**Junior doctors**The new 2016 contract

 **Your cash floor and transition**

If you are on the 2016 contract and eligible for pay protection under Schedule 14 section 1 of the terms and conditions of service (TCS), you will have a cash floor. Your earnings cannot drop below your cash floor during your transition period, unless of course you leave your training programme. Your cash floor figure will be pro-rated upwards or downwards if you subsequently change your whole time equivalent.

*Note – if you are on the 2016 contract and eligible for pay protection under Schedule 14 section 2, during transition you will continue to be paid on the old MN37 pay scale and receive a banding supplement, so the cash floor is not relevant to you.*

Transitional arrangements will expire four years after you start on the 2016 contract, or on 3 August 2022, whichever is sooner. Schedule 14 details how you may be in transition more than four years if you are less than full time (LTFT), or have time absent from training for specific reasons. Regardless of any extension, transition will end on 3 August 2022, unless there is an agreement nationally to extend this end date. Your individual transition end date is as follows:

|  |  |
| --- | --- |
| You first started on the 2016 contract on: | [insert start date] |
| Taking in to account the transition backstop date of 3 August 2022, your four years of transition (including any extension for LTFT and any time absent in line with the TCS) will expire on: | [insert transition end date] |

Note - this date may change if you subsequently become LTFT or change your LTFT percentage commitment, or if you have time absent as described in the TCS.

Your individual cash floor has been calculated according to Schedule 14 of the terms and conditions of service, as follows:

|  |  |
| --- | --- |
| Your salary on the 2002 contract the day before you started on the 2016 contract was: | [XX,XXX] (A) |
| The rota you were working on the day before you started on the 2016 contract was: | [insert name/description of rota] |
| The banding of this rota on 31 October 2015 was\*: | [insert banding e.g. 1A 50%] (B) |
| This banding equates to a cash amount of: | A x B% = C |
| **Therefore, your individual cash floor is:** | **A + C** |
| As a monthly figure (divided by 12), your cash floor is:(if you start work part way through a month, your cash floor for that month will be pro-rata to the amount of the full month worked) | (A + C) / 12 |

*\*Note – for this purpose banding is capped at 50 per cent (1A/2B) for doctors who were working under 48 hours per week on average, or 80 per cent (2A) for doctors who voluntarily opted out of the Working Time Regulations and were working more than 48 hours per week on average. If the rota did not exist on 31 October 2015, the applicable banding is the banding that applied on appointment to the rota, subject to the caps above. Where a doctor is receiving a 45 per cent GP supplement the day before they transition, this will be used in place of any banding supplement.*

*If you were absent at the point of transition (see Schedule 14 para 16 of the TCS) your basic salary will be based on the incremental point you would have reached had you not been absent. The banding will be based on the value of the banding supplement for the rota that you would have been working on (*[*see NHS Employers frequently asked questions*](http://www.nhsemployers.org/your-workforce/need-to-know/junior-doctors-2016-contract/faqs)*), as it was in October 2015 subject to the caps above of 50 per cent or 80 per cent.*

*If you were in receipt of pay protection on the 2002 contract under paragraph 132 as a result of returning to training from a national career grade, your cash floor will be either the training grade incremental point which would have applied the day before transition plus the banding as at 31 October 2015, or your protected career grade basic salary only, whichever is higher.*

If your pay on the 2016 contract drops below your individual cash floor at any point during your individual transition period, you will receive an additional pay protection payment, to bring your earnings back up to your cash floor level.

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