

# Junior doctors' contract

## – tables of pay: 2021/22 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-reference to the information in schedule 15 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/transitionalpayprotection](https://bma.org.uk/transitionalpayprotection).



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

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	£28,808	£29,341	£29,874	£30,407	£30,940	£31,473	£32,006	£32,539	£33,072	£33,605	£34,137
41	£29,528	£30,061	£30,594	£31,127	£31,660	£32,193	£32,726	£33,259	£33,792	£34,325	£34,858
42	£30,248	£30,781	£31,314	£31,847	£32,380	£32,913	£33,446	£33,979	£34,512	£35,045	£35,578
43	£30,969	£31,502	£32,034	£32,567	£33,100	£33,633	£34,166	£34,699	£35,232	£35,765	£36,298
44	£31,689	£32,222	£32,755	£33,288	£33,821	£34,354	£34,886	£35,419	£35,952	£36,485	£37,018
45	£32,409	£32,942	£33,475	£34,008	£34,541	£35,074	£35,607	£36,140	£36,673	£37,206	£37,738
46	£33,129	£33,662	£34,195	£34,728	£35,261	£35,794	£36,327	£36,860	£37,393	£37,926	£38,459
47	£33,849	£34,382	£34,915	£35,448	£35,981	£36,514	£37,047	£37,580	£38,113	£38,646	£39,179
48	£34,570	£35,103	£35,635	£36,168	£36,701	£37,234	£37,767	£38,300	£38,833	£39,366	£39,899

For information only:

<b>Basic Salary</b>	Value	£28,808	<b>NROC</b>	Value	£2,305	<b>Weekend allowance</b>	Value
<b>Plain time rate</b>	£13.81					1:2 weekends (15%)	£4,322
<b>Enhanced time rate</b>	£18.92					<1:2 up to and including 1:3 weekends (10%)	£2,881
						<1:3 up to and including 1:4 weekends (7.5%)	£2,161
						<1:4 up to and including 1:5 weekends (6%)	£1,729
						<1:5 up to and including 1:6 weekends (5%)	£1,441
						<1:6 up to and including 1:7 weekends (4%)	£1,153
						<1:7 up to and including 1:8 weekends (3%)	£865
						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. The weekend and on-call allowance values are rounded up to the nearest pound, this reflects the practice within the pay circular
4. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
5. 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 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	£33,345	£33,962	£34,579	£35,196	£35,813	£36,429	£37,046	£37,663	£38,280	£38,897	£39,514
41	£34,179	£34,796	£35,412	£36,029	£36,646	£37,263	£37,880	£38,497	£39,114	£39,731	£40,347
42	£35,012	£35,629	£36,246	£36,863	£37,480	£38,097	£38,714	£39,330	£39,947	£40,564	£41,181
43	£35,846	£36,463	£37,080	£37,697	£38,313	£38,930	£39,547	£40,164	£40,781	£41,398	£42,015
44	£36,680	£37,296	£37,913	£38,530	£39,147	£39,764	£40,381	£40,998	£41,615	£42,231	£42,848
45	£37,513	£38,130	£38,747	£39,364	£39,981	£40,598	£41,214	£41,831	£42,448	£43,065	£43,682
46	£38,347	£38,964	£39,581	£40,197	£40,814	£41,431	£42,048	£42,665	£43,282	£43,899	£44,516
47	£39,180	£39,797	£40,414	£41,031	£41,648	£42,265	£42,882	£43,499	£44,115	£44,732	£45,349
48	£40,014	£40,631	£41,248	£41,865	£42,482	£43,098	£43,715	£44,332	£44,949	£45,566	£46,183

For information only:	Value
Basic Salary	£33,345
Plain time rate	£15.99
Enhanced time rate	£21.90

