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

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

Issued by:


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NHS Employers

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

**Doctors in training**

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

**Dentists* in training**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Stage of training</th>
<th>Grade code</th>
<th>Nodal point</th>
<th>Value (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Core Training</td>
<td>CT1</td>
<td>MC51</td>
<td>3</td>
<td>36,100</td>
</tr>
<tr>
<td></td>
<td>CT2</td>
<td>MC52</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CT3</td>
<td>MC53</td>
<td>4</td>
<td>45,750</td>
</tr>
<tr>
<td>Dental Specialty Training</td>
<td>ST1</td>
<td>MS01</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST2</td>
<td>MS02</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST3</td>
<td>MS03</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST4</td>
<td>MS04</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST5</td>
<td>MS05</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST6</td>
<td>MS06</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST7</td>
<td>MS07</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ST8</td>
<td>MS08</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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)

<table>
<thead>
<tr>
<th>Nodal point</th>
<th>Value (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2,108</td>
</tr>
<tr>
<td>2</td>
<td>2,440</td>
</tr>
<tr>
<td>3</td>
<td>2,888</td>
</tr>
<tr>
<td>4</td>
<td>3,660</td>
</tr>
</tbody>
</table>

* 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:

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Nodal point 1</th>
<th>Nodal point 2</th>
<th>Nodal point 3</th>
<th>Nodal point 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 in 2</td>
<td>10%</td>
<td>2,635</td>
<td>3,050</td>
<td>3,610</td>
<td>4,575</td>
</tr>
<tr>
<td>&lt;1 in 2 – 1 in 4</td>
<td>7.5%</td>
<td>1,976</td>
<td>2,288</td>
<td>2,708</td>
<td>3,431</td>
</tr>
<tr>
<td>&lt;1 in 4 – 1 in 5</td>
<td>6%</td>
<td>1,581</td>
<td>1,830</td>
<td>2,166</td>
<td>2,745</td>
</tr>
<tr>
<td>&lt;1 in 5 – 1 in 7</td>
<td>4%</td>
<td>1,054</td>
<td>1,220</td>
<td>1,444</td>
<td>1,830</td>
</tr>
<tr>
<td>&lt;1 in 7 – 1 in 8</td>
<td>3%</td>
<td>791</td>
<td>915</td>
<td>1,083</td>
<td>1,373</td>
</tr>
<tr>
<td>&lt;1 in 8</td>
<td>No allowance</td>
<td>No allowance</td>
<td>No allowance</td>
<td>No allowance</td>
<td>No allowance</td>
</tr>
</tbody>
</table>

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:

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

Table 2:

<table>
<thead>
<tr>
<th>Length of training programme*</th>
<th>Full time annual value (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 years</td>
<td>6,667</td>
</tr>
<tr>
<td>4 years</td>
<td>5,000</td>
</tr>
<tr>
<td>5 years</td>
<td>4,000</td>
</tr>
<tr>
<td>6 years</td>
<td>3,334</td>
</tr>
<tr>
<td>7 years</td>
<td>2,858</td>
</tr>
<tr>
<td>8 years</td>
<td>2,500</td>
</tr>
</tbody>
</table>

*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:

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

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:

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

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

<table>
<thead>
<tr>
<th>Nodal point</th>
<th>Hourly rate (£)</th>
<th>Hourly rate with 37% enhancement (£)*</th>
<th>On-call allowance (per on-call period) (£)**</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>15.42</td>
<td>21.12</td>
<td>30.54</td>
</tr>
<tr>
<td>2</td>
<td>17.85</td>
<td>24.45</td>
<td>35.36</td>
</tr>
<tr>
<td>3</td>
<td>21.12</td>
<td>28.93</td>
<td>40.90</td>
</tr>
<tr>
<td>4</td>
<td>26.77</td>
<td>36.67</td>
<td>51.84</td>
</tr>
</tbody>
</table>

* 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

<table>
<thead>
<tr>
<th></th>
<th>Value (£) per annum for non-resident staff</th>
<th>Value (£) per annum for resident staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>London zone from 1 April 2005</td>
<td>2,162</td>
<td>602</td>
</tr>
<tr>
<td>Extra-territorially managed units from 1 July 1979</td>
<td>527</td>
<td>147</td>
</tr>
<tr>
<td>Fringe zone 1 July 1981</td>
<td>149</td>
<td>38</td>
</tr>
</tbody>
</table>

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.