



Department of
**Health, Social Services
and Public Safety**

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AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÄNNYSTRIE O

**Poustie, Resydènter Heisin
an Fowk Siccar**

Transitional Pay and Incremental Arrangements for Associate Specialists and Specialty Doctors

June 2008

Transitional Pay and Incremental Arrangements

1. General

Under the Department of Health, Social Services and Public Safety and the BMA proposal Staff Grade doctors would have received one increment on assimilation to Specialty Doctor at the start of Year 1, and Associate Specialists one increment on assimilation to the revised contract at the start of Year 2.

The transition arrangements determined by government will now mean that this translates to half an increment to all SAS doctors on assimilation at the start of Year 1 and a further half increment at the start of Year 2, by introducing transitional scale points for the transitional period. All doctors will still reach the same pay point by the beginning of Year 2 as in the original proposal, while the increase in pay for individual doctors will be distributed more evenly over the transition. In the following, 'the final scale' refers to the scale in place on 1 April 2009, without the transitional points.

2. Assimilation – Staff Grade and Associate Specialist

On assimilation, Staff Grade doctors will move to the first point on the Specialty Doctor transitional scale with a value above that of their current salary. Associate Specialists will move to the first point on the Associate Specialist transitional scale with a value above that of their current salary rebased to 40 hours. If, during this assimilation only, a threshold would be passed (arrows marked ① on the attached tables) the move will be automatic with no requirement to meet the relevant criteria.

3. Assimilation – other career grades e.g. Clinical Assistants, Hospital Practitioners, SCMOs and CMOs

Doctors other than Staff Grades and Associate Specialists will have their current full-time basic salary rebased to 40 hours, and their notional point on the Specialty Doctor transitional scale determined by this. Their actual basic pay, should they choose to retain their current working arrangements rather than move to a 40 hour contract, will be determined pro rata of the notional basic salary by the proportion of 40 hours they contract for.

4. Movement during transition

During the course of Year 1 doctors assimilated to points 0* to 4* below threshold 1 on the transitional scales will move up one increment on that scale at their usual incremental date; if as a result of this increment threshold 1 would be passed (arrows marked ② on the attached tables) the doctor must evidence meeting the threshold criteria before the move

can be made; pay will be backdated to the incremental date so long as this is achieved within 12 months.

At the beginning of Year 2 all doctors will move to the next point above their transitional salary on the relevant final scale except that;

where a doctor was at the top of the AS scale before assimilation, pay will be adjusted by DDRB increases only, and

where doctors have been appointed or re-graded in the transition year and appointed to the bottom point of the appropriate scale they will remain on that point, receiving their next increment on the anniversary of their re-grading.

5. Future increments post 1 April 2009

To understand when an assimilating doctor becomes eligible for a pay increment the following will be helpful.

The starting point for determination is the anniversary of the doctor's incremental date in the twelve month period to 1 April 2008.

Doctors assimilated below Threshold 1 will receive an increment twelve months after that date, in the year from April 2008.

Doctors assimilated between Thresholds 1 and 2 will be eligible for an increment 24 months after that date, in the year from April 2009.

Doctors assimilated above Threshold 2 will be eligible for an increment 36 months after that date, in the year from April 2010.

Incremental pay progression and movement through thresholds will be on the basis of the arrangements as set out in Schedule 15 of the TCS.

6. New appointments during the transitional stage

Doctors appointed during the transitional year will be placed on an appropriate point on the transitional scale and will move up to the final scale on 1st April 2009 except where a doctor has been appointed to the minimum of the transition scale, when they will remain on this point until their incremental date.

Eligibility for further increments will be determined as set out above in paragraph 5, with the starting point being the date of appointment to the grade.

7. Examples

The following non-exclusive examples demonstrate the mechanism for determining new basic pay on and after transition, and include the re-basing of the contracted hours to 40. The salaries quoted assume that e.g. in the case of an Associate Specialist whose current contract is on a 38.5 hour week, an additional 1.5 hours of duty per week is undertaken. If currently contracted hours are maintained, the salaries quoted would,

in the case of the Associate Specialist, be recalculated on a 38.5 hour basis instead of 40 (0.96 WTE). The principles underpinning examples 1, 2 and 3 are applicable to both Staff Grade and Associate Specialist assimilation (using the relevant transitional and final scales).