NROC	Value	Weekend allowance	Value
	£2,668	1:2 weekends (15%)	£5,002
		<1:2 up to and including 1:3 weekends (10%)	£3,335
		<1:3 up to and including 1:4 weekends (7.5%)	£2,501
		<1:4 up to and including 1:5 weekends (6%)	£2,001
		<1:5 up to and including 1:6 weekends (5%)	£1,668
		<1:6 up to and including 1:7 weekends (4%)	£1,334
		<1:7 up to and including 1:8 weekends (3%)	£1,001
		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. The weekend and on-call allowance values are rounded up to the nearest pound, this reflects the practice within the pay circular
4. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
5. 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	£39,467	£40,197	£40,927	£41,657	£42,388	£43,118	£43,848	£44,578	£45,308	£46,038	£46,768
41	£40,454	£41,184	£41,914	£42,644	£43,374	£44,104	£44,835	£45,565	£46,295	£47,025	£47,755
42	£41,440	£42,170	£42,901	£43,631	£44,361	£45,091	£45,821	£46,551	£47,281	£48,012	£48,742
43	£42,427	£43,157	£43,887	£44,617	£45,348	£46,078	£46,808	£47,538	£48,268	£48,998	£49,728
44	£43,414	£44,144	£44,874	£45,604	£46,334	£47,064	£47,795	£48,525	£49,255	£49,985	£50,715
45	£44,400	£45,131	£45,861	£46,591	£47,321	£48,051	£48,781	£49,511	£50,241	£50,972	£51,702
46	£45,387	£46,117	£46,847	£47,577	£48,308	£49,038	£49,768	£50,498	£51,228	£51,958	£52,688
47	£46,374	£47,104	£47,834	£48,564	£49,294	£50,024	£50,755	£51,485	£52,215	£52,945	£53,675
48	£47,360	£48,091	£48,821	£49,551	£50,281	£51,011	£51,741	£52,471	£53,202	£53,932	£54,662

For information only:	Value
Basic Salary	£39,467
Plain time rate	£18.92
Enhanced time rate	£25.92

NROC	Value	Weekend allowance	Value
	£3,158	1:2 weekends (15%)	£5,921
		<1:2 up to and including 1:3 weekends (10%)	£3,947
		<1:3 up to and including 1:4 weekends (7.5%)	£2,961
		<1:4 up to and including 1:5 weekends (6%)	£2,369
		<1:5 up to and including 1:6 weekends (5%)	£1,974
		<1:6 up to and including 1:7 weekends (4%)	£1,579
		<1:7 up to and including 1:8 weekends (3%)	£1,185
		Less frequently than 1:8 weekends (0%)	£0.00

Name of premia	Training programme	Eligibility	Value	Mechanism
<b>GP Premium</b>	General practice	Payable during ST1-4 during GP practice placements only	£8,965	per annum and pro rata to time in placement eg £4394.5 if only 6 months in GP practice placement during the year
<b>Hard to fill training programme</b>	Emergency medicine	Payable to ST4 and above only	£21,867	divided across each year of training, typically £7146 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£21,867	divided across each year of training, typically £3573 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£21,867	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,374	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,374	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. The weekend and on-call allowance values are rounded up to the nearest pound, this reflects the practice within the pay circular
4. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
5. 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 3-5 (ST3-5/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	£50,017	£50,942	£51,868	£52,793	£53,718	£54,644	£55,569	£56,494	£57,420	£58,345	£59,270
41	£51,267	£52,193	£53,118	£54,043	£54,969	£55,894	£56,819	£57,745	£58,670	£59,595	£60,521
42	£52,518	£53,443	£54,368	£55,294	£56,219	£57,144	£58,070	£58,995	£59,920	£60,846	£61,771
43	£53,768	£54,694	£55,619	£56,544	£57,470	£58,395	£59,320	£60,245	£61,171	£62,096	£63,021
44	£55,019	£55,944	£56,869	£57,795	£58,720	£59,645	£60,571	£61,496	£62,421	£63,347	£64,272
45	£56,269	£57,194	£58,120	£59,045	£59,970	£60,896	£61,821	£62,746	£63,672	£64,597	£65,522
46	£57,520	£58,445	£59,370	£60,295	£61,221	£62,146	£63,071	£63,997	£64,922	£65,847	£66,773
47	£58,770	£59,695	£60,621	£61,546	£62,471	£63,397	£64,322	£65,247	£66,172	£67,098	£68,023
48	£60,020	£60,946	£61,871	£62,796	£63,722	£64,647	£65,572	£66,498	£67,423	£68,348	£69,274

