

Specialty doctor contracts in Wales Pay comparison

2021



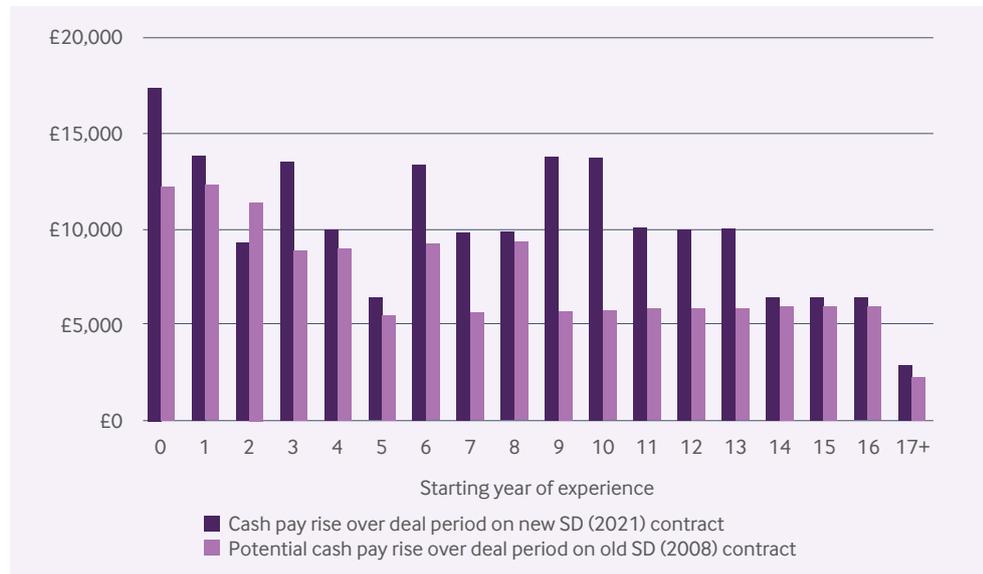
Basic pay examples

Figure 1 below illustrates the impact of choosing to move to the new Specialty Doctor (2021) contract on **basic pay**, for those on the old Speciality Doctor (2008) contract, at all starting years of experience along the current pay scale. This assumes that the doctor has progressed annually on the SD (2008) contract and will continue to progress according to full transitional arrangements in the deal. For example, the basic pay rise for a doctor who has completed 5 full years on the SD (2008) contract by 31 March 2021 should have progressed five times and is shown by the “**starting year of experience**” bars labelled 5 in the below graph. The starting pay expected for each starting year of experience is detailed in **Table 1**. This analysis also assumes that the doctor is full-time; pay rises for LTFT doctors would be pro-rata in the same manner as basic pay.

The “**cash pay rise over the deal period on new SD (2021) contract**” reflects the rise in basic pay that an SD (2008) would receive from 31 March 2021 (the day before the new contract would take effect) to the doctor’s progression date in 2023/24 (the final year of the deal), assuming the doctor expresses interest in choosing the new contract within the prescribed 6-month window of opportunity.

The “**potential cash pay rise over the deal period on old SD (2008) contract**” reflects the rise in basic pay that an SD (2008) would receive over the same period, if they remain on the old SD (2008) contract *and the government awards a 1% annual pay rise in each year 21/22 – 23/24*. Whilst the government has not currently imposed a pay freeze on NHS doctors’ pay, the current economic climate may suggest this to be a reasonable assumption for comparison. However, the assumption that the government will award 1% annual pay rises to those on the old SD (2008) contracts is hypothetical; the actual pay rises awarded could be higher or lower.

Figure 1: Basic pay rise over deal reference period (31 March 2021 – 23/24 progression date)



The basic pay journeys that result in the above pay rises are detailed in **Table 1** below. The shift from the SD (2008) pay scale with 11 pay points to the SD (2021) pay scale with only 5 pay points, to enable swifter progression to the top of the scale, is significant. As a result, the basic pay rises achieved during the deal period and the difference between them and what may potentially be paid on the old contract vary with starting years of experience. Nevertheless, the deal represents a higher basic pay rise over the deal period than remaining on the old contract in this analysis for all starting years of experience, except for doctors who have completed only 2 years of experience.

However, this is a function of time; a doctor at 2 years of starting experience on 31 March 2021 would be expected to advance to the 3rd point on the SD (2021) pay scale on their progression date in 24/25, significantly surpassing their expected basic pay level by then had they remained on the old contract. Early in their career, this doctor would also benefit from being able to reach the top of the pay scale more quickly.