8. Example 1 – Staff Grade doctor assimilating below Threshold 1

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 2 of the current scale (£38,544) with an incremental date of 1 August would be assimilated on 1 April 2008 onto point 2 of the Specialty Doctor (SD) transitional scale (£40,755). On their incremental date, they would move to point 3 on the SD transitional scale (£43,145), and on 1 April 2009 move to point 3 on the SD final scale (£45,104). Their next increment would be on 1 August 2009 to point 4 of the SD final scale (£48,186) subject to Schedule 15 arrangements.

9. Example 2 – Staff Grade doctor assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 5 of the current scale (£46,935) with an incremental date of 1 October would be assimilated on 1 April 2008 onto point 5 of the SD transitional scale (£49,095). On their incremental date of 1 October 2008 they would not receive an increment, but would on 1 April 2009 move to point 5 on the SD final scale (£51,256). Their next increment would be on 1 October 2009 to point 6 of the SD final scale (£54,395) subject to Schedule 15 arrangements.

10. Example 3 – Staff Grade doctor assimilating above Threshold 2

Assuming transition with effect from 1 April 2008, a Staff Grade doctor on point 9 of the current scale (£57,028) with an incremental date of 1 May would be assimilated on 1 April 2008 onto point 9 of the SD transitional scale (£60,677). On their incremental date of 1 May 2008 they would not receive an increment, but would on 1 April 2009 move to point 9 on the SD final scale (£63,814). Their next increment would be on 1 May 2010 to point 10 of the SD final scale (£66,954) subject to Schedule 15 arrangements.

11. Example 4 – Associate Specialist assimilating between Thresholds 1 and 2

Assuming transition with effect from 1 April 2008, an Associate Specialist on point 8 of the current scale (£67,690) with an incremental date of 1 June would first have their salary rebased to 40 hours (£70,327). They would then be assimilated on 1 April 2008 onto point 6 of the AS transitional scale (£71,580). On their incremental date of 1 June 2008 they would not receive an increment, but would on 1 April 2009 move to point 6 on the AS final scale (£72,833). Their next increment would be

on 1 June 2009 to point 7 of the AS final scale (£75,340) subject to Schedule 15 arrangements.

12. Example 5 – Full-time Senior Clinical Medical Officer assimilation

Assuming transition with effect from 1 April 2008, a full-time Senior Clinical Medical Officer (SCMO) on point 4 of the current scale (£55,991), incremental date 1 May would first have their salary rebased to 40 hours from the full-time SCMO contracted 37. The rebased salary would be $(40 \times £55,991 / 37)$ i.e. £60,531. This salary would assimilate onto the Specialty Doctor transitional scale at point 9 (£60,677), effective from 1 April 2008. After assimilation, ongoing pay progression would be determined under the provisions of Example 3 above.

13. Example 6 – New appointment to Specialty Doctor

New appointments to the Specialty Doctor grade would normally be made at the minimum of the scale; during the transition period of 1 April 2008 to 31 March 2009 this will be to point 0 of the SD transitional scale. The new appointees would move to point 0 of the SD final scale on 1 April 2009 and take the date of appointment as their new incremental date.

Doctors appointed to the Specialty Doctor grade from a training grade would be assimilated to the SD transitional scale at the point next above their basic salary at the time of promotion, take the date of promotion as their new incremental date, and would move from the transitional scale to the SD final scale on 1 April 2009.

In both cases the next increment would be on the anniversary of appointment to Specialty Doctor, subject to thresholds and Schedule 15 arrangements.

14. Example 7 – Re-grading to Associate Specialist

Doctors re-graded to the Associate Specialist grade in the transitional year would be appointed to the AS transitional scale at the point next above their basic salary at the time of re-grading, take the date of re-grading as their new incremental date, and would move from the transitional scale to the AS final scale on 1 April 2009. If they are appointed at the minimum point of the scale they will remain on that point until their incremental date and their pay will not change (subject to DDRB recommendations) on 1 April 2009.

In both cases their next increment would be on the anniversary of re-grading to AS, subject to thresholds and Schedule 15 arrangements.

Note: The salaries quoted in the examples above assume that doctors contract on the basis of a 40 hour week on assimilation. If they elect to retain a reduced working week because they had previously contracted

for a lower number of hours the rates would be adjusted to reflect the lower working time.

