

Transitional Pay and Incremental Arrangements

Under the NHS Employers and BMA proposal Staff Grade doctors would have received one increment on assimilation to Specialty Doctor at the start of Year 1, and Associate Specialists one increment on assimilation to the revised contract at the start of Year 2.

The transition arrangements determined by government will now mean that this translates to half an increment to all SAS doctors on assimilation at the start of Year 1 and a further half increment at the start of Year 2, by introducing transitional scale points for the transitional period. All doctors will still reach the same pay point by the beginning of Year 2 as in the original proposal, while the increase in pay for individual doctors will be distributed more evenly over the transition. In the following, 'the final scale' refers to the scale in place on 1 April 2009, without the transitional points.

Assimilation – Staff Grade and Associate Specialist

On assimilation, Staff Grade doctors will move to the first point on the Specialty Doctor transitional scale with a value above that of their current salary. Associate Specialists will move to the first point on the Associate Specialist transitional scale with a value above that of their current salary rebased to 40 hours. If, during this assimilation only, a threshold would be passed (arrows marked ① on the attached tables) the move will be automatic with no requirement to meet the relevant criteria.

Assimilation – other career grades e.g. Clinical Assistants, Hospital Practitioners, SCMOs and CMOs

Doctors other than Staff Grades and Associate Specialists will have their current full-time basic salary rebased to 40 hours, and their notional point on the Specialty Doctor transitional scale determined by this. Their actual basic pay, should they choose to retain their current working arrangements rather than move to a 40 hour contract, will be determined pro rata of the notional basic salary by the proportion of 40 hours they contract for.

Movement during transition

During the course of Year 1 doctors assimilated to points 0* to 4* below threshold 1 on the transitional scales will move up one increment on that scale at their usual incremental date; if as a result of this increment threshold 1 would be passed (arrows marked ② on the attached tables) the doctor must evidence meeting the threshold criteria before the move can be made; pay will be backdated to the incremental date so long as this is achieved within 12 months.

At the beginning of Year 2 the salary scale will be re-valued to give the second half of the assimilation increment, except that;

- where a doctor was at the top of the AS scale before assimilation, pay will be adjusted by DDRB increases only, and

- where doctors have been appointed or re-graded in the transition year and appointed to the bottom point of the appropriate scale they will remain on that point, receiving their next increment on the anniversary of their re-grading.

Future increments post 1 April 2009

- Doctors of either grade on points of the scales below threshold 1 will normally receive their next pay increment on the anniversary of their incremental date, subject to them meeting the criteria for threshold 1 where necessary.
- Those on points between thresholds 1 and 2 will normally receive their next pay increment on the second anniversary of their last increment, subject to them meeting the criteria for threshold 2 where necessary.
- Those above threshold 2 will normally receive their next pay increment on the third anniversary of their last increment.

Incremental pay progression and movement through thresholds will be on the basis of the arrangements as set out in Schedule 15 of the TCS.

New appointments during the transitional stage

Doctors appointed during the transitional year will be placed on an appropriate point on the transitional scale and will move up to the final scale on 1st April 2009 except where a doctor has been appointed to the minimum of the transition scale, when they will remain on this point until their incremental date.

Examples

The following non-exclusive examples demonstrate the mechanism for determining new basic pay on and after transition, and include the re-basing of the contracted hours to 40. The salaries quoted assume that e.g. in the case of an Associate Specialist whose current contract is on a 38.5 hour week, an additional 1.5 hours of duty per week is undertaken. If currently contracted hours are maintained, the salaries quoted would, in the case of the Associate Specialist, be recalculated on a 38.5 hour basis instead of 40 (0.96 WTE). The principles underpinning examples 1, 2 and 3 are applicable to both Staff Grade and Associate Specialist assimilation (using the relevant transitional and final scales).

Example 1 – Staff Grade doctor assimilating below Threshold 1

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 2 of the current scale (£37,714) with an incremental date of 1 August would be assimilated on 1 April 2008 onto point 2* of the Specialty Doctor (SD) transitional scale (£39,877). On their incremental date, they would move to point 3* on the SD transitional scale (£42,216), and on 1 April 2009 move to

point 3 on the SD final scale (£44,133). Their next increment would be on 1 August 2009 to point 4 of the SD final scale (£47,148) subject to Schedule 15 arrangements.

