

# Junior doctors' contract

## – tables of pay: 2022/23 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	£29,384	£29,928	£30,471	£31,015	£31,558	£32,102	£32,646	£33,189	£33,733	£34,276	£34,820
41	£30,119	£30,662	£31,206	£31,749	£32,293	£32,837	£33,380	£33,924	£34,467	£35,011	£35,555
42	£30,853	£31,397	£31,940	£32,484	£33,028	£33,571	£34,115	£34,658	£35,202	£35,746	£36,289
43	£31,588	£32,131	£32,675	£33,219	£33,762	£34,306	£34,849	£35,393	£35,937	£36,480	£37,024
44	£32,322	£32,866	£33,410	£33,953	£34,497	£35,040	£35,584	£36,128	£36,671	£37,215	£37,758
45	£33,057	£33,601	£34,144	£34,688	£35,231	£35,775	£36,319	£36,862	£37,406	£37,949	£38,493
46	£33,792	£34,335	£34,879	£35,422	£35,966	£36,510	£37,053	£37,597	£38,140	£38,684	£39,228
47	£34,526	£35,070	£35,613	£36,157	£36,701	£37,244	£37,788	£38,331	£38,875	£39,419	£39,962
48	£35,261	£35,804	£36,348	£36,892	£37,435	£37,979	£38,522	£39,066	£39,610	£40,153	£40,697

For information only:

<b>Basic Salary</b>	£29,384	<b>NROC</b>	£2,351	<b>Weekend allowance</b>	
<b>Plain time rate</b>	£14.09			1:2 weekends (15%)	£4,408
<b>Enhanced time rate</b>	£19.30			<1:2 up to and including 1:3 weekends (10%)	£2,939
				<1:3 up to and including 1:4 weekends (7.5%)	£2,204
				<1:4 up to and including 1:5 weekends (6%)	£1,764
				<1:5 up to and including 1:6 weekends (5%)	£1,470
				<1:6 up to and including 1:7 weekends (4%)	£1,176
				<1:7 up to and including 1:8 weekends (3%)	£882
				Less frequently than 1:8 weekends (0%)	£0

### 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	£34,012	£34,641	£35,270	£35,900	£36,529	£37,158	£37,787	£38,417	£39,046	£39,675	£40,304
41	£34,862	£35,492	£36,121	£36,750	£37,379	£38,008	£38,638	£39,267	£39,896	£40,525	£41,155
42	£35,713	£36,342	£36,971	£37,600	£38,229	£38,859	£39,488	£40,117	£40,746	£41,376	£42,005
43	£36,563	£37,192	£37,821	£38,451	£39,080	£39,709	£40,338	£40,967	£41,597	£42,226	£42,855
44	£37,413	£38,042	£38,672	£39,301	£39,930	£40,559	£41,189	£41,818	£42,447	£43,076	£43,705
45	£38,264	£38,893	£39,522	£40,151	£40,780	£41,410	£42,039	£42,668	£43,297	£43,927	£44,556
46	£39,114	£39,743	£40,372	£41,001	£41,631	£42,260	£42,889	£43,518	£44,148	£44,777	£45,406
47	£39,964	£40,593	£41,223	£41,852	£42,481	£43,110	£43,739	£44,369	£44,998	£45,627	£46,256
48	£40,814	£41,444	£42,073	£42,702	£43,331	£43,961	£44,590	£45,219	£45,848	£46,477	£47,107

For information only:	Value
Basic Salary	£34,012
Plain time rate	£16.31
Enhanced time rate	£22.34

NROC	Value	Weekend allowance	Value
	£2,721	1:2 weekends (15%)	£5,102
		<1:2 up to and including 1:3 weekends (10%)	£3,402
		<1:3 up to and including 1:4 weekends (7.5%)	£2,551
		<1:4 up to and including 1:5 weekends (6%)	£2,041
		<1:5 up to and including 1:6 weekends (5%)	£1,701
		<1:6 up to and including 1:7 weekends (4%)	£1,361
		<1:7 up to and including 1:8 weekends (3%)	£1,021
		Less frequently than 1:8 weekends (0%)	£0