15. Locum rates

	From 1 April 2008		From 1 April 2009	
	Weekly Rate	Programmed Activity	Weekly Rate	Programmed Activity
Specialty Doctor	£819.60	£81.96	£824.00	£82.40
Associate Specialist	£1,062.24	£106.24	£1,120.60	£112.06

The April 2009 final locum rates are derived from the third point (02) of each scale, which is the mid-point of the scale to Threshold 1 on both scales. The April 2008 transitional locum rates are set halfway between the current SG/AS rates and their final value.

Table 1: Transitional Pay Scales (2008/09 rates) – Specialty Doctor

	Current point	Current Staff Grade salary at 2008/09 rates	1 April 2008 <i>Doctors assimilated to transitional points with half increment</i>		Incremental progression in 2008/09 <i>for doctors assimilated below Threshold 1</i>		1 April 2009 <i>Doctors receive second half increment.</i>	
			Point	Salary	Point	Salary	Point	Salary
Optional points	11	62,310	10	64,632			10	66,954
	10	59,668	9	60,677			9	63,814
	9	57,028	8	57,539			8	60,675
	8	54,387	Threshold 2		Threshold 2			
	7	51,746	7	54,641			7	57,535
	6	49,107	6	51,752			6	54,395
			5	49,095	5	49,095	5	51,256
			Threshold 1		Threshold 1			
			4	46,006	4	46,006	4	48,186
			3	43,145	3	43,145	3	45,104
		2	40,755	2	40,755	2	42,965	
		1	37,439	1	37,439	1	38,974	
		0	34,584			0	35,904	
Incremental points	5	46,935						
	4	43,826						
	3	41,185						
	2	38,544						
	1	35,904						
	0	33,264						

Pay scales for Specialty Doctors at 2008/09 rates			
01-Apr-08		01-Apr-09	
10	64,632	10	66,954
9	60,677	9	63,814
8	57,539	8	60,675
Threshold 2			
7	54,641	7	57,535
6	51,752	6	54,395
5	49,095	5	51,256
Threshold 1			
4	46,006	4	48,186
3	43,145	3	45,104
2	40,755	2	42,965
1	37,439	1	38,974
0	34,584	0	35,904

Arrows in the diagram refer only to doctors assimilating to the Specialty Doctor grade. New appointments to the grade after 1 April 2008 and before 1 April 2009 will start on the appropriate transitional point, and will take the uplifted value of that pay point on 1 April 09. Eligibility for subsequent increments will be determined by the position relative to thresholds and subject to the provisions of Schedule 15.

Table 2: Transitional Pay Scales (2008/09 rates) – Associate Specialist

	Current point	Current AS salary at 2008/09 rates	Salaries rebased to 40 hours and lower points removed	1 April 2008 <i>Doctors assimilated to transitional points with half increment</i>	Incremental progression in 2008/09 <i>for doctors assimilated below Threshold 1</i>	1 April 2009 <i>Doctors receive second half increment.</i>		Pay scales for Associate Specialists at 2008/09 rates	
								01-Apr-08	01-Apr-09
Discretionary points	13	79,756	82,863	10+	82,863	82,863	10	10+	82,863
	12	77,341	80,354	10	81,609	80,354	9	10	81,609
	11	74,928	77,847	9	79,101	77,847	8	9	79,101
	10	72,515	75,340	8	76,594	75,340	7	8	76,594
	9	70,103	72,834	7	74,087	72,833	6	7	74,087
	8	67,690	70,327	6	71,580	70,326	5	6	71,580
	7	65,840	68,405	5	69,366	68,405	4	5	69,366
	6	61,383	63,775	4	66,089	63,774	3	4	66,089
Incremental points	5	56,240	58,431	3	61,103	58,431	2	3	61,103
	4	52,346	54,385	2	56,409	54,386	1	2	56,409
	3	48,451	50,339	1	52,363	50,339	0	1	52,363
	2	44,558		0	50,339			0	50,339
	1	40,664							
	0	36,769							

Arrows in the diagram refer only to doctors assimilating to the Associate Specialist grade. Doctors regrading to Associate Specialist during the Window of Opportunity will start on the appropriate transitional point, and will take the uplifted value of that pay point on 1 April 09. Eligibility for subsequent increments will be determined by the position relative to thresholds and subject to the provisions of Schedule 15.