Example 2 – Staff Grade doctor assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 5 of the current scale (£45,924) with an incremental date of 1 October would be assimilated on 1 April 2008 onto point 5* of the SD transitional scale (£48,038). On their incremental date of 1 October 2008 they would not receive an increment, but would on 1 April 2009 move to point 5 on the SD final scale (£50,152). Their next increment would be on 1 October 2009 to point 6 of the SD final scale (£53,224) subject to Schedule 15 arrangements.

Example 3 – Staff Grade doctor assimilating above Threshold 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 9 of the current scale (£55,800) with an incremental date of 1 May would be assimilated on 1 April 2008 onto point 9* of the SD transitional scale (£59,370). On their incremental date of 1 May 2008 they would not receive an increment, but would on 1 April 2009 move to point 9 on the SD final scale (£62,440). Their next increment would be on 1 May 2010 to point 10 of the SD final scale (£65,512) subject to Schedule 15 arrangements.

Example 4 – Associate Specialist assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, an Associate Specialist on point 8 of the current scale (£66,232) with an incremental date of 1 June would first have their salary rebased to 40 hours (£68,812). They would then be assimilated on 1 April 2008 onto point 6* of the AS transitional scale (£70,039). On their incremental date of 1 June 2008 they would not receive an increment, but would on 1 April 2009 move to point 6 on the AS final scale (£71,265). Their next increment would be on 1 June 2009 to point 7 of the AS final scale (£73,718) subject to Schedule 15 arrangements.

Example 5 – Full-time Senior Clinical Medical Officer assimilation

Assuming transition with effect from 1 April 2008, a full-time Senior Clinical Medical Officer (SCMO) on point 4 of the current scale (£54,785), incremental date 1 May would first have their salary rebased to 40 hours from the full-time SCMO contracted 37. The rebased salary would be $(40 \times £54,785 / 37)$ i.e. £59,227. This salary would assimilate onto the Specialty Doctor transitional scale at point 9* (£59,370), effective from 1 April 2008. After assimilation, ongoing pay progression would be determined under the provisions of Example 3 above.

Example 6 – New appointment to Specialty Doctor

New appointments to the Specialty Doctor grade would normally be made at the minimum of the scale; during the transition period of 1 April 2008 to 31 March 2009 this will be to point 0* of the SD transitional scale. The new appointees would move to point 0 of the SD final scale on 1 April 2009 and take the date of appointment as their new incremental date.

Doctors appointed to the Specialty Doctor grade from a training grade would be assimilated to the SD transitional scale at the point next above their basic salary at the time of promotion, take the date of promotion as their new incremental date, and would move from the transitional scale to the SD final scale on 1 April 2009.

In both cases the next increment would be on the anniversary of appointment to Specialty Doctor, subject to thresholds and Schedule 15 arrangements.

Example 7 – Re-grading to Associate Specialist

Doctors re-graded to the Associate Specialist grade in the transitional year would be appointed to the AS transitional scale at the point next above their basic salary at the time of re-grading, take the date of re-grading as their new incremental date, and would move from the transitional scale to the SD final scale on 1 April 2009. If they are appointed at the minimum point of the scale they will remain on that point until their incremental date and their pay will not change (subject to DDRB recommendations) on 1 April 2009.

In both cases their next increment would be on the anniversary of re-grading to AS, subject to thresholds and Schedule 15 arrangements.

Note: The salaries quoted in the examples above assume that doctors contract on the basis of a 40 hour week on assimilation. If they elect to retain a reduced working week because they had previously contracted for a lower number of hours the rates would be adjusted to reflect the lower working time.

Example 8 – Re-grading and assimilation during the window of opportunity

A staff grade on point 7 of the 1997 contract (£51,746 at 08/09 rate) expresses an interest in the specialty doctor contract and is assimilated to point 7 of the transitional scale (£54,641) moving to point 7 of the full rate (£58,399 – 2009/10 rate) on 1 April 2009. They also apply for re-grading and their application is received by the trust on 1 August 2008. Their application is deemed successful on 1 July 2009, backdated to their date of application receipt and new incremental date (1 August 2008). Their AS salary should therefore be the next highest point on the AS scale from their date of application. On 1 August 2008 they should in theory be on point 7 of the transitional scale (£54,641). Hence, their AS salary should be at transitional point 2 (£56,409) from 1 August 2008, moving to point 2 of the full scale on 1 April 2009 (£59,308) and receiving their next increment on 1 August 2009. They would also get backdated pay from 1 August 2008 to 1 April 2008 on the Specialty Doctor salary.

