

Nodal Point 5 – Guidance note

The 2016 contract provided for a senior decision makers' allowance to be introduced however, during the 2018 review and contract negotiations Department of Health and Social Care (DHSC), NHS Employers and the British Medical Association (BMA) agreed that instead of an allowance, a fifth nodal point will be introduced for trainees at ST6-8. This was to recognise the significant high-service contribution these trainees make.

Doctors who are ST6-8 on 2016 pay schedules on the 1 October 2020, will be automatically transferred onto the Nodal point 5 pay point along with updated element rates for: on call allowance, weekend allowances, penalty rates and fines on the ESR system. Employers should inform doctors of the change as soon as possible, either via updated work schedules, an amendment to their contract or similar documentation.

Doctors who are on schedule 15 section 2 pay protection arrangements will continue to be paid on the 2002 (MN37) pay schedules. This is until the doctor exits training or until 6 August 2025, whichever comes first. The introduction of Nodal point 5 applies for those on the 2016 pay arrangements only.

HEE will apply the correct grade for the doctor, added after their Annual Review of Competency Progression (ARCP), and in line with the Code of Practice deadlines (COP). The rest will be managed through reporting.

- A placement will be added to Trainee Information System (TIS) with the correct grade and in meeting with COP deadlines. This is already business as usual practice.
- HEE will create a report tool to flag those trainees who are moving into a placement with a grade in the new pay point. This will have two elements to it:
 - An initial 'big bang' report developed for the October introduction. HEE will communicate with employing organisations and inform them of the trainees this is applicable to in the immediate future.
 - A report which refreshes daily to flag those trainees that will be moving onto the new pay point at a point in the future. This is likely to be within 12 weeks to align with COP and released to HEE colleagues initially but with the expectation this will be released to trusts for direct use in the near future.

Access the updated figures on the [latest pay circular](#).