

Transition to the new junior doctor pay system: Examples of transition in operation in HE

1. Dr Frank Turner

Dr Turner is an Academic Clinical Lecturer (ACL) specialising in pathology. He already holds a PhD. He moved to ST3 in September 2016, is employed by an HEI (funded by NIHR) and undertakes an additional NHS rota at the local Trust (funded by the Trust).

Current pay

Basic salary	£36,312 (CL scale, funded by NIHR)
NHS rota pay (banding)	£14,524 (40% banding*, funded by the NHS Trust)
Total pay	£50,836

**As at 31 October 2015*

As Dr Turner moved to ST3 after 2 August 2016, he will be in 'Category 1' transitional protection, and therefore on the new pay system. The employer must determine whether a cash floor protection applies – i.e. whether his new pay is lower than his old pay.

New pay, post 1 April 2017

Basic salary	£45,750 (nodal point 4, funded by NIHR)
Academic pay premium*	£ 4,000 (funded by NIHR)
NHS work schedule	£ 9,893 (funded by the NHS Trust)
Total pay	£59,643**

***If his prior PhD meets the eligibility criteria for the academic pay premium.*

Dr Turner's new pay is higher than his old pay. Even if his PhD did not meet the eligibility criteria for the academic pay premium, and he therefore did not qualify for the £4,000 premium, his new total pay (£55,643 in that instance) would still be higher than his old pay. As such, there is no need to consider the issue of a cash floor. Dr Turner's pay will simply be the new pay as outlined above.

Pathology trainees at the local NHS Trust moved on to the new pay system on 1 February. However, the HEI is moving its trainees on to the new pay system on 1 April. The HEI will not pay back-pay to its trainees to 1 February.

2. Dr Laura Marling

Dr Marling is a Clinical Research Fellow (CRF) in pathology, funded by a medical research charity, and is working towards a PhD. She moved to ST3 in October 2016, is employed by an HEI but does not undertake any additional NHS work.

Current pay

Basic salary	£34,746 (CL scale, funded by a medical charity)
NHS rota pay	not applicable
Total pay	£34,746

As Dr Marling moved to ST3 after 2 August 2016, she will be in 'Category 1' transitional protection, and therefore on the new pay system. The employer must determine whether a cash floor protection applies – i.e. whether her new pay is lower than her old pay.

New pay, post 1 April 2017

New Salary	£45,750 (nodal point 4, funded by the charity)
Academic pay premium	not applicable, as she has not gained a PhD yet
NHS work schedule	not applicable, as she is not currently doing work for the NHS
Total pay	£45,750

Dr Marling's new pay is higher than her old pay. As such, there is no need to consider the issue of a cash floor. Dr Marling's pay will simply be the new pay as outlined above.

Pathology trainees at the local NHS Trust moved on to the new pay system on 1 February. However, the HEI is moving its trainees on to the new pay system on 1 April. The HEI will not pay back-pay to its trainees to 1 February.

3. Dr Emile Sande

Dr Sande is employed by an HEI, is working towards a PhD and is doing an additional rota in the NHS (funded by the NHS Trust). She is a cardiology trainee and moved to ST3 in October 2016. Cardiology in her local Trust transfers to the new NHS contract in August 2017.

Current pay

Basic salary	£34,746 (CL scale, funded by the HEI)
NHS rota pay	£6,949 (20% banding*, funded by the NHS Trust)
Total pay	£41,695

**As at 31 October 2015*

As Dr Sande moved to ST3 after 2 August 2016, she will be in 'Category 1' transitional protection, and therefore on the new pay system, from 1 April in HE. The employer must determine whether a cash floor protection applies – i.e. whether her new pay is lower than her old pay.

New pay, post 1 April 2017

Basic salary	£45,750 (nodal point 4, funded by the HEI)
Academic pay premium	not applicable, as she has not gained a PhD yet
NHS work schedule	£3,500 (funded by the NHS Trust)
Total pay	£49,250

Dr Sande's new pay is higher than her old pay. As such, there is no need to consider the issue of a cash floor. Dr Marling's pay will simply be the new pay as outlined above.

4. Dr Billy Bragg

Dr Bragg is employed by an HEI, funded by NIHR, and already holds a PhD. He is currently doing an additional rota in the NHS (funded by the local NHS Foundation Trust). He moved to ST6 in August 2016.

Current pay

Basic salary	£54,741 (pre-2009 CL scale, funded by NIHR)
NHS rota pay	£21,896 (40% banding, funded by the NHS Foundation Trust)
Total pay	£76,637

As Dr Bragg was already above ST3 before August 2016, he will be in 'Category 2' transitional protection, and therefore on the old pay system.

New pay, post 1 April 2017

Basic salary	£54,741 (pre-2009 CL scale, funded by NIHR)
NHS rota pay	£21,896 (funded by the NHS Foundation Trust)
Total pay	£76,637

Dr Bragg will continue to be paid on the CL scale, with incremental progression. He will continue to be paid banding if he continues to do an NHS rota. He will not be eligible for the academic pay premium as he is on the old pay system, but he will still be able to progress to the HE-only spine points on the CL scale.

If Dr Bragg were still training in four years' time, he would move to the new pay system (including eligibility for the pay premium) at that point. However, Dr Bragg is 12 months away from gaining his CCT, so he will stay on the old pay system until he exits training.

5. Dr Stuart Murdoch

Dr Murdoch is employed by an HEI and is in the latter stages of completing a PhD. He is currently doing an additional rota in the NHS (funded by the local NHS Trust). He moved to ST5 in August 2016 and plans to return to the NHS in August 2017 after completing the PhD.

Current pay

Basic salary	£47,647 (CL scale, funded by the HEI)
NHS rota pay	£19,058 (40% banding, funded by the NHS Trust)
Total pay	£66,705

As Dr Murdoch was already above ST3 before August 2016, he will be in 'Category 2' transitional protection, and therefore on the old pay system.

New pay, post 1 April 2017

Basic salary	£47,647 (CL scale, funded by the HEI)
NHS rota pay	£19,058 (40% banding, funded by the NHS Trust)
Total pay	£66,705

As Dr Murdoch is already above ST3 he will be subject to category 2 transitional protection and will stay on the old pay system, including incremental pay progression. He will not be eligible for the academic pay premium when he completes his PhD, but he will have access to the HE-only pay spine points.