Locum rates

	From 1 April 2008		From 1 April 2009	
	Weekly Rate	Programmed Activity	Weekly Rate	Programmed Activity
Specialty Doctor	£802.00	£80.20	£806.25	£80.63
Associate Specialist	£1039.53	£103.96	£1096.47	£109.65

The April 2009 final locum rates are derived from the third point (02) of each scale, which is the mid-point of the scale to Threshold 1 on both scales. The April 2008 transitional locum rates are set halfway between the current SG/AS rates and their final value.

Table 1: Transitional pay scales shown at 2007/08 prices: Specialty Doctor

	Current point	Current Staff Grade salary at 2007/08 rates	1 April 2008 Doctors assimilated to transitional points (0*, 1*, 2* etc)		Incremental progression in 2008/09 for doctors assimilated below Threshold 1		1 April 2009 Doctors receive second half increment.		Pay scales for Specialty Doctors at 2007/08 rates		
			Point	Salary	Point	Salary	Point	Salary	01-Apr-08	01-Apr-09	
Optional points	11	60,968	10	63,240				65,512	10	65,512	
	10	58,383	9	59,370				62,440	9	62,440	
	9	55,800	8	56,300				59,368	8	59,368	
	8	53,216	Threshold 2		Threshold 2				Threshold 2		
	7	50,632	7	53,464				56,296	7	56,296	
	6	48,049	6	50,637				53,224	6	53,224	
	5	48,049	5	48,038	48,038			50,152	5	50,152	
			Threshold 1		Threshold 1				Threshold 1		
	Incremental points	5	45,924	4	45,015	45,015			47,148	4	47,148
		4	42,882	3	42,216	42,216			44,133	3	44,133
3		40,298	2	39,877	39,877			42,040	2	42,040	
2		37,714	1	36,633	36,633			38,135	1	38,135	
1		35,131	0	33,839				35,131	0	35,131	
0		32,547									

Doctors joining the pay scale in 2008/09 will join on the transitional point and receive a half increment on 1 April 09 except that doctors joining the pay scale on Point 0 in 2008/9 after 1 April 2008 will not receive increment ③ but will move to the next point on their incremental date in 2009/10.

Table 2: Transitional pay scales shown at 2007/08 rates: Associate Specialist

	Current point	Current AS salary at 2007/08 rates	Salaries rebased to 40 hours and lower points removed	1 April 2008 <i>Doctors assimilated to transitional points</i>	Incremental progression in 2008/09 <i>for doctors assimilated below Threshold 1</i>	1 April 2009 <i>Doctors receive second half increment.</i>		Pay scales for Associate Specialists at 2007/08 rates		
								01-Apr-08	01-Apr-09	
Discretionary points	13	78,039	81,079	10+	81,079	81,079	10	10+	81,079	
	12	75,676	78,624	10	79,852	78,624	9	10	79,852	
	11	73,315	76,171	9	77,398	76,171	8	9	77,398	
	10	70,954	73,718	8	74,945	76,171	8	8	74,945	
	9	68,593	71,265	Threshold 2		Threshold 2		7	7	72,492
	8	66,232	68,812	7	72,492	73,718	7	7	73,718	
				6	70,039	71,265	6	6	70,039	
				6	67,872	68,812	5	5	67,872	
Incremental points	7	64,422	66,932	Threshold 1		Threshold 1		4	4	64,666
	6	60,061	62,401	4	64,666	64,666	4	4	66,932	
	5	55,029	57,173	3	59,787	59,787	3	3	62,401	
	4	51,219	53,215	3	59,787	59,787	3	3	59,787	
	3	47,408	49,255	2	55,194	55,194	2	2	57,173	
	2	43,598		2	55,194	55,194	2	2	55,194	
	1	39,788		1	51,235	51,235	1	1	53,215	
	0	35,977		1	51,235	51,235	1	1	51,235	
			0	49,255	49,255	0	0	49,255		

Doctors joining the pay scale in 2008/09 will receive a half increment on 1 April 09 except that doctors already at the top of the final scale will be paid on the top point of the scale protected to the full 2009 value of the top point; doctors joining this scale in 2008/9 at the minimum will not receive a half increment on 1 April 2009 as they are already receiving the full value of the pay point; they will move to the next point on their incremental date in 2009/10.

