

Junior doctors' contract

– tables of pay: 2019/20 values

BMA

The tables below estimate pay for full-time doctors in training and are based on the details of pay as set out in the terms and conditions of service released by NHS Employers. They should not be used for those junior doctors working less than full time.

Many trainees will qualify for transitional pay protection, so users of these tables should cross-refer to the information in schedule 14 of the terms and conditions of service (TCS) to see when and whether they will move to the new contract or receive a guaranteed minimum salary.

They should also refer to a transitional pay protection tool that has been developed by the BMA and will be available here: bma.org.uk/juniorcontracts



Salary ready reckoner for the 2016 junior doctors' contract: foundation year one

Approximate yearly gross pay = one value from the BLUE table + one value from the YELLOW table + NROC supplement (GREEN) if on a non-resident on-call rota

Average hours worked per week	Average number of enhanced hours per week (as per work schedule)										
	0	2	4	6	8	10	12	14	16	18	20
40	£27,689.00	£28,199.84	£28,710.69	£29,221.53	£29,732.37	£30,243.22	£30,754.06	£31,264.90	£31,775.74	£32,286.59	£32,797.43
41	£28,381.23	£28,892.07	£29,402.91	£29,913.75	£30,424.60	£30,935.44	£31,446.28	£31,957.13	£32,467.97	£32,978.81	£33,489.66
42	£29,073.45	£29,584.29	£30,095.14	£30,605.98	£31,116.82	£31,627.67	£32,138.51	£32,649.35	£33,160.19	£33,671.04	£34,181.88
43	£29,765.68	£30,276.52	£30,787.36	£31,298.20	£31,809.05	£32,319.89	£32,830.73	£33,341.58	£33,852.42	£34,363.26	£34,874.11
44	£30,457.90	£30,968.74	£31,479.59	£31,990.43	£32,501.27	£33,012.12	£33,522.96	£34,033.80	£34,544.64	£35,055.49	£35,566.33
45	£31,150.13	£31,660.97	£32,171.81	£32,682.65	£33,193.50	£33,704.34	£34,215.18	£34,726.03	£35,236.87	£35,747.71	£36,258.56
46	£31,842.35	£32,353.19	£32,864.04	£33,374.88	£33,885.72	£34,396.57	£34,907.41	£35,418.25	£35,929.09	£36,439.94	£36,950.78
47	£32,534.58	£33,045.42	£33,556.26	£34,067.10	£34,577.95	£35,088.79	£35,599.63	£36,110.48	£36,621.32	£37,132.16	£37,643.01
48	£33,226.80	£33,737.64	£34,248.49	£34,759.33	£35,270.17	£35,781.02	£36,291.86	£36,802.70	£37,313.54	£37,824.39	£38,335.23

For information only:	Value
Basic Salary	£27,689.00
Plain time rate	£13.28
Enhanced time rate	£18.19

NROC	Value	Weekend allowance	Value
	£2,215.12	1:2 weekends (15%)	£4,153.35
		<1:2 up to and including 1:3 weekends (10%)	£2,768.90
		<1:3 up to and including 1:4 weekends (7.5%)	£2,076.68
		<1:4 up to and including 1:5 weekends (6%)	£1,661.34
		<1:5 up to and including 1:6 weekends (5%)	£1,384.45
		<1:6 up to and including 1:7 weekends (4%)	£1,107.56
		<1:7 up to and including 1:8 weekends (3%)	£830.67
		Less frequently than 1:8 weekends (0%)	£0.00

Notes/assumptions:

1. Calculate your gross annual salary by adding together appropriate choices from the blue, green and yellow table above
2. No corrections are made to working hours for annual/study leave
3. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
4. The value or type of any eligible transitional pay protection is not included

Salary ready reckoner for the 2016 junior doctors' contract: foundation year two

Approximate yearly gross pay = one value from the BLUE table + one value from the YELLOW table + NROC supplement (GREEN) if on a non-resident on-call rota

