

**WHITLEY COUNCILS FOR THE HEALTH SERVICES
(GREAT BRITAIN)**

PROFESSIONAL AND TECHNICAL COUNCIL "A"

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**CHIROPODISTS—GRADINGS, SALARIES AND
CONDITIONS OF SERVICE**

1. The Professional and Technical Whitley Council "A" have agreed to the following revised salary scales and conditions of service for full-time chiropodists employed by Regional Hospital Boards, Hospital Management Committees, Boards of Management, Boards of Governors of Teaching Hospitals and Local Health Authorities. This circular consolidates and supersedes P.T.A. Circulars Nos. 32 and 36, paragraphs 21 and 22 of P.T.A. Circular No. 43, and, as far as it relates to full-time chiropodists, P.T.A. Circular No. 44.

2. *Qualifications*

The gradings and salaries in this circular relate to chiropodists who on the 31st March, 1954, satisfied the requirements of Regulation 3 (2) of the National Health Service (Medical Auxiliaries) Regulations, 1954 (S.I. 1954 No. 35) or the corresponding provision in the Scottish Regulations (S.I. 1954 No. 77) or who have subsequently become qualified for employment as members of the class of chiropodists under Regulations 3 (3), 3 (4) or 3 (5) of those Regulations or the corresponding provision in the Scottish Regulations.

3. *Definition of grades and salaries*

(a) *Chiropodist*: a chiropodist working under the supervision of a Senior or Chief Chiropodist.

£415 × £15—£505 × £20—£525

The minimum of £415 for this grade is linked to age 21 with an abatement of £15 for each year below that age. Entrants over 21 years of age enter at £415.

(b) *Senior Chiropodist*: a chiropodist who

(i) has not less than three years' whole-time experience (including whole-time private practice experience) after qualification and is, in addition,

(ii) (a) working single-handed, or

(b) in charge of one or two other chiropodists, or

NATIONAL HEALTH SERVICE

CHIROPODISTS

RATES OF PAY AND CONDITIONS OF SERVICE

Summary. This memorandum accompanies P.T.A. Circular No. 46 setting out an agreement reached by Professional and Technical Whitley Council "A" increasing the salaries for full-time chiropodists and the rates of pay for locum tenens appointments. The circular also consolidates and supersedes P.T.A. Circulars Nos. 32 and 36, paragraphs 21 and 22 of P.T.A. Circular No. 43, and, as far as it relates to full-time chiropodists, P.T.A. Circular No. 44.

1. The provisions of P.T.A. Circular No. 46 have been approved by the Minister of Health under Regulation 3 of the National Health Service (Remuneration and Conditions of Service) Regulations, 1951 (S.I. 1951 No. 1373) and employing authorities are asked to put them into effect.

2. The provisions relating to chiropody teachers are receiving further consideration by the Whitley Council.

3. The provisions relating to part-time chiropodists remain unchanged—see P.T.A. Circular No. 19.

4. If any chiropodist within the scope of P.T.A. Circular No. 46 decides under paragraph 6 to remain on a non-Whitley salary and conditions of service, Boards and Committees are asked to let the Ministry know.

MINISTRY OF HEALTH,
SAVILE ROW,
LONDON, W.1.

31st January, 1957.

94608/15/5C

To: *Regional Hospital Boards,
Boards of Governors,
Hospital Management Committees.*

- (c) acting as deputy to a Chief Chiropodist, Grade II.
£465 × £15—£585

The minimum of £465 for this grade is linked to age 24 with an abatement of £15 for each year below that age. Entrants over 24 years of age enter at £465.

- (c) Chief Chiropodist, Grade I; A chiropodist who
- (i) has not less than three years' whole-time experience (including whole-time private practice experience) after qualification and is, in addition,
 - (ii) in charge of 3 or 4 other chiropodists.
£560 × £15—£605 × £20—£625
- (d) Chief Chiropodist, Grade II: A chiropodist who
- (i) has not less than three years' whole-time experience (including whole-time private practice experience) after qualification and is, in addition,
 - (ii) in charge of 5 or more other chiropodists, who may be in one clinic or several clinics.
£615 × £20—£635 × £25—£685

Chiropody teachers in schools in hospitals in the National Health Service:

(Note: The provisions relating to chiropody teachers are receiving further consideration by the Whitley Council; in the meantime the provisions in (e) and (f) below should be applied).

