

25 August 2009

Pay Circular (M&D) 2/2009

Changes to Schedules 14 and 21 of the Terms and Conditions of Service for consultants.

Corrigendum to Pay Circular (M&D) 1/2009

To: All employers in the NHS (England)

Summary

This pay circular notifies employers of changes to the Terms and Conditions of Service (TCS) – Consultants (England) 2003. This circular also includes a corrigendum to Annex A Section 7 of Pay Circular (M&D)1/2009 to correct an earlier rounding error in the Associate Specialist 2008 locum rates.

Agreement

- 1 The Joint Negotiating Committee (Seniors) has approved amendments to the TCS which are detailed below.

Schedule 14 – Basic salary and payment for additional programmed activities for consultants appointed after 31 October 2003.

- 2 JNC(S) has noted that in some circumstances successful applications for a consultant post could result in a drop of salary where previous experience was unable to be taken into account. It was agreed that in these circumstances Associate Specialists should be able to move to the next threshold point above their basic AS salary (including any discretionary points). A new paragraph 11 has been added to Schedule 14 of the TCS. A cross-reference to that paragraph has also been added to paragraph 3 of Schedule 1 – Commencement of Employment.

Schedule 21 –Model provisions for expenses –NHS Consultants.

- 3 The omission of an appropriate sub-heading before paragraph 14 of Schedule 21 has meant that some locum consultants have been prevented from claiming expenses for journeys from their home or temporary accommodation to their place of work. To ensure clarity, JNC(S) agreed to add 'locum consultants' as a sub-heading before paragraph 14.

Pay Circular (M&D) 1/2009 - Corrigendum

- 4 Due to the effects of rounding, Annex A Section 7 of PC (M&D) 1/2009 contains incorrect figures for the Locum Tenens Associate Specialist (2008) rates. A revised Annex A Section 7 is attached.

Effect of amendments

- 5 The amendments contained within this circular will come into effect 1 September 2009.

Enquiries

- 6 Employers should direct enquiries to: doctorsanddentists@nhsemployers.org
- 7 Employees should direct personal enquiries to their employer.

Further copies

- 8 Copies of this circular can be downloaded from: www.nhsemployers.org
- 9 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of changes to pay and conditions for medical and dental staff covered by this circular rested with the Department of Health and were published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 2000 to 2005 are available from the Department of Health website at: www.dh.gov.uk/letters

Pay Circular (M&D) 2/2009

Pay and conditions of service for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

Bill McMillan
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NHS Employers

Annex A: Section 7 Locum tenens appointments

Consultant										
Locum consultants should be employed on the 2003 contract. Basic salary for individual locum consultants should be determined using Schedule 22 of the Terms and Conditions ¹⁸ , and the consultant placed on the appropriate point of the scale of annual salaries below.										
Code	0	1	2	3	4	5	6	7	8	9
MC73-0	£74,504	£75,086	£75,667	£76,255	£76,837	£78,000	£79,170	£81,502	£82,665	£83,829
MC73-1	£89,370	£94,911	£100,446							
					Rate (£) : Per Week			Rate (£)/notional half day		
Specialty Doctor					£836.40			£83.64		
Associate Specialist (2008)					£1,137.50			£113.75		
Associate Specialist					£981.09			£89.19		
P/T Medical/Dental Officer (paras 94-105)								£87.48		
Hospital Practitioner								£100.47		
Staff Grade					£827.40			£82.74		

House Officer, Senior House Officer, Specialist Registrar, Registrar, & Senior Registrar :

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ¹⁹
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ¹⁹
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ¹⁹
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²⁰

Hourly Rates (£) : Bands LA, LB, LC				
Band	Basic rate	LC	LB	LA
HO / FHO1	11.31	15.84	16.97	20.36
FHO2	14.06	19.69	21.09	25.31
SHO	15.79	22.11	23.69	28.43
SpR	18.22	25.51	27.33	32.80
StR (Higher)	18.22	25.51	27.33	32.80
StR (Lower)	16.54	23.16	24.81	29.78

Weekly Rates (£) : Band LL							
Band	Basic Rate ²⁰	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	542.88	651.46	760.04	814.32	814.32	977.19	1085.76
FHO2	674.88	809.86	944.84	1012.32	1012.32	1214.79	1349.76
SHO	757.92	909.51	1061.09	1136.88	1136.88	1364.26	1515.84
SpR	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR (Higher)	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR (Lower)	793.92	952.71	1111.49	1190.88	1190.88	1429.06	1587.84

(NB: Junior doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointments for Training (LAT) are excluded from this arrangement).

Explanatory notes

- ¹⁸ For consultants see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.
- ¹⁹ Calculated using the mid-point (unrounded) of the current salary scale.
- ²⁰ The basic weekly rate shown for Band LL is calculated as: $((\text{hourly rate} \times 40) \times 1.2)$. The banding multiplier, where applicable, is then applied to this figure.
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