

## BULLETIN - 7

**Issued: Tuesday 25 July 2017**

### **GP TRAINEE CONTRACT ISSUES**

- The new Junior doctor contract came in effect from October 2016 and the first GP trainees who will be on this contract will be joining GP practices in August 2017.
- The new 2016 terms and conditions have been imposed without BMA agreement on this. As such BMA have not produced a model contract based on the new contract for GP trainees within primary care
- Many deaneries in the country are the lead employers for the trainees thereby protecting individual practice involved in training
- The three regions of Yorkshire & Humber, Wessex, and Thames Valley are the only deaneries where lead employer arrangement is not available thereby leaving practices to take full employer responsibility for trainees
- Key issues which practices need to keep in mind in their contracts are:  
  
the practices need to
  - correctly calculate salary details for trainees
  - roster working hours which meet the safety requirements set out in the T&Cs of new contract
  - design and issue work schedules that are fit for purpose and to respond to exception reports appropriately
  - ensure that a guarding of safe working hours is in place
- If practices need any advice regarding these issues they can contact [YorksHumber.GPAdvice@sthk.nhs.uk](mailto:YorksHumber.GPAdvice@sthk.nhs.uk) for advice or on 01512904469 between 0900-1700 (Mon to Fri).
- Pauline Whitfield is the head of advice and guidance team for the Junior doctor 2016 contract in Yorkshire and Humber region. Her contact email is [Pauline.Whitfield@sthk.nhs.uk](mailto:Pauline.Whitfield@sthk.nhs.uk) . This has been set up by NHS Employers to support the lead employer issue for the three regions mentioned above.
- They provide help with the above 4 key issues within the contract
- There are couple of webinars scheduled for 28th July addressing various issues within the new contract for trainees.
- Links for the GP practice managers webinar (1100-1200)  
- <http://www.nhsemployers.org/events/2017/07/junior-doctors-contract-gp-practice-webinars>

- Link for Payroll providers (1400-1500) webinar:  
<http://www.nhsemployers.org/events/2017/07/junior-doctors-contract-gp-practice-payroll-webinar>
- Another issue is with lack of information from PCSE
  - practices need to be careful in terms of pay agreements in employment contract as wrong calculation can potentially leave practices bearing the risks as PCSE will most likely pay based on their assessment.
  - Essentially a GP ST3 working full time will be working average 40 hours/week and would be entitled to £45750 pa and £8200 pa (pro rata) GP premium instead of banding used in the past.
- Also the new contract removes the pay protection within NHS where a doctor on a higher salary (e.g., staff grade / consultant) changes job role to join GP training, would not be getting the same salary they were on prior to joining GP training.
- It would be advisable to add a clause in employment contract to the effect - practice will pay GPST salary in line with the 2016 junior doctor contract based on reimbursement calculations by PCSE.

### Salary ready reckoner for the May 2016 junior doctors' contract: specialty training years 3-8 (ST3-8)

Approximate yearly gross pay = one value from the BLUE table + one value from the YELLOW table + NROC supplement (GREEN) if on a non-resident on-call rota + any eligible FPP value from the PINK table

Average hours worked per week	Average number of nights per month							
	0	1	2	3	4	5	6	7
40	£45,750.00	£47,019.56	£48,183.33	£49,347.09	£50,510.86	£51,674.63	£52,838.39	£54,002.16
41	£46,893.75	£48,163.31	£49,327.08	£50,490.84	£51,654.61	£52,818.38	£53,982.14	£55,145.91
42	£48,037.50	£49,307.06	£50,470.83	£51,634.59	£52,798.36	£53,962.13	£55,125.89	£56,289.66
43	£49,181.25	£50,450.81	£51,614.58	£52,778.34	£53,942.11	£55,105.88	£56,269.64	£57,433.41
44	£50,325.00	£51,594.56	£52,758.33	£53,922.09	£55,085.86	£56,249.63	£57,413.39	£58,577.16
45	£51,468.75	£52,738.31	£53,902.08	£55,065.84	£56,229.61	£57,393.38	£58,557.14	£59,720.91
46	£52,612.50	£53,882.06	£55,045.83	£56,209.59	£57,373.36	£58,537.13	£59,700.89	£60,864.66
47	£53,756.25	£55,025.81	£56,189.58	£57,353.34	£58,517.11	£59,680.88	£60,844.64	£62,008.41
48	£54,900.00	£56,169.56	£57,333.33	£58,497.09	£59,660.86	£60,824.63	£61,988.39	£63,152.16

For information only:	Value	NROC	Value	Weekend allowance	Value
Basic Salary	£45,750.00	NROC	£3,660.00	1:2 weekends (10%)	£4,575.00
Plain time rate	£21.93			<1:2 upto and including 1:4 weekends (7.5%)	£3,431.25
Enhanced time rate	£30.04			<1:4 upto and including 1:5 weekends (6%)	£2,745.00
				<1:5 upto and including 1:7 weekends (4%)	£1,830.00
				<1:7 upto and including 1:8 weekends (3%)	£1,372.50
				Less frequently than 1:8 weekends (0%)	£0.00

Name of premia	Training programme	Eligibility	Value
GP Premium	General practice	Payable during ST1, ST2, ST3 and ST4 during GP practice placements only	£8,200 per annum and pro rata to time in placement (eg £4100 if only 6 months in GP practice placement during the year)

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