Average hours worked per week	Average number of enhanced hours per week (as per work schedule)										
	0	2	4	6	8	10	12	14	16	18	20
40	£32,050.00	£32,641.30	£33,232.60	£33,823.90	£34,415.20	£35,006.50	£35,597.80	£36,189.10	£36,780.40	£37,371.70	£37,963.01
41	£32,851.25	£33,442.55	£34,033.85	£34,625.15	£35,216.45	£35,807.75	£36,399.05	£36,990.35	£37,581.65	£38,172.95	£38,764.26
42	£33,652.50	£34,243.80	£34,835.10	£35,426.40	£36,017.70	£36,609.00	£37,200.30	£37,791.60	£38,382.90	£38,974.20	£39,565.51
43	£34,453.75	£35,045.05	£35,636.35	£36,227.65	£36,818.95	£37,410.25	£38,001.55	£38,592.85	£39,184.15	£39,775.45	£40,366.76
44	£35,255.00	£35,846.30	£36,437.60	£37,028.90	£37,620.20	£38,211.50	£38,802.80	£39,394.10	£39,985.40	£40,576.70	£41,168.01
45	£36,056.25	£36,647.55	£37,238.85	£37,830.15	£38,421.45	£39,012.75	£39,604.05	£40,195.35	£40,786.65	£41,377.95	£41,969.26
46	£36,857.50	£37,448.80	£38,040.10	£38,631.40	£39,222.70	£39,814.00	£40,405.30	£40,996.60	£41,587.90	£42,179.20	£42,770.51
47	£37,658.75	£38,250.05	£38,841.35	£39,432.65	£40,023.95	£40,615.25	£41,206.55	£41,797.85	£42,389.15	£42,980.45	£43,571.76
48	£38,460.00	£39,051.30	£39,642.60	£40,233.90	£40,825.20	£41,416.50	£42,007.80	£42,599.10	£43,190.40	£43,781.70	£44,373.01

For information only:	Value
Basic Salary	£32,050.00
Plain time rate	£15.37
Enhanced time rate	£21.05

NROC	Value	Weekend allowance	Value
	£2,564.00	1:2 weekends (15%)	£4,807.50
		<1:2 up to and including 1:3 weekends (10%)	£3,205.00
		<1:3 up to and including 1:4 weekends (7.5%)	£2,403.75
		<1:4 up to and including 1:5 weekends (6%)	£1,923.00
		<1:5 up to and including 1:6 weekends (5%)	£1,602.50
		<1:6 up to and including 1:7 weekends (4%)	£1,282.00
		<1:7 up to and including 1:8 weekends (3%)	£961.50
		Less frequently than 1:8 weekends (0%)	£0.00

Notes/assumptions:

1. Calculate your gross annual salary by adding together appropriate choices from the blue, green and yellow table above
2. No corrections are made to working hours for annual/study leave
3. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
4. The value or type of any eligible transitional pay protection is not included

Salary ready reckoner for the 2016 junior doctors' contract: specialty training years 1-2 (ST1-2 /CT1-2)

Approximate yearly gross pay = one value from the BLUE table + one value for the YELLOW table + NROC supplement (GREEN) if on a non-resident on-call rota

Average hours worked per week	Average number of enhanced hours per week (as per work schedule)										
	0	2	4	6	8	10	12	14	16	18	20
40	£37,935.00	£38,634.87	£39,334.75	£40,034.62	£40,734.50	£41,434.37	£42,134.25	£42,834.12	£43,534.00	£44,233.87	£44,933.75
41	£38,883.38	£39,583.25	£40,283.12	£40,983.00	£41,682.87	£42,382.75	£43,082.62	£43,782.50	£44,482.37	£45,182.25	£45,882.12
42	£39,831.75	£40,531.62	£41,231.50	£41,931.37	£42,631.25	£43,331.12	£44,031.00	£44,730.87	£45,430.75	£46,130.62	£46,830.50
43	£40,780.13	£41,480.00	£42,179.87	£42,879.75	£43,579.62	£44,279.50	£44,979.37	£45,679.25	£46,379.12	£47,079.00	£47,778.87
44	£41,728.50	£42,428.37	£43,128.25	£43,828.12	£44,528.00	£45,227.87	£45,927.75	£46,627.62	£47,327.50	£48,027.37	£48,727.25
45	£42,676.88	£43,376.75	£44,076.62	£44,776.50	£45,476.37	£46,176.25	£46,876.12	£47,576.00	£48,275.87	£48,975.75	£49,675.62
46	£43,625.25	£44,325.12	£45,025.00	£45,724.87	£46,424.75	£47,124.62	£47,824.50	£48,524.37	£49,224.25	£49,924.12	£50,624.00
47	£44,573.63	£45,273.50	£45,973.37	£46,673.25	£47,373.12	£48,073.00	£48,772.87	£49,472.75	£50,172.62	£50,872.50	£51,572.37
48	£45,522.00	£46,221.87	£46,921.75	£47,621.62	£48,321.50	£49,021.37	£49,721.25	£50,421.12	£51,121.00	£51,820.87	£52,520.75

