

Transitional Pay and Incremental Arrangements

Under the NHS Employers and BMA proposal Staff Grade doctors would have received one increment on assimilation to Specialty Doctor at the start of Year 1, and Associate Specialists one increment on assimilation to the revised contract at the start of Year 2.

The transition arrangements determined by government will now mean that this translates to half an increment to all SAS doctors on assimilation at the start of Year 1 and a further half increment at the start of Year 2, by introducing transitional scale points for the transitional period. All doctors will still reach the same pay point by the beginning of Year 2 as in the original proposal, while the increase in pay for individual doctors will be distributed more evenly over the transition. In the following, 'the final scale' refers to the scale in place on 1 April 2009, without the transitional points.

Assimilation – Staff Grade and Associate Specialist

On assimilation, Staff Grade doctors will move to the first point on the Specialty Doctor transitional scale with a value above that of their current salary. Associate Specialists will move to the first point on the Associate Specialist transitional scale with a value above that of their current salary rebased to 40 hours. If, during this assimilation only, a threshold would be passed (arrows marked ① on the attached tables) the move will be automatic with no requirement to meet the relevant criteria.

Assimilation – other career grades e.g. Clinical Assistants, Hospital Practitioners, SCMOs and CMOs

Doctors other than Staff Grades and Associate Specialists will have their current full-time basic salary rebased to 40 hours, and their notional point on the Specialty Doctor transitional scale determined by this. Their actual basic pay, should they choose to retain their current working arrangements rather than move to a 40 hour contract, will be determined pro rata of the notional basic salary by the proportion of 40 hours they contract for.

Movement during transition

During the course of Year 1 doctors assimilated to points 0* to 4* below threshold 1 on the transitional scales will move up one increment on that scale at their usual incremental date; if as a result of this increment threshold 1 would be passed (arrows marked ② on the attached tables) the doctor must evidence meeting the threshold criteria before the move can be made; pay will be backdated to the incremental date so long as this is achieved within 12 months.

At the beginning of Year 2 all doctors will move to the next point above their transitional salary on the relevant final scale.

Future increments post 1 April 2009

- Doctors of either grade on points of the scales below threshold 1 will normally move to the next increment of the scale on the anniversary of their incremental date, subject to them meeting the criteria for threshold 1 where necessary.

- Those on points between thresholds 1 and 2 will normally move to the next increment of the scale on the second anniversary of their last increment, subject to them meeting the criteria for threshold 2 where necessary.
- Those above threshold 2 will normally move to the next increment of the scale on the third anniversary of their last increment.

Incremental pay progression and movement through thresholds will be on the basis of the arrangements as set out in Schedule 15 of the TCS.

New appointments during the transitional stage

Doctors appointed during the transitional year will be placed on an appropriate point on the transitional scale and will move up to the final scale on 1st April 2009.

Examples

The following non-exclusive examples demonstrate the mechanism for determining new basic pay on and after transition, and include the re-basing of the contracted hours to 40. The salaries quoted assume that e.g. in the case of an Associate Specialist whose current contract is on a 38.5 hour week, an additional 1.5 hours of duty per week is undertaken. If currently contracted hours are maintained, the salaries quoted would, in the case of the Associate Specialist, be recalculated on a 38.5 hour basis instead of 40 (0.96 WTE). The principles underpinning examples 1, 2 and 3 are applicable to both Staff Grade and Associate Specialist assimilation (using the relevant transitional and final scales).

Example 1 – Staff Grade doctor assimilating below Threshold 1

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 2 of the current scale (£37,714) with an incremental date of 1 August would be assimilated on 1 April 2008 onto point 2* of the Specialty Doctor (SD) transitional scale (£39,877). On their incremental date, they would move to point 3* on the SD transitional scale (£42,216), and on 1 April 2009 move to point 3 on the SD final scale (£44,133). Their next increment would be on 1 August 2009 to point 4 of the SD final scale (£47,148) subject to Schedule 15 arrangements.

Example 2 – Staff Grade doctor assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 5 of the current scale (£45,924) with an incremental date of 1 October would be assimilated on 1 April 2008 onto point 5* of the SD transitional scale (£48,038). On their incremental date of 1 October 2008 they would not receive an increment, but would on 1 April 2009 move to point 5 on the SD final scale (£50,152). Their next increment would be on 1 October 2009 to point 6 of the SD final scale (£53,224) subject to Schedule 15 arrangements.

Example 3 – Staff Grade doctor assimilating above Threshold 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 9 of the current scale (£55,800) with an incremental date of 1 May would be assimilated on 1 April 2008 onto point 9* of the SD transitional scale (£59,370). On their incremental date of 1 May 2008 they would not receive an

increment, but would on 1 April 2009 move to point 9 on the SD final scale (£62,440). Their next increment would be on 1 May 2010 to point 10 of the SD final scale (£65,512) subject to Schedule 15 arrangements.

Example 4 – Associate Specialist assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, an Associate Specialist on point 8 of the current scale (£66,232) with an incremental date of 1 June would first have their salary rebased to 40 hours (£68,812). They would then be assimilated on 1 April 2008 onto point 6* of the AS transitional scale (£70,039). On their incremental date of 1 June 2008 they would not receive an increment, but would on 1 April 2009 move to point 6 on the AS final scale (£71,265). Their next increment would be on 1 June 2009 to point 7 of the AS final scale (£73,718) subject to Schedule 15 arrangements.