### 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	£40,257	£41,002	£41,747	£42,491	£43,236	£43,981	£44,726	£45,470	£46,215	£46,960	£47,705
41	£41,263	£42,008	£42,753	£43,498	£44,242	£44,987	£45,732	£46,477	£47,221	£47,966	£48,711
42	£42,270	£43,015	£43,759	£44,504	£45,249	£45,994	£46,738	£47,483	£48,228	£48,973	£49,717
43	£43,276	£44,021	£44,766	£45,511	£46,255	£47,000	£47,745	£48,490	£49,234	£49,979	£50,724
44	£44,283	£45,027	£45,772	£46,517	£47,262	£48,006	£48,751	£49,496	£50,241	£50,985	£51,730
45	£45,289	£46,034	£46,779	£47,523	£48,268	£49,013	£49,758	£50,502	£51,247	£51,992	£52,737
46	£46,296	£47,040	£47,785	£48,530	£49,275	£50,019	£50,764	£51,509	£52,254	£52,998	£53,743
47	£47,302	£48,047	£48,791	£49,536	£50,281	£51,026	£51,771	£52,515	£53,260	£54,005	£54,750
48	£48,308	£49,053	£49,798	£50,543	£51,287	£52,032	£52,777	£53,522	£54,266	£55,011	£55,756

For information only:	Value
Basic Salary	£40,257
Plain time rate	£19.30
Enhanced time rate	£26.44

NROC	Value	Weekend allowance	Value
	£3,221	1:2 weekends (15%)	£6,039
		<1:2 up to and including 1:3 weekends (10%)	£4,026
		<1:3 up to and including 1:4 weekends (7.5%)	£3,020
		<1:4 up to and including 1:5 weekends (6%)	£2,416
		<1:5 up to and including 1:6 weekends (5%)	£2,013
		<1:6 up to and including 1:7 weekends (4%)	£1,611
		<1:7 up to and including 1:8 weekends (3%)	£1,208
		Less frequently than 1:8 weekends (0%)	£0

Name of premia	Training programme	Eligibility	Value	Mechanism
<b>GP Premium</b>	General practice	Payable during ST1-4 during GP practice placements only	£9,144	per annum and pro rata to time in placement eg £4572 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	£22,305	divided across each year of training, typically £7435 per annum for each of ST4, ST5 and ST6. I27
	Psychiatry	Payable to all grades above foundation training	£22,305	divided across each year of training, typically £3718 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£22,305	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,461	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,461	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	£51,017	£51,961	£52,905	£53,848	£54,792	£55,736	£56,680	£57,624	£58,568	£59,511	£60,455
41	£52,292	£53,236	£54,180	£55,124	£56,068	£57,012	£57,955	£58,899	£59,843	£60,787	£61,731
42	£53,568	£54,512	£55,455	£56,399	£57,343	£58,287	£59,231	£60,175	£61,118	£62,062	£63,006
43	£54,843	£55,787	£56,731	£57,675	£58,619	£59,562	£60,506	£61,450	£62,394	£63,338	£64,281
44	£56,119	£57,063	£58,006	£58,950	£59,894	£60,838	£61,782	£62,725	£63,669	£64,613	£65,557
45	£57,394	£58,338	£59,282	£60,226	£61,169	£62,113	£63,057	£64,001	£64,945	£65,888	£66,832
46	£58,670	£59,613	£60,557	£61,501	£62,445	£63,389	£64,332	£65,276	£66,220	£67,164	£68,108
47	£59,945	£60,889	£61,833	£62,776	£63,720	£64,664	£65,608	£66,552	£67,495	£68,439	£69,383
48	£61,220	£62,164	£63,108	£64,052	£64,996	£65,939	£66,883	£67,827	£68,771	£69,715	£70,659

