

Health Service Circular



Series Number: HSC 2000/031
Issue Date: 12 October 2000
Review Date: 12 October 2001
Category: Human Resources
Status: Information
for information only

MODERNISING PAY AND CONTRACTS FOR HOSPITAL DOCTORS AND DENTISTS IN TRAINING

To: Health Authorities (England) - Chief Executive
NHS Trusts - Chief Executives
Post Graduate Deans

Cc: Regional Directors
Regional Directors of Public Health
Task Force Chairs

Further details from: Mrs Pat Saunders
HRD-NHS Pay
Room 2N35D
Quarry House
Quarry Hill
Leeds LS2 7UE

0113 2545706

Additional copies of this document can be obtained from:

Department of Health
PO Box 777
London
SE1 6XH

Fax 01623 724524

It is also available on the Department of Health web site at
<http://www.doh.gov.uk/coinh.htm>

© Crown copyright

MODERNISING PAY AND CONTRACTS FOR HOSPITAL DOCTORS AND DENTISTS IN TRAINING

Summary

This HSC sets out for NHS employers the action required to implement the new contract and pay structure for hospital doctors in training which takes effect from 1 December 2000. The associated technical amendments to the Hospital Medical and Dental Terms and Conditions of Service, including new pay scales and related issues for particular groups of doctors, will follow shortly by way of an Advance Letter.

Action

- Employers in NHS Trusts and Health Authorities need to make immediate arrangements to transfer existing junior doctors in post from their current contracts, expressed in terms of basic salary plus ADHs, to a new structure comprising basic salary plus banding supplements where applicable.
- The agreement covers both full-time doctors and dentists in training and flexible trainees in posts and placements in the Hospital and Community Health Service (HCHS), including Public Health medicine trainees. These posts or placements are in the educationally-approved training grades of PRHO, Dental HO, SHO, SpR (including Registrars and Senior Registrars).
- Juniors need to complete a banding questionnaire.
- Other key parties at national, regional and local level need to be aware of these changes and especially their impact on New Deal hours' non-compliance and working arrangements for junior doctors.
- Full guidance on action required and background information can be found on the NHS Website: www.doh.nhsweb.nhs.uk/nhs/hr/juniordoctors.htm.
This covers:
 - *Junior doctors' hours monitoring: principles and guidance*
 - *Pay banding criteria*
 - *Implementation Guidance*
 - *A general guide to the new pay system*
 - *Definitions*
 - *Hours of work and rest requirements*
 - *Calculating actual hours of work*
 - *Pay Banding Questionnaire (electronic version)*

Purpose of the new contract

The new pay banding system is designed to:

- support the modernisation of working practices in the NHS;
- provide a simpler, better-targeted system for rewarding juniors, offering the highest rewards to those in the highest intensity posts, working the most unsocial hours;

- provide clear incentives to NHS employers to secure compliance with the New Deal and reduce hours and intensity in line with the commitment to implement the Working Time Directive in due course.

The details of the new system and accompanying implementation guidance were negotiated jointly between the UK Health Departments and the BMA Junior Doctors' Committee. They reflect the need to provide a balance between the need for employers to provide a modern NHS service to patients and the requirement to adequately reward junior doctors for their service contribution.

Monitoring arrangements

Key principles and detailed arrangements for the transition period and for ongoing monitoring purposes after 1 December 2000 are contained in monitoring guidance on the Website. There will be a contractual obligation on employers to monitor hours' compliance and the application of the banding system through robust local monitoring arrangements; and on individual junior doctors to co-operate with those arrangements. If either party is not fulfilling their obligations, this could affect the means of determining pay banding, and in some circumstances sanctions may apply.

Completing the Banding Questionnaire

Juniors' co-operation is key to the successful introduction of the new arrangements. Every junior currently in post is required to complete a Banding Questionnaire based on the criteria agreed to determine their Pay Band from 1 December. All juniors in the same rota or shift will receive the same Pay Band. Bulk supplies of the Questionnaire and accompanying "how to" guidance will go to Trusts under separate cover following this circular.

Impact of contract on the New Deal

The contract provides clear financial and contractual incentives to reduce hours and intensity to meet current targets and thereafter to meet the UK's commitment to implement the Working Time Directive for junior doctors according to the agreed transition timetable across EC member states. Trust paybills will rise steeply over the course of the phased pay deal unless the problems of non-compliance are addressed immediately and resolved locally.

Health Ministers in England have agreed that there will be a new and consistent national approach to delivering targets on hours and rest requirements through regional and local action. This approach will be firmly anchored in the NHS Plan/modernisation agenda and accountable through performance management for delivering progress. Details of new regional and central structures to deliver improvements will be announced shortly.

Agreed timetable for implementation

- w/e 7 October Banding Questionnaires sent to Trusts and distributed immediately for completion
- w/e 20 October Questionnaires returned
- w/e 17 November Banding decisions made and juniors informed
- by 4 December Payroll informed for December pay

Contact

For those trusts or their staff unable readily to access the NHS Website, a limited printed supply of the guidance documents is held centrally. Enquiries to Jonathan Firth on 0113-254-5724, e-mail jonathan.firth@doh.gsi.gov.uk

More detailed queries about implementing this circular should be addressed in the first instance to Pat Saunders, NHS Pay Policy Branch, on 0113-254-5706, e-mail patricia.saunders@doh.gsi.gov.uk

This Circular has been issued by:

Hugh Taylor
Director of Human Resources