Table 1: Basic pay journeys over the deal period

| Starting Year of Experience | Basic Pay on: | Basic pay journey for new SD (2021) on: | | | Cash pay rise over deal period on new contract | Basic pay journey for old SD (2008), if 1% annual pay uplifts awarded, on: | | | Potential cash pay rise over deal period on old contract | Potential basic pay benefit of the deal in cash terms |
|-----------------------------|---------------|---|-------------------|-------------------|--|--|-------------------|-------------------|--|---|
| | 31-Mar-21 | Progression 21/22 | Progression 22/23 | Progression 23/24 | | Progression 21/22 | Progression 22/23 | Progression 23/24 | | |
| 0 | £41,360 | £45,345 | £50,620 | £58,756 | £17,396 | £45,345 | £50,489 | £53,531 | £12,171 | £5,225 |
| 1 | £44,896 | £49,989 | £57,182 | £58,756 | £13,860 | £49,989 | £53,001 | £57,188 | £12,292 | £1,568 |
| 2 | £49,494 | £56,061 | £57,182 | £58,756 | £9,262 | £52,477 | £56,622 | £60,833 | £11,339 | -£2,077 |
| 3 | £51,957 | £56,061 | £58,756 | £65,500 | £13,543 | £56,061 | £60,231 | £60,833 | £8,876 | £4,667 |
| 4 | £55,506 | £58,756 | £64,550 | £65,500 | £9,994 | £59,634 | £60,231 | £64,557 | £9,051 | £943 |
| 5 | £59,044 | £63,285 | £64,550 | £65,500 | £6,456 | £59,634 | £63,917 | £64,557 | £5,513 | £943 |
| 6 | £59,044 | £63,285 | £64,550 | £72,500 | £13,456 | £63,285 | £63,917 | £68,284 | £9,240 | £4,216 |
| 7 | £62,658 | £63,285 | £72,003 | £72,500 | £9,842 | £63,285 | £67,608 | £68,284 | £5,626 | £4,216 |
| 8 | £62,658 | £66,939 | £72,003 | £72,500 | £9,842 | £66,939 | £67,608 | £72,012 | £9,354 | £488 |
| 9 | £66,276 | £66,939 | £72,003 | £80,000 | £13,724 | £66,939 | £71,299 | £72,012 | £5,736 | £7,988 |
| 10 | £66,276 | £70,593 | £75,730 | £80,000 | £13,724 | £70,593 | £71,299 | £72,012 | £5,736 | £7,988 |
| 11 | £69,894 | £70,593 | £75,730 | £80,000 | £10,106 | £70,593 | £71,299 | £75,737 | £5,843 | £4,263 |
| 12 | £69,894 | £70,593 | £75,730 | £80,000 | £10,106 | £70,593 | £74,988 | £75,737 | £5,843 | £4,263 |
| 13 | £69,894 | £74,245 | £75,730 | £80,000 | £10,106 | £74,245 | £74,988 | £75,737 | £5,843 | £4,263 |
| 14 | £73,510 | £74,245 | £75,730 | £80,000 | £6,490 | £74,245 | £74,988 | £79,463 | £5,953 | £537 |
| 15 | £73,510 | £74,245 | £79,144 | £80,000 | £6,490 | £74,245 | £78,676 | £79,463 | £5,953 | £537 |
| 16 | £73,510 | £77,897 | £79,144 | £80,000 | £6,490 | £77,897 | £78,676 | £79,463 | £5,953 | £537 |
| 17+ | £77,126 | £77,897 | £79,144 | £80,000 | £2,874 | £77,897 | £78,676 | £79,463 | £2,337 | £537 |

Total gross pay examples

Changes in the new contract, including the increased on-call availability supplements and the extension of plain time, mean that for doctors whose working patterns attract additional elements of pay, the benefit of switching to the new contract may be better appreciated by considering total gross pay.

The following case studies estimate the total gross pay impact of choosing to move to the new Specialty Doctor (2021) contract, for those on the old Specialty Doctor (2008) contract at a range of points in their career. The examples are clearly illustrative, and the actual impact will vary based on doctors' individual circumstances, such as starting basic salary and working patterns. These case studies estimate the impact across a range of realistic individual working patterns that attract contractual elements of additional pay. Each case study specifies the contractual element(s) of additional pay factored into the estimate. The estimate may not be fully representative of the total gross pay of an actual doctor if the doctor is in receipt of any element of additional pay not mentioned in the case study. Take-home pay is further impacted by other individual circumstances, such as participation in the pension scheme; take-home pay is not considered in these case studies. The names and descriptions of the doctors in these case studies are not intended to reflect any specific actual doctor currently or previously working for the NHS. If you have any queries on how the new contract will affect you, please send them to our dedicated email address: sascontract@bma.org.uk.