For information only:	Value
Basic Salary	£51,017
Plain time rate	£24.46
Enhanced time rate	£33.51

NROC	Value	Weekend allowance	Value
	£4,082	1:2 weekends (15%)	£7,653
		<1:2 up to and including 1:3 weekends (10%)	£5,102
		<1:3 up to and including 1:4 weekends (7.5%)	£3,827
		<1:4 up to and including 1:5 weekends (6%)	£3,062
		<1:5 up to and including 1:6 weekends (5%)	£2,551
		<1:6 up to and including 1:7 weekends (4%)	£2,041
		<1:7 up to and including 1:8 weekends (3%)	£1,531
		Less frequently than 1:8 weekends (0%)	£0

Name of premia	Training programme	Eligibility	Value	Mechanism
<b>GP Premium</b>	General practice	Payable during ST1-4 during GP practice placements only	£9,144	per annum and pro rata to time in placement eg £4572 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	£22,305	divided across each year of training, typically £7435 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£22,305	divided across each year of training, typically £3718 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£22,305	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,461	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,461	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	£58,398	£59,478	£60,559	£61,639	£62,719	£63,800	£64,880	£65,961	£67,041	£68,121	£69,202
41	£59,858	£60,938	£62,019	£63,099	£64,179	£65,260	£66,340	£67,420	£68,501	£69,581	£70,662
42	£61,318	£62,398	£63,479	£64,559	£65,639	£66,720	£67,800	£68,880	£69,961	£71,041	£72,122
43	£62,778	£63,858	£64,939	£66,019	£67,099	£68,180	£69,260	£70,340	£71,421	£72,501	£73,581
44	£64,238	£65,318	£66,399	£67,479	£68,559	£69,640	£70,720	£71,800	£72,881	£73,961	£75,041
45	£65,698	£66,778	£67,858	£68,939	£70,019	£71,100	£72,180	£73,260	£74,341	£75,421	£76,501
46	£67,158	£68,238	£69,318	£70,399	£71,479	£72,560	£73,640	£74,720	£75,801	£76,881	£77,961
47	£68,618	£69,698	£70,778	£71,859	£72,939	£74,019	£75,100	£76,180	£77,261	£78,341	£79,421
48	£70,078	£71,158	£72,238	£73,319	£74,399	£75,479	£76,560	£77,640	£78,721	£79,801	£80,881

For information only:

	Value
<b>Basic Salary</b>	£58,398
<b>Plain time rate</b>	£28.00
<b>Enhanced time rate</b>	£38.36

	Value	Weekend allowance	Value
<b>NROC</b>	£4,672	1:2 weekends (15%)	£8,760
		<1:2 up to and including 1:3 weekends (10%)	£5,840
		<1:3 up to and including 1:4 weekends (7.5%)	£4,380
		<1:4 up to and including 1:5 weekends (6%)	£3,504
		<1:5 up to and including 1:6 weekends (5%)	£2,920
		<1:6 up to and including 1:7 weekends (4%)	£2,336
		<1:7 up to and including 1:8 weekends (3%)	£1,752
		Less frequently than 1:8 weekends (0%)	£0

Name of premia	Training programme	Eligibility	Value	Mechanism
<b>Hard to fill training programme</b>	Emergency medicine	Payable to ST4 and above only	£22,305	divided across each year of training, typically £7435 per annum for each of ST4, ST5 and ST6.
	Psychiatry	Payable to all grades above foundation training	£22,305	divided across each year of training, typically £3717.5 per annum for each of CT1 to ST6.
<b>Dual qualification</b>	OMFS – see TCS	Payable to ST3 and above only	£22,305	divided across each year of training
<b>Histopathology</b>	Histopathology	Payable to ST1 and above only	£4,461	per annum
<b>Academia</b>	Academia – see TCS	Upon returning to training following successful completion of higher degree	£4,461	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



**British Medical Association**

BMA House, Tavistock Square,  
London WC1H 9JP  
[bma.org.uk](http://bma.org.uk)

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