Example 5 – Full-time Senior Clinical Medical Officer assimilation

Assuming transition with effect from 1 April 2008, a full-time Senior Clinical Medical Officer (SCMO) on point 4 of the current scale (£54,785), incremental date 1 May would first have their salary rebased to 40 hours from the full-time SCMO contracted 37. The rebased salary would be $(40 \times £54,785 / 37)$ i.e. £59,227. This salary would assimilate onto the Specialty Doctor transitional scale at point 9* (£59,370), effective from 1 April 2008. After assimilation, ongoing pay progression would be determined under the provisions of Example 3 above.

Example 5 – New appointment to Specialty Doctor

New appointments to the Specialty Doctor grade would normally be made at the minimum of the scale; during the transition period of 1 April 2008 to 31 March 2009 this will be to point 0* of the SD transitional scale. The new appointees would move to point 0 of the SD final scale on 1 April 2009 and take the date of appointment as their new incremental date.

Doctors appointed to the Specialty Doctor grade from a training grade would be assimilated to the SD transitional scale at the point next above their basic salary at the time of promotion, take the date of promotion as their new incremental date, and would move from the transitional scale to the SD final scale on 1 April 2009.

In both cases the next increment would be on the anniversary of appointment to Specialty Doctor, subject to thresholds and Schedule 15 arrangements.

Note: The salaries quoted in the examples above assume that doctors contract on the basis of a 40 hour week on assimilation. If they elect to retain a reduced working week because they had previously contracted for a lower number of hours the rates would be adjusted to reflect the lower working time.

Locum rates

	From 1 April 2008		From 1 April 2009	
	Weekly Rate	Programmed Activity	Weekly Rate	Programmed Activity
Specialty Doctor	£802.00	£80.20	£806.25	£80.63
Associate Specialist	£1039.53	£103.96	£1096.47	£109.65

The April 2009 final locum rates are derived from the third point (02) of each scale, which is the mid-point of the scale to Threshold 1 on both scales. The April 2008 transitional locum rates are set halfway between the current SG/AS rates and their final value.

Table 1: Transitional pay scales shown at 2007/08 prices: *Specialty Doctor*

	Current point	Current Staff Grade salary at 2007/08 rates	1 April 2008 <i>Doctors assimilated to transitional points (0*, 1*, 2* etc)</i>		Incremental progression in 2008/09 for doctors assimilated below Threshold 1		1 April 2009 <i>Doctors receive second half increment.</i>	
			Point	Salary	Point	Salary	Point	Salary
Optional points	11	60,968	10*	63,240			10	65,512
	10	58,383	9*	59,370			9	62,440
	9	55,800	8*	56,300			8	59,368
	8	53,216	Threshold 2		Threshold 2			
			7*	53,464			7	56,296
	7	50,632	6*	50,637			6	53,224
	6	48,049	5*	48,038			5	50,152
			Threshold 1		Threshold 1			
			4*	45,015	4	45,015	4	47,148
			3*	42,216			3	44,133
Incremental points	3	40,298	2*	39,877			2	42,040
	2	37,714	1*	36,633			1	38,135
	1	35,131	0*	33,839			0	35,131
	0	32,547						

Pay scales for Specialty Doctors at 2007/08 rates		
	Transitional	Full
10*	63,240	10 65,512
9*	59,370	9 62,440
8*	56,300	8 59,368
Threshold 2		
7*	53,464	7 56,296
6*	50,637	6 53,224
5*	48,038	5 50,152
Threshold 1		
4*	45,015	4 47,148
3*	42,216	3 44,133
2*	39,877	2 42,040
1*	36,633	1 38,135
0*	33,839	0 35,131

Doctors joining the pay scale in 2008/09 will join on the transitional point and receive a half increment on 1 April 09

* Transitional point for 2008/09 only

Table 2: Transitional pay scales shown at 2007/08 rates: Associate Specialist

	Current point	Current AS salary at 2007/08 rates	Salaries rebased to 40 hours and lower points removed	1 April 2008 <i>Doctors assimilated to transitional points (1*, 2* etc)</i>	Incremental progression in 2008/09 <i>for doctors assimilated below Threshold 1</i>	1 April 2009 <i>Doctors receive second half increment.</i>	Pay scales for Associate Specialists at 2007/08 rates	
							Transitional	Full
Discretionary points	13	78,039	81,079	10	81,079	81,079	10	81,079
				10*	79,852			79,852
	12	75,676	78,624	9*		78,624	9	78,624
				9*	77,398			77,398
	11	73,315	76,171	8*		76,171	8	76,171
				8*	74,945			74,945
	10	70,954	73,718	Threshold 2		73,718	7	73,718
				7*	72,492			72,492
	9	68,593	71,265	Threshold 2		71,265	6	71,265
				6*	70,039			70,039
Incremental points	8	66,232	68,812	Threshold 1		68,812	5	68,812
				5*	67,872	67,872		67,872
	7	64,422	66,932	Threshold 1		66,932	4	66,932
				4*	64,666	64,666		64,666
	6	60,061	62,401	Threshold 1		62,401	3	62,401
				3*	59,787	59,787		59,787
	5	55,029	57,173	Threshold 1		57,173	2	57,173
				2*	55,194	55,194		55,194
	4	51,219	53,215	Threshold 1		53,215	1	53,215
				1*	51,235	51,235		51,235
3	47,408	49,255	0		49,255	0	49,255	
2	43,598							
1	39,788							
0	35,977							

Doctors joining the pay scale in 2008/09 will join on the transitional scale and receive a half increment on 1 April 09

* Transitional point for 2008/09 only