Each case study estimates the total gross pay rise that someone on the old Speciality Doctor (2008) contract would receive over the course of the deal period, assuming that they express an interest in choosing the new contract during the prescribed 6-month window of opportunity. The total gross pay rise over the deal period is the difference between the doctor's total gross pay (annualised) on the 31 March 2021 (the day before the new contract would take effect) and their total gross pay (annualised) from their incremental progression date in 2023/24 (the final year of the deal), assuming successful progression. Pay rise calculations thus account for both annual increases to the pay scale and progression up the scale.

Total gross pay (annualised) means the total gross pay the doctor would earn over the course of a full year, based on maintaining the described working pattern and their basic pay on the reference dates: 31 March 2021 and their incremental progression dates in subsequent years as shown.

To further estimate the benefit of choosing the contract, the total gross pay rise over the deal period is compared against the total gross pay rise the doctor would receive if they remain on the Speciality Doctor (2008) contract. Annual pay rises for those who remain on this contract will be set by the government, subsequent to future recommendations by the Review Body on Doctors' and Dentists' Remuneration (DDRB). For illustration purposes, we have shown the pay rises for doctors who remain on the old Speciality Doctor (2008) contract, *and if the government were to offer 1% annual pay rises over the next three years*, assuming successful progression. Whilst the government has not currently imposed a pay freeze on NHS doctors' pay, the current economic climate may suggest this to be a reasonable comparison. However, the assumption that the government will award 1% annual pay rises to those on the old SD (2008) contracts is hypothetical; the actual pay rises awarded could be higher or lower.

Early Career Full-Time Speciality Doctor

Jamie is an early career speciality doctor working full-time in Cardiff, who had completed 3 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £51,957 on that date. She does no on-call work but has 1 additional programmed activity (APA). She works 12 hours of premium time per week, of which 3 hours occur between 7-9 pm on a weekday so are no longer treated as premium time under the new contract. She receives a 33% hourly supplement as a reward for her premium time work. Therefore, this total gross pay estimate for Jamie accounts for basic, APA, and premium time pay only.

As estimated in **Figure 2**, Jamie's total pay is higher on the new SD (2021) contract by her progression date in 23/24 than if she stays on the old contract.

Figure 2: Early-Career Full-Time SD: Total gross pay (annualised) under the old and new contract

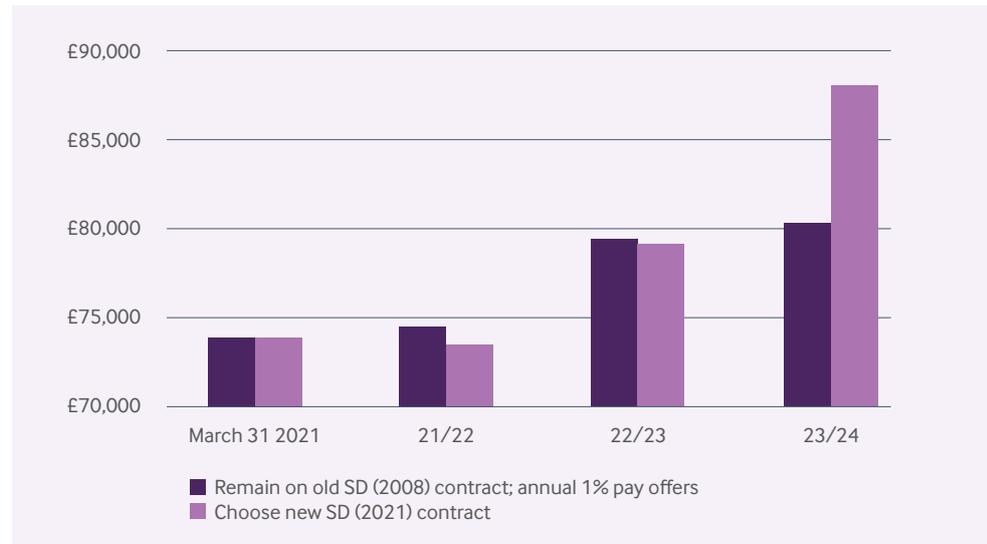


From 31 March 2021 to her progression date in 23/24, Jamie receives an estimated total gross pay rise of £14,614 in cash terms on the new contract, compared to a potential only £10,651 under the old contract – a **£3,963 gain in total gross pay (annualised) level by choosing to switch**.

Mid-Career Full-Time Speciality Doctor

Rajesh is a mid-career speciality doctor working full-time in Swansea, who had completed 9 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £66,276 on that date. He does on-call work that typically requires him to return to work immediately when called, and at the medium frequency of less than 1 in 4 to equal to 1 in 8; this means that his on-call supplement increases from 4% to 5% of his basic pay if he takes the new contract. He does no APAs, but he does work 9 hours of premium time per week, of which 3 hours occur between 7-9 pm on a weekday so are no longer treated as premium time under the new contract. He receives a 33% hourly supplement as a reward for his premium time work. Therefore, this total gross pay estimate for Rajesh accounts for basic, on-call supplement, and premium time pay only.

