

BMA SAS rate card

This rate card must be read with the related guidance. The rates apply to non-contractual work in the context of your employment. Activities that you are asked to undertake over and above your obligations under your employment contract and agreed job plan constitute non-contractual work. Such work is distinct from your duties under your employment contract and you are therefore entitled to payment in addition to your usual contractual pay for undertaking the same.

This rate card is designed to help you assess the value of your time and the rates upon which you are willing to undertake non-contractual work for your employer.

You are not obliged to agree to deliver additional services beyond your standard contract and therefore can offer a rate that you consider values your time appropriately for any such work. You do not have to accept the rate offered by your employer. This is the case regardless of whether you work full-time (10 sessions) or less than full-time.

Non-contractual work includes Waiting List Initiatives (WLIs) and additional lists, shifts or on-calls that your employer asks you to deliver that are not already a part of your agreed job plan.

BMA SAS rate card

BMA Scotland SAS minimum rate card for non-contractual work

Valid from August 2024 (all rates will be reviewed regularly)

Work covered*: non-contractual work, e.g., weekend clinics, additional weekend lists including trauma lists, covering long-term absence, additional shifts (e.g. ED, etc.)

	Specialty Doctors	Specialist Doctors	Associate Specialists
Weekday 7am to 7pm	£130 / hr	£142 /hr	£156 / hr
Weekday night 7pm to 7am	£173 / hr	£189 /hr	£207/ hr
Weekend day 7am to 7pm	£173/ hr	£189 /hr	£207 / hr
Weekend night 7pm to 7am	£215 /hr	£237 /hr	£260 / hr

Must include travel, pre/post op, admin time, etc. as required.

Rates for Waiting List Initiative work are covered by the 2022 Specialty Doctor and Specialist contracts and the rate card is not applicable. However for those on the 2008 SD or AS contracts, there are no contractual WLI rates and therefore the rate card rates would be applicable for doctors who remain on the 2008 contracts.

BMA SAS rate card

BMA Scotland Specialty Doctor, Associate Specialist and Specialist minimum rate card for those who prefer non-contractual work to be taken as time (in PAs)

Weekday	7am to 7pm	2.5 hr = 1 PA
Weekday night	7pm to 7am	2 hr = 1 PA
Weekend day	7am to 7pm	2 hr = 1 PA
Weekend night 7pm to 7am	7pm to 7am	1.25 hr = 1 PA

Must include travel, pre/post op, admin time, etc. as required.

Additional rates:

Non-resident on call availability payment for:

Specialty Doctors	£86 / hr
Specialists	£95 / hr and
Associate Specialists	£104 / hr

This is paid when available but not working. For any time spent working during this period, the hourly rate as specified within the rate card will apply.

The equivalent calculation for non resident on-call availability in time rather than pay would be standard daytime rates i.e., 4 hours = 1PA