

Annex A

All figures are indicative and may be amended upwards or downwards following final financial modelling

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

Grade	Stage of training	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	1	26,350
Foundation Doctor Year 2	FY2	2	30,500
Specialty Registrar (StR) (Core Training) / Dental Core Training	CT1	3	36,100
	CT2		
	CT3	4	45,750
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	3	36,100
	ST2 / SpR2		
	ST3 / SpR3	4	45,750
	ST4 / SpR4		
	ST5 / SpR5		
	ST6 / SpR6		
	ST7 / SpR7		
ST8 / SpR8			

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

Grade	Stage of training	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	1	2,108
Foundation Doctor Year 2	FY2	2	2,440
Specialty Registrar (StR) (Core Training) / Dental Core Training	CT1	3	2,888
	CT2		
	CT3	4	3,660
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	3	2,888
	ST2 / SpR2		
	ST3 / SpR3	4	3,660
	ST4 / SpR4		
	ST5 / SpR5		
	ST6 / SpR6		
	ST7 / SpR7		
ST8 / SpR8			

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

Section 3: weekend allowance

A doctor working a shift pattern which involves rostered work at the weekend (defined as one or more shifts 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
1 in 2	10%
<1 in 2 – 1 in 4	7.5%
<1 in 4 – 1 in 5	6%
<1 in 5 – 1 in 7	4%
<1 in 7 – 1 in 8	3%
<1 in 8	No allowance

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

Name of premia	Applicable training programme	Eligibility	Full time value (£)
General practice premium	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only	8,200 per annum
Hard to fill training programmes	Emergency Medicine	Payable to ST4 and above only	20,000 total split evenly across each year of training programme
	Psychiatry	Payable to all grades above foundation training	20,000 total split evenly across each year of training programme
Dual qualification - OMFS	Oral and Maxillofacial Surgery, as per paragraph 37-39 of Schedule 2 of the TCS	Payable to ST3 and above only	20,000 total split evenly across each year of training programme
Academia	As per paragraphs 31-36 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree	4,000 per annum

Section 5: senior decision makers' allowance

Value TBC. Funded from sum previously set aside to pay for uplift from nodal point 4 to nodal point 5. Actual value will be predicated on number of senior decision makers that need to be so designated. This section will not appear in the pay circular until 2018/19.

Section 6: penalty rates and fines

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:

Grade	Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the Guardian of Safe Working Hours
F1	1	50.54	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
F2	2	58.50	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
CT1-2, ST1-2	3	69.24	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
CT3, ST3-8	4	87.74	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor

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:

Grade	Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the Guardian of Safe Working Hours
F1	1	69.24	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
F2	2	80.14	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
CT1-2, ST1-2	3	94.85	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor
CT3, ST3-8	4	120.21	TBC as dependant on locum rate	TBC as dependant on rate paid to the doctor

Section 7: National locum rate - doctors and dentists in training (2016 contract)

Note: NHS Improvement will provide these rates, which as per the ACAS agreement will be the appropriate hourly rates uplifted by 22%.

Grade	Stage of training	Nodal point	Basic hourly rate (£)	Night hourly rate (£)	On-call allowance (per on-call period) (£)*
Foundation Doctor Year 1	FY1	1	TBC	TBC	TBC
Foundation Doctor Year 2	FY2	2	TBC	TBC	TBC
Specialty Registrar (StR)(Core Training) / Dental Core Training	CT1	3	TBC	TBC	TBC
	CT2				
	CT3	4	TBC	TBC	TBC
Specialty Registrar (StR)(Run-Through Training) / Specialty Registrar (StR)(Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	3	TBC	TBC	TBC
	ST2 / SpR2				
	ST3 / SpR3	4	TBC	TBC	TBC
	ST4 / SpR4				
	ST5 / SpR5				
	ST6 / SpR6				
	ST7 / SpR7				
ST8 / SpR8					

*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 8: 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.