As estimated in **Figure 3**, Rajesh's total pay is higher on the new SD (2021) contract by his progression date in 23/24 than if he stays on the old contract.

Figure 3: Mid-Career Full-Time SD: Total gross pay (annualised) under the old and new contract

From 31 March 2021 to his progression date in 23/24, Rajesh receives an estimated total gross pay rise of £14,102 in cash terms on the new contract, compared to a potential only £6,395 under the old contract – a **£7,707 gain in total gross pay (annualised) level by choosing to switch**.

Late Career Full-Time Speciality Doctor

Alex is a late career speciality doctor working full-time in Carmarthen, who had completed 17 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £77,126 on that date. They do on-call work that typically requires them to return to work immediately when called, and at the highest frequency of greater than 1 in 4; this means that their on-call supplement increases from 6% to 8% of their basic pay if they take the new contract. They do no APAs or job-planned premium time work. Therefore, this total gross pay estimate for Alex accounts for basic and on-call supplement pay only.

As estimated in **Figure 4**, Alex's total pay is higher on the new SD (2021) contract by his progression date in 23/24 than if they stay on the old contract.

Figure 4: Late-Career Full-Time SD: Total gross pay (annualised) under the old and new contract

From 31 March 2021 to his progression date in 23/24, Alex receives an estimated total gross pay rise of £4,646 in cash terms on the new contract, compared to a potential only £2,477 under the old contract – **a £2,169 gain in total gross pay (annualised) level by choosing to switch.**

Early Career LTFT Speciality Doctor

Robert is an early career speciality doctor working less than full-time (LTFT) in Rhyl, who had completed 0 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £24,816 (pro-rata from £41,360) on that date. He is contracted for 6 programmed activities (PAs) per week. He does no on-call work or additional programmed activities (APAs). However, he does work 6 hours of premium time per week, of which 3 hours occur between 7-9 pm on a weekday so are no longer treated as premium time under the new contract. He receives a 33% hourly supplement as a reward for his premium time work. Therefore, this total gross pay estimate for Robert accounts for basic and premium time pay only.

As estimated in **Figure 5**, Robert's total pay is higher on the new SD (2021) contract by his progression date in 23/24 than if he stays on the old contract.

Figure 5: Early-Career LTFT SD: Total gross pay (annualised) under the old and new contract



From 31 March 2021 to his progression date in 23/24, Robert receives an estimated total gross pay rise of £9,839 in cash terms on the new contract, compared to a potential only £7,911 under the old contract – **a £1,927 gain in total gross pay (annualised) level by choosing to switch.**

Mid-Career LTFT Speciality Doctor

Sweta is a mid-career speciality doctor working less than full-time (LTFT) in Aberystwyth, who had completed 10 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £39,766 (pro-rata from £66,276) on that date. She is contracted for 6 programmed activities (PAs) per week. She does on-call work that typically requires her to return to work immediately when called, and at the lowest frequency of less than 1 in 8; this means that her on-call supplement increases from 2% to 3% of her full-time basic pay level if she takes the new contract. She does no additional programmed activities (APAs) and has no job planned work in premium time. Therefore, this total gross pay estimate for Sweta accounts for basic and on-call supplement pay only.

As estimated in **Figure 6**, Sweta's total pay is higher on the new SD (2021) contract by her progression date in 23/24 than if she stays on the old contract.

Figure 6: Mid-Career LTFT SD: Total gross pay (annualised) under the old and new contract



From 31 March 2021 to her progression date in 23/24, Sweta receives an estimated total gross pay rise of £9,309 in cash terms on the new contract, compared to a potential only £3,556 under the old contract – **a £5,753 gain in total gross pay (annualised) level by choosing to switch.**

Late-Career LTFT Speciality Doctor

Jerome is a late-career speciality doctor working less than full-time (LTFT) in Abergavenny, who had completed 20 full years of work on the SD (2008) contract by 31 March 2021, so earns a basic salary of £61,701 (pro-rata from £77,126) on that date. He is contracted for 8 programmed activities (PAs) per week. He does no on-call, no additional programmed activities (APAs) and has no job planned work in premium time. Therefore, this total gross pay estimate for Jerome accounts for basic pay only.

As estimated in **Figure 7**, Jerome's total pay is higher on the new SD (2021) contract by his progression date in 23/24 than if he stays on the old contract.

Figure 7: Late-Career LTFT SD: Total gross pay (annualised) under the old and new contract



From 31 March 2021 to his progression date in 23/24, Jerome receives an estimated total gross pay rise of £2,299 in cash terms on the new contract, compared to a potential only £1,870 under the old contract – **a £430 gain in total gross pay (annualised) level by choosing to switch.**

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