- (e) Assistant Teacher: A chiropodist responsible for clinical supervision, but not tutorials and lectures.

- (i) Assistant Teacher who does not hold the Chiropody Teacher's Certificate.

£415 × £15—£505 × £20—£525

The minimum of £415 for this grade is linked to age 21 with an abatement of £15 for each year below that age. Entrants over 21 years of age enter at £415.

- (ii) Assistant Teacher who holds the Chiropody Teacher's Certificate

£465 × £15—£585

The minimum of £465 for this grade is linked to age 24 with an abatement of £15 for each year below that age. Entrants over 24 years of age enter at £465.

- (f) Teacher: A chiropodist holding the Chiropody Teacher's Certificate who is responsible for clinical supervision, tutorials and lectures.

£560 × £15—£605 × £20—£625

4. *London Weighting*

In hospitals and clinics in the Metropolitan Police Area and the City of London all scales shall be subject to London Weighting on the following basis:—

Age under 21	...	...	...	...	...	£10
Age 21 to 25	...	...	...	...	...	£20
Age 26 and over	...	...	...	...	...	£30

5. *Assimilation*

A chiropodist who is on one of the salary scales in P.T.A. Circulars Nos. 32 or 36 shall be assimilated:—

(a) as at 1st December, 1956, or

(b) as at the date of appointment, if he is an entrant between 1st December, 1956, and the date of this Circular,

to the point on the appropriate new scale corresponding to the point he had reached on the scale in P.T.A. Circulars Nos. 32 or 36.

A Senior Chiropodist or Assistant Teacher on the maximum of the scale in P.T.A. Circular No. 32 may have that scale notionally extended by the number of years he has served on the maximum and enter the appropriate scale in this Circular at the point corresponding to the notional point so reached.

The incremental date shall remain unchanged.

6. *Fresh Option Clause*

A chiropodist who, by exercise of the options provided in previous Whitley agreements, is on a non-Whitley salary scale and conditions of service, may now choose either to retain those scales and conditions of service or to have both the appropriate salary scale and conditions set out in this circular.

A chiropodist who now chooses to have the new scale shall enter the appropriate scale at the incremental point he would have reached had the scale been in operation at the date of his appointment in his present grade. His incremental date shall remain unchanged. If the salary (including London weighting where payable) calculated on this basis is less than the officer's present salary and if the present salary is itself within the scale, he may continue to receive that salary on a mark-time basis until it is overtaken by the new scale.

7. *Board and residence, and lunch and tea*

For the time being the charge to be made where board and residence or meals are provided continues to be at the discretion of the employing authority.

8. *New entrants*

(a) A new entrant shall be appointed at the minimum of the appropriate scale subject to the provisions for abatement and of P.T.A. Circular No. 41.

(b) It shall be within the discretion of the employing authority to award not more than two increments on the minimum of the scale on account of relevant whole-time experience after qualification over and above what may be required for appointment to the grade concerned.

(c) It shall also be within the discretion of the employing authority to assimilate a chiropodist appointed since 15th November, 1954, who had had relevant whole-time experience after qualification, to the point upon which he would have been placed if he had been appointed on 15th November, 1956 and had been awarded the increments allowed for such experience.

9. *Incremental Date*

(a) The incremental date shall be the anniversary of the date of appointment except where the employing authority has a common

incremental date, in which case the first increment should be paid in accordance with the employing authority's usual practice.

(b) A chiropodist on an abated scale shall receive an increment on his birthday and shall be placed on the minimum of the normal scale on reaching the age to which it is linked. This date shall remain his incremental date except where the employing authority has a common incremental date, in which case the next increment should be paid in accordance with the employing authority's usual practice.

10. *Chiropodists re-employed after a break in service*

See P.T.A. Circular No. 28 as amended by P.T.A. Circular No. 41.

