

Junior doctor contract: four-year pay deal at a glance

The 2016 contract for junior doctors was amended in 2018 and jointly agreed by NHS Employers, the British Medical Association (BMA) and Department of Health and Social Care (DHSC) in July 2019.

The contract forms terms and conditions for 28,000 of the 39,000 junior doctors training in England¹. By 2022/23, it is expected to cover the majority of junior doctors in England.

The agreement covers the period from 1 April 2019 to 31 March 2023. In 2019/20, this will mean a total increased investment of 2.3 per cent in the contract. In each of the three subsequent years (2020/21-2022/23) this will mean annual pay uplifts of 2 per cent and a further 1 per cent of additional investment (circa £90m) in other terms within the contract.

	2019/20	2020/21	2021/22	2022/23
Annual basic pay uplift	2%			
Additional investment in other terms	0.3%	1%		
Total investment	2.3%	3%		

This additional investment has enabled the introduction of:

- an enhanced rate of pay for junior doctors working on shifts ending between **midnight** and **4am** (inclusive). Their entire shift attracts an enhancement of **37 per cent** on their basic pay.
- a weekend frequency allowance uplift to ensure those working the most frequent weekends are remunerated fairly. The enhancement is again added as a percentage on their basic pay.

Frequency	Percentage added
1 in 2	15%
<1 in 2, >=1 in 4	10%
<1 in 4, >=1 in 5	6%
<1 in 5, >=1 in 7	5%
<1 in 7, >=1 in 8	3%
<1 in 8	0%

¹ As of March 2019

- a less-than-full-time (LTFT) annual allowance of **£1,000**, paid to junior doctors for as long as they continue to train less than full time.
- a new nodal pay point 5, which will come into effect from October 2020 for trainees at ST6 and above. The below table shows the pay progression at each nodal point from 1 April 2019, and the additional funding received by junior doctors at ST6 and above to recognise their significant contribution.

Nodal point	Foundation year or specialty training year (F) (ST)	2018/19	1 April 2019	1 Oct 2020	1 Oct 2021	1 April 2022
NP1	F1	£27,146	£27,689	£28,243	£28,808	£29,384
NP2	F2	£31,422	£32,050	£32,691	£33,345	£34,012
NP3	ST1-3	£37,191	£37,935	£38,694	£39,467	£40,257
NP4	ST3-5	£47,132	£48,075	£49,036	£50,017	£51,017
NP5	ST6-8	£47,132	£48,075	£52,036	£56,077	£58,398
Increase in pay to ST6-8				£3,000	£6,060*	£7,381*

* The differences between NP4 and NP5 for October 2021 and April 2022 are greater than the values of £6,000 and £7,200 as stated in the [framework agreement](#) due to the 2 per cent uplift agreed as part of the deal.

Additional resources

- [2018 junior doctor contract refresh hub](#)
- [Frequently asked questions](#)
- [Implementation timeline](#)
- [Pay circulars](#)