

Ref no: 355071117
From: Reserch
Date: 07/11/17
Subject: Information on Trust grade/Clinical Fellow pay and conditions

REQUEST & RESPONSE

1. Could you please provide the number of full time equivalent medical staff in the following grades a) employed in the trust, as of a) August 2017 and b) August 2016:

(i) Doctors in training
StHK only employs Foundation doctors:
August 17 – 76
August 16 - 77

(ii) Staff Grade Doctors
Same grade as below, included in number.

(iii) Trust Grade / Clinical Fellow (TG/CF)
August 17 – 50
August 16 – 47

2. How much is/was the total (predicted) trust spend per annum on staff wages in the following groups as of August 2017 and b) August 2016:

(i) Doctors in training
August 2017 - £351,0503
August 2016 – £402,0490

(ii) Trust Grade / Clinical Fellow (TG/CF)
August 2017 - £119,62300
August 2016 – £94, 96205

The following questions refer to the payscales used in your locally formulated contracts for Trust Grade doctors and Clinical Fellows:

3. With regard to Trust Grade / Clinical Fellows pay, could you please advise whether you are using as a template a) solely the 2002 contract (MN35/37/39 pay codes) or b) solely the 2016 contract (MT03/04 pay codes), or c) both contracts, but for different positions in the trust, or d) both contracts for the same position in the trust, or e) neither (i.e. only a bespoke local contract pay scale), to determine pay in the following groups:

(i) Posts currently being advertised – 2002 contract
(ii) Posts with start date of Aug 2017 or after – 2002 contract
(iii) Posts starting between Aug 2016 and July 2017 – 2002 contract

4. If you are not currently using the pay scale in the 2016 contract (MT03/04) to calculate pay for TG/CF doctors, do you have any plans to start doing so when advertising for new TG/CF doctors?

When a nationally agreed 2016 TG/CF Contract has been agreed and confirmed.

5. For Trust Grade / Clinical Fellows posts being paid or with pay advertised in accordance with the scale set out in the 2016 contract:

(i) have you developed a formal process to decide entitlement to either Nodal point 3 or 4 (Grade code MT03 and MT04)? N/A

(ii) If so, what is that process? N/A

(iii) Will there be progression from Nodal Point 3 to 4 for CF/TG's who are appointed with grade code MT03 and stay in post as a CF/TG until reaching grade codes MT04? N/A

6. Are there any plans to move TG/CF doctors appointed with a) the 2002 contract over to the 2016 contract with regards to pay, or b) from 2016 contract to the 2002 contract?

No, when a 2016 TG/CF contract has been agreed nationally, moving current 2002 contracted TG/CF doctors onto the 2016 contract will be discussed.

7. If you are currently using the payscale in the 2016 contract (MT03/04) for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences:

(i) with relation to attending teaching - N/A

(ii) with relation to study leave - N/A

(iii) with relation to working patterns/rotas- N/A8

8. If you are currently using the payscale in the 2002 contract for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences, or d) same conditions as 2002 contract

(i) with relation to attending teaching - D

(ii) with relation to study leave - D

(iii) with relation to working patterns/rotas - D