For information only:	Value
Basic Salary	£50,017
Plain time rate	£23.98
Enhanced time rate	£32.85

NROC	Value	Weekend allowance	Value
	£4,002	1:2 weekends (15%)	£7,503
		<1:2 up to and including 1:3 weekends (10%)	£5,002
		<1:3 up to and including 1:4 weekends (7.5%)	£3,752
		<1:4 up to and including 1:5 weekends (6%)	£3,002
		<1:5 up to and including 1:6 weekends (5%)	£2,501
		<1:6 up to and including 1:7 weekends (4%)	£2,001
		<1:7 up to and including 1:8 weekends (3%)	£1,501
		Less frequently than 1:8 weekends (0%)	£0.00

Name of premia	Training programme	Eligibility	Value	Mechanism
<b>GP Premium</b>	General practice	Payable during ST1-4 during GP practice placements only	£8,965	per annum and pro rata to time in placement eg £4394.5 if only 6 months in GP practice placement during the year
<b>Hard to fill training programme</b>	Emergency medicine	Payable to ST4 and above only	£21,867	divided across each year of training, typically £7146 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£21,867	divided across each year of training, typically £3573 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£21,867	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,374	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,374	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. The weekend and on-call allowance values are rounded up to the nearest pound, this reflects the practice within the pay circular
4. Flexible Pay Premiums (FPPs) and the GP Supplement are not included – these should be added separately
5. 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 6-8 (ST6-8)

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	£53,077	£54,059	£55,041	£56,023	£57,005	£57,987	£58,969	£59,950	£60,932	£61,914	£62,896
41	£54,404	£55,386	£56,368	£57,350	£58,332	£59,314	£60,295	£61,277	£62,259	£63,241	£64,223
42	£55,731	£56,713	£57,695	£58,677	£59,659	£60,640	£61,622	£62,604	£63,586	£64,568	£65,550
43	£57,058	£58,040	£59,022	£60,004	£60,985	£61,967	£62,949	£63,931	£64,913	£65,895	£66,877
44	£58,385	£59,367	£60,349	£61,330	£62,312	£63,294	£64,276	£65,258	£66,240	£67,222	£68,204
45	£59,712	£60,694	£61,675	£62,657	£63,639	£64,621	£65,603	£66,585	£67,567	£68,549	£69,531
46	£61,039	£62,020	£63,002	£63,984	£64,966	£65,948	£66,930	£67,912	£68,894	£69,876	£70,858
47	£62,365	£63,347	£64,329	£65,311	£66,293	£67,275	£68,257	£69,239	£70,221	£71,203	£72,185
48	£63,692	£64,674	£65,656	£66,638	£67,620	£68,602	£69,584	£70,566	£71,548	£72,530	£73,512

For information only:

	Value
Basic Salary	£53,077
Plain time rate	£25.45
Enhanced time rate	£34.86

	Value	Weekend allowance	Value
NROC	£4,247	1:2 weekends (15%)	£7,962
		<1:2 up to and including 1:3 weekends (10%)	£5,308
		<1:3 up to and including 1:4 weekends (7.5%)	£3,981
		<1:4 up to and including 1:5 weekends (6%)	£3,185
		<1:5 up to and including 1:6 weekends (5%)	£2,654
		<1:6 up to and including 1:7 weekends (4%)	£2,124
		<1:7 up to and including 1:8 weekends (3%)	£1,593
		Less frequently than 1:8 weekends (0%)	£0.00



Name of premia	Training programme	Eligibility	Value	Mechanism
<b>Hard to fill training programme</b>	Emergency medicine	Payable to ST4 and above only	£21,867	divided across each year of training, typically £7146 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£21,867	divided across each year of training, typically £3573 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£21,867	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,374	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,374	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. The weekend and on-call allowance values are rounded up to the nearest pound, this reflects the practice within the pay circular
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5. The value or type of any eligible transitional pay protection is not included

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