	57.7%	75.8%	12.9%	42.6%	51.0%	50.0%	50.0%	59.9%	36.8%	95.2%	4.3%	64.8%	33.1%
London	71.0%	27.9%	n/a	83.3%	38.7%	61.3%	57.4%	40.8%	27.6%	55.2%	40.9%	56.6%	99.3%	0.7%	63.8%	31.3%
North East	54.7%	45.3%	28.0%	72.0%	n/a	n/a	86.2%	13.8%	91.5%	8.5%	50.1%	49.6%	100.0%	n/a	54.5%	41.3%
North West	94.8%	5.2%	100.0%	n/a	100.0%	n/a	100.0%	n/a	100.0%	n/a	96.1%	3.9%	100.0%	n/a	93.4%	4.7%
South Central	57.7%	38.9%	n/a	n/a	100.0%	n/a	8.1%	80.6%	100.0%	n/a	47.4%	43.2%	67.7%	32.3%	54.1%	39.3%
South East Coast	75.4%	24.6%	16.7%	83.3%	n/a	100.0%	100.0%	n/a	63.2%	36.8%	63.2%	36.8%	100.0%	n/a	74.1%	25.2%
South West	68.7%	31.3%	11.5%	88.5%	67.6%	32.4%	40.9%	50.6%	10.0%	90.0%	56.0%	43.2%	100.0%	n/a	64.8%	32.4%
West Midlands	44.4%	55.6%	100.0%	n/a	65.6%	34.4%	63.8%	36.2%	64.7%	35.3%	31.8%	67.6%	95.8%	4.2%	45.2%	53.9%
Yorks & Humber	64.6%	34.5%	n/a	n/a	57.8%	39.0%	80.5%	19.5%	n/a	n/a	65.6%	32.3%	100.0%	n/a	63.3%	31.8%

Overall	66%	31%
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PROPORTIONS BY PAY BAND AND MOVEMENT BETWEEN BANDS SINCE SEPTEMBER 2006

	Basic	1A	1B	1C	2A	2B	3	FA	FB	FC
September 2006	3.12%	23.45%	10.50%	1.98%	15.82%	41.41%	1.71%	0.81%	0.91%	0.29%
October 2007	5.05%	27.36%	15.29%	2.28%	10.39%	37.09%	0.78%	0.78%	0.79%	0.18%
April 2008	4.79%	27.83%	16.94%	2.05%	9.15%	36.68%	0.75%	0.92%	0.77%	0.11%
September 2008	5.80%	34.01%	24.43%	2.47%	4.90%	25.69%	0.85%	0.90%	0.84%	0.10%
Variation since Oct 07	1.01%	6.18%	7.49%	0.42%	-4.25%	-10.99%	0.10%	-0.02%	0.07%	-0.01%

AVERAGE PAY SUPPLEMENT BY HEALTH AUTHORITY AND GRADE

SHA	F1	F2	PRHO	SHO	SPR	ALL
East Midlands	33%	46%	0	46%	47%	44%
East of England	44%	44%	0	46%	47%	44%
London	42%	41%	0%	47%	48%	46%
North East	47%	43%	0	49%	47%	47%
North West	38%	38%	0	43%	45%	43%
South Central	45%	44%	0	49%	48%	48%
South East Coast	38%	41%	40%	48%	50%	46%
South West	38%	44%	0	46%	47%	45%
West Midlands	40%	48%	0	49%	47%	47%
Yorks & Humber	42%	42%	0	47%	47%	46%
All	40%	43%	20%	48%	47%	46%

PROPORTIONS BY WORKING PATTERN AND HEALTH AUTHORITY

SHA	Full Shift	Partial	24 Partial	Hybrid	Res o/c	Non-res	Flexible	Other	All
East Midlands	2307	14	18	213	6	356	29	138	3081
East of England	2571	26	62	155	2	481	31	186	3514
London	5327	6	31	272	29	1022	250	142	7079
North East	1774	25	0	87	47	361	101	67	2462
North West	4796	6	51	146	3	855	112	5	5974
South Central	1821	0	8	62	1	352	54	96	2394
South East Coast	2133	6	2	8	19	266	18	76	2528
South West	2640	26	34	269	10	588	83	243	3893
West Midlands	3159	4	32	149	17	635	33	165	4194
Yorks & Humber	3395	0	187	200	0	474	172	79	4507
Totals	29923	113	425	1561	134	5390	883	1197	39626
Percentage of all	76%	0%	1%	4%	0%	14%	2%	3%	

AVERAGE PAY SUPPLEMENT BY HEALTH AUTHORITY AND SPECIALTY

SHA	Medicine	Surgery	O&G	Path	Anaes	Paeds	A&E	Radiol	Psych	Dent	P Health	GP
East Midlands	40%	46%	47%	29%	48%	49%	50%	40%	38%	48%	0%	n/a
East of England	43%	48%	51%	26%	50%	50%	49%	23%	35%	51%	0%	0%
London	43%	49%	41%	37%	49%	44%	47%	45%	37%	22%	17%	34%
North East	46%	49%	51%	33%	51%	47%	46%	26%	36%	23%	0%	40%
North West	41%	45%	46%	30%	47%	47%	47%	37%	40%	21%	9%	48%
South Central	39%	44%	49%	27%	52%	47%	50%	36%	36%	32%	17%	16%
South East Coast	43%	48%	49%	33%	54%	48%	48%	49%	31%	35%	5%	24%
South West	43%	47%	47%	39%	47%	48%	46%	25%	32%	30%	5%	0%
West Midlands	44%	49%	51%	35%	47%	50%	49%	41%	42%	32%	0%	n/a
Yorks & Humber	43%	49%	46%	33%	53%	43%	48%	31%	41%	34%	3%	21%

SUMMARY OF PROPORTIONS IN PAY BANDS BY GRADE

	Basic	1A	1B	1C	2A	2B	3	FA	FB	FC	No.in Grade
Foundation 1	11.3%	17.6%	50.0%	0.1%	1.7%	18.0%	1.2%	0.0%	0.1%	0.0%	5528
Foundation 2	13.0%	44.6%	19.7%	0.3%	3.3%	18.7%	0.3%	0.0%	0.0%	0.0%	4843
PRHO	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2
SHO	3.0%	38.0%	22.5%	1.2%	4.7%	29.5%	0.5%	0.3%	0.2%	0.0%	10614
SPR	3.9%	33.8%	19.2%	4.4%	6.4%	27.6%	1.1%	1.8%	1.6%	0.2%	18639
ALL	5.8%	34.0%	24.4%	2.5%	4.9%	25.7%	0.9%	0.9%	0.8%	0.1%	39626