For information only:	Value
Basic Salary	£37,935.00
Plain time rate	£18.19
Enhanced time rate	£24.92

NROC	Value	Weekend allowance	Value
	£3,034.80	1:2 weekends (15%)	£5,690.25
		<1:2 up to and including 1:3 weekends (10%)	£3,793.50
		<1:3 up to and including 1:4 weekends (7.5%)	£2,845.13
		<1:4 up to and including 1:5 weekends (6%)	£2,276.10
		<1:5 up to and including 1:6 weekends (5%)	£1,896.75
		<1:6 up to and including 1:7 weekends (4%)	£1,517.40
		<1:7 up to and including 1:8 weekends (3%)	£1,138.05
		Less frequently than 1:8 weekends (0%)	£0.00

Name of premia	Training programme	Eligibility	Value	Mechanism
GP Premium	General practice	Payable during ST1-4 during GP practice placements only	£8,617	per annum and pro rata to time in placement eg £4308.5 if only 6 months in GP practice placement during the year
Hard to fill training programme	Emergency medicine	Payable to ST4 and above only	£21,017	divided across each year of training, typically £7005.66666666667 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£21,017	divided across each year of training, typically £3502.83333333333 per annum for each of CT1 to ST6.
Dual qualification	OMFS – see TCS	Payable to ST3 and above only	£21,017	divided across each year of training
Histopathology	Histopathology	Payable to ST1 and above only	£4,204	per annum
Academia	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,204	per annum

Notes/assumptions:

1. Calculate your gross annual salary by adding together appropriate choices from the blue, green and yellow table above
2. No corrections are made to working hours for annual/study leave
3. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
4. The value or type of any eligible transitional pay protection is not included

Salary ready reckoner for the 2016 junior doctors' contract: specialty training years 3-8 (ST3-8/CT3)

Approximate yearly gross pay = one value from the BLUE table + one value for the YELLOW table + NROC supplement (GREEN) if on a non-resident on-call rota

Average hours worked per week	Average number of enhanced hours per week (as per work schedule)										
	0	2	4	6	8	10	12	14	16	18	20
40	£48,075.00	£48,961.95	£49,848.90	£50,735.85	£51,622.80	£52,509.75	£53,396.70	£54,283.66	£55,170.61	£56,057.56	£56,944.51
41	£49,276.88	£50,163.83	£51,050.78	£51,937.73	£52,824.68	£53,711.63	£54,598.58	£55,485.53	£56,372.48	£57,259.43	£58,146.38
42	£50,478.75	£51,365.70	£52,252.65	£53,139.60	£54,026.55	£54,913.50	£55,800.45	£56,687.41	£57,574.36	£58,461.31	£59,348.26
43	£51,680.63	£52,567.58	£53,454.53	£54,341.48	£55,228.43	£56,115.38	£57,002.33	£57,889.28	£58,776.23	£59,663.18	£60,550.13
44	£52,882.50	£53,769.45	£54,656.40	£55,543.35	£56,430.30	£57,317.25	£58,204.20	£59,091.16	£59,978.11	£60,865.06	£61,752.01
45	£54,084.38	£54,971.33	£55,858.28	£56,745.23	£57,632.18	£58,519.13	£59,406.08	£60,293.03	£61,179.98	£62,066.93	£62,953.88
46	£55,286.25	£56,173.20	£57,060.15	£57,947.10	£58,834.05	£59,721.00	£60,607.95	£61,494.91	£62,381.86	£63,268.81	£64,155.76
47	£56,488.13	£57,375.08	£58,262.03	£59,148.98	£60,035.93	£60,922.88	£61,809.83	£62,696.78	£63,583.73	£64,470.68	£65,357.63
48	£57,690.00	£58,576.95	£59,463.90	£60,350.85	£61,237.80	£62,124.75	£63,011.70	£63,898.66	£64,785.61	£65,672.56	£66,559.51

For information only:	Value
Basic Salary	£48,075.00
Plain time rate	£23.05
Enhanced time rate	£31.58

NROC	Value	Weekend allowance	Value
	£3,846.00	1:2 weekends (15%)	£7,211.25
		<1:2 up to and including 1:3 weekends (10%)	£4,807.50
		<1:3 up to and including 1:4 weekends (7.5%)	£3,605.63
		<1:4 up to and including 1:5 weekends (6%)	£2,884.50
		<1:5 up to and including 1:6 weekends (5%)	£2,403.75
		<1:6 up to and including 1:7 weekends (4%)	£1,923.00
		<1:7 up to and including 1:8 weekends (3%)	£1,442.25
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