11. *Transfers*

On taking up a fresh appointment in the same grade without a break in service a chiropodist shall retain his position on the scale and incremental date. (When determining the appropriate point on the scale any London weighting shall be disregarded.) If he transfers to an authority having a common incremental date he becomes subject to that date, his first increment being paid in accordance with the employing authority's usual practice, unless it is more favourable for him to retain his existing incremental date.

12. *Salary on Promotion*

Salary on promotion shall be the point on the new scale (abated, if appropriate, in accordance with paragraph 3 (b) and (e)) next above the existing salary. In applying this formula employing authorities shall disregard any payment of London weighting and/or any acting allowance.

13. *The counting of part-time staff when grading senior officers*

Where only one part-time chiropodist is employed in the department such chiropodist should count as one.

Where more than one part-time chiropodist is employed their working times on the basis of a normal working week shall be totalled and credit given for the appropriate equivalent of whole-time staff, any fraction over being counted as one.

14. *Occupational Clothing*

The employing authority shall be responsible for the provision and laundering of sufficient white or coloured coats or other suitable occupational clothing. They are free to give an equivalent cash allowance in lieu if they so prefer.

15. *Acting rank*

(a) An officer with the full number of years' experience required of a chiropodist holding a higher post, who performs for a consecutive period of not less than three months the duties appropriate to that higher officer, shall receive for that period an additional payment. The amount of the payment shall be at the rate of half the difference between the minimum scale rates of the substantive and acting positions.

(b) An officer without the full number of years' experience required of a chiropodist holding a higher post, who performs for a consecutive period of not less than three months the duties appropriate to that higher officer, shall receive for that period a responsibility allowance at the rate of £10 per annum.

16. *Hours of work*

Hours of duty shall be 39 a week, excluding meal times. Where chiropodists are required by the employing authority to work substantially in excess of the normal, time off in lieu should be given as far as circumstances permit. The 39-hour week should include 33 chairside hours.

17. *Annual leave*

(a) The following periods of leave shall apply:—

Chiropodists in the basic grade	... ..	3 weeks
Senior Chiropodists	... ..	} 4 weeks
Assistant Teachers	... ..
Chief Chiropodists, Grades I and II	... ..	} 5 weeks
Teachers	... ..

The foregoing leave is in addition to statutory and general national holidays.

(b) A new entrant to the Service shall be entitled to annual leave proportionate to the completed months of service during the leave year of entry and thereafter on the normal scale, but no leave shall be taken until an officer has completed six months' service. If this results in a new entrant's being debarred from taking annual leave in the leave year of his entry, he shall be allowed to carry over the leave due to him and take it in the next leave year.

(c) On being promoted to a grade with a higher leave entitlement during an annual leave year, an officer's annual leave shall be proportionate to the number of months before and after the change of entitlement, the higher rate of leave being given for each complete month after the change and the lower rate for each other month in the leave year.

(d) The annual leave year shall be from 1st April to the 31st March.

18. *Sickness Payments*

See P.T.A. Circular No. 16 and Part II of P.T.A. Circular No. 31.

19. *Post-entry training*

See P.T.A. Circular No. 26.

20. *Locum tenens appointments*

(a) The weekly rates of pay for a full-time chiropodist who is engaged as a locum tenens and who is qualified in accordance with paragraph 2 above shall be as follows:—

	£	s.	d.
(i) If acting as a locum tenens and working under the supervision of a senior chiropodist	9	19	0
(ii) If acting as a locum tenens and working single-handed (i.e. not under the supervision of a senior chiropodist)	11	2	0

Officers paid at these rates have no entitlement to paid annual or sick leave but London weighting, proportionate to the annual rates, shall be paid where appropriate.

(b) The rates of pay in (a) apply to an officer acting as a locum tenens for a period not exceeding eight weeks. If, after eight weeks' service, the employing authority continues to employ the officer, the officer shall from then on be paid at the ordinary rates for the grade set out in paragraphs 3 and 4 above and shall enjoy the normal conditions of service.

21. *Date of operation*

This agreement is operative from 1st December, 1956.

J. LANCASTER,
J. R. BROUGH.

31st January, 1957.