Table 3: Implementation of the Specialty Doctor Transitional arrangements

Assimilation point in 2008/9	Years or equivalent as Specialty Doctor	Years to next increment	Period before eligibility for next threshold	Payroll point	Basic salary 2008/09 (at 2007/8 rates)	Basic salary 2009/10 (at 2007/8 rates)
0	0	1	5 years	MC(SD) Point 00	33,839	35,131
1	1	1	4 years	MC(SD) Point 01	36,633	38,135
2	2	1	3 years	MC(SD) Point 02	39,877	42,040
3	3	1	2 years	MC(SD) Point 03	42,216	44,133
4	4	1*	1 year	MC(SD) Point 04	45,015	47,148
5	5	2	6 years	MC(SD) Point 05	48,038	50,152
	6	1	5 years	MC(SD) Point 06	48,038	50,152
6	7	2	4 years	MC(SD) Point 07	50,637	53,224
	8	1	3 years	MC(SD) Point 08	50,637	53,224
7	9	2	2 years	MC(SD) Point 09	53,464	56,296
	10	1*	1 year	MC(SD) Point 10	53,464	56,296
8	11	3		MC(SD) Point 11	56,300	59,368
	12	2		MC(SD) Point 12	56,300	59,368
	13	1		MC(SD) Point 13	56,300	59,368
9	14	3		MC(SD) Point 14	59,370	62,440
	15	2		MC(SD) Point 15	59,370	62,440
	16	1		MC(SD) Point 16	59,370	62,440
10	17	-		MC(SD) Point 17	63,240	65,512

Table 3 shows the values of the pay points on the scale, the number of years before the next increment, and the number of years to the next threshold, on entry to each pay point. For doctors assimilating in 2008/9, time to next increment will reflect years since their last incremental date (not the last actual increment). This implementation, which mirrors that of the 'new' consultant pay scale, allows the establishment of, and appointment to, final scale payroll points with effect from 1 April 2008, with doctors normally moving through the points sequentially on an annual basis assuming threshold criteria are met. (Payroll codes are for example only and will be issued later.)

Table 4: Implementation of the Associate Specialist Transitional arrangements

Assimilation point in 2008/9	Years or equivalent as Associate Specialist	Years to next increment	Period before eligibility for next threshold	Payroll point	Basic salary 2008/09 (at 2007/8 rates)	Basic salary 2009/10 (at 2007/8 rates)
0	0	1	5 years	MC(AS) Point 00	49,255	49,255
1	1	1	4 years	MC(AS) Point 01	51,235	53,215
2	2	1	3 years	MC(AS) Point 02	55,194	57,173
3	3	1	2 years	MC(AS) Point 03	59,787	62,401
4	4	1*	1 year	MC(AS) Point 04	64,666	66,932
5	5	2	2 years	MC(AS) Point 05	67,872	68,812
	6	1	1 year	MC(AS) Point 06	67,872	68,812
6	7	2	2 years	MC(AS) Point 07	70,039	71,265
	8	1	1 year	MC(AS) Point 08	70,039	71,265
7	9	2	2 years	MC(AS) Point 09	72,492	73,718
	10	1*	1 year	MC(AS) Point 10	72,492	73,718
8	11	3		MC(AS) Point 11	74,945	76,171
	12	2		MC(AS) Point 12	77,398	76,171
	13	1		MC(AS) Point 13	77,398	76,171
9	14	3		MC(AS) Point 14	77,398	78,624
	15	2		MC(AS) Point 15	79,852	78,624
	16	1		MC(AS) Point 16	79,852	78,624
10	17	-		MC(AS) Point 17	79,852	81,079
10+PP	17+			MC(AS) Point 17+PP	81,079	

(* - subject to meeting threshold criteria)

Table 4 shows the broadly parallel arrangements for Associate Specialists. Doctors already at the top of the top of the final pay scale will assimilate to the top point of the intermediate scale with pay protection in 2008/9 to the final value of that point. In 2009/10 the value of the top point will rise to the same value as the protected salary, and protection will cease. The bottom point of the intermediate scale is already at its final value and doctors re-graded to this point in 2008/9 will not receive an additional increment on 1 April 2009.

Table 5: On-Call Availability Supplement

Frequency	Percentage of Basic Salary
more frequent than or equal to 1 in 4	6%
less frequent than 1 in 4 or equal to 1 in 8	4%
less frequent than 1 in 8	2%