Table 3: Implementation of the Specialty Doctor Transitional arrangements

Assimilation point in 2008/9	Years or equivalent as Specialty Doctor	Years to next increment	Period before eligibility for next threshold	Payroll point	Basic salary 2008/09 (at 2008/09 rates)	Basic salary 2009/10 (at 2008/09 rates)
0	0	1	5 years	M215 Point 00	34,584	35,904
1	1	1	4 years	M215 Point 01	37,439	38,974
2	2	1	3 years	M215 Point 02	40,755	42,965
3	3	1	2 years	M215 Point 03	43,145	45,104
4	4	1*	1 year	M215 Point 04	46,006	48,186
5	5	2	6 years	M215 Point 05	49,095	51,256
	6	1	5 years	M215 Point 06	49,095	51,256
6	7	2	4 years	M215 Point 07	51,752	54,395
	8	1	3 years	M215 Point 08	51,752	54,395
7	9	2	2 years	M215 Point 09	54,641	57,535
	10	1*	1 year	M215 Point 10	54,641	57,535
8	11	3		M215 Point 11	57,539	60,675
	12	2		M215 Point 12	57,539	60,675
	13	1		M215 Point 13	57,539	60,675
9	14	3		M215 Point 14	60,677	63,814
	15	2		M215 Point 15	60,677	63,814
	16	1		M215 Point 16	60,677	63,814
10	17	-		M215 Point 17	64,632	66,954

(* - subject to meeting threshold criteria)

Table 3 shows the values of the pay points on the scale, the number of years before the next increment, and the number of years to the next threshold, on entry to each pay point. For doctors assimilating in 2008/9, time to next increment will reflect years since their last incremental date (not the last actual increment). This implementation, which mirrors that of the 'new' consultant pay scale, allows the establishment of, and appointment to, final scale payroll points with effect from 1 April 2008, with doctors normally moving through the points sequentially on an annual basis assuming threshold criteria are met.

Table 4: Implementation of the Associate Specialist Transitional arrangements

Assimilation point in 2008/9	Years or equivalent as Associate Specialist	Years to next increment	Period before eligibility for next threshold	Payroll point	Basic salary 2008/09 (at 2008/09 rates)	Basic salary 2009/10 (at 2008/09 rates)
0	0	1	5 years	M090 Point 00	50,339	50,339
1	1	1	4 years	M090 Point 01	52,363	54,386
2	2	1	3 years	M090 Point 02	56,409	58,431
3	3	1	2 years	M090 Point 03	61,103	63,774
4	4	1*	1 year	M090 Point 04	66,089	68,405
5	5	2	6 years	M090 Point 05	69,366	70,326
	6	1	5 years	M090 Point 06	69,366	70,326
6	7	2	4 years	M090 Point 07	71,580	72,833
	8	1	3 years	M090 Point 08	71,580	72,833
7	9	2	2 years	M090 Point 09	74,087	75,340
	10	1*	1 year	M090 Point 10	74,087	75,340
8	11	3		M090 Point 11	76,594	77,847
	12	2		M090 Point 12	76,594	77,847
	13	1		M090 Point 13	76,594	77,847
9	14	3		M090 Point 14	79,101	80,354
	15	2		M090 Point 15	79,101	80,354
	16	1		M090 Point 16	79,101	80,354
10	17	-		M090 Point 17	81,609	82,863
10+PP	17+			M090 Point 17+PP	82,863	

(* - subject to meeting threshold criteria)

Table 4 shows the broadly parallel arrangements for Associate Specialists. Doctors already at the top of the top of the final pay scale will assimilate to the top point of the intermediate scale with pay protection in 2008/9 to the final value of that point. In 2009/10 the value of the top point will rise to the same value as the protected salary, and protection will cease. The bottom point of the intermediate scale is already at its final value and doctors re-graded to this point in 2008/9 will not receive an additional increment on 1 April 2009.

Table 5: On-Call Availability Supplement

Frequency	Percentage of Basic Salary
more frequent than or equal to 1 in 4	6%
less frequent than 1 in 4 or equal to 1 in 8	4%
less frequent than 1 in 8	2%