

**Government of Jersey - Doctors and Medical Consultants
Neg Body DB - DA - DSG (New) DST**

Junior Doctors, Clinical Fellows and Trainee General Practitioners (Neg Body DB)				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
40	52.00	Y	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		N	Y	Y

*Other conditions may include, overtime, additional skill or responsibility payments

Junior Doctors, Clinical Fellows and Trainee General Practitioners (Neg Body DB)									
People Link Grade/ Increment	Job Title	2018/19 annual rate** 2% (wef 01/10/2018)	2018/19 local supplement @ 15% (wef 01/10/2018)	2019/20 annual rate** 2% (wef 01/04/2019)	2019/20 local supplement @ 15% (wef 01/04/2019)	2020/21 annual rate** 2% (wef 01/04/2020)	2020/21 local supplement @ 15% (wef 01/04/2020)	2021/22 annual rate** 2% (wef 01/04/2021)	2021/22 local supplement @ 15% (wef 01/04/2021)
FONE 2	Foundation One (F1)	£25,023	£3,753	£25,523	£3,828	£26,033	£3,905	£26,554	£3,983
FTWO 1	Foundation Two (F2)	£29,213	£4,382	£29,797	£4,469	£30,393	£4,559	£31,001	£4,650
SCOR 2	Speciality Registrar (Core Training)	£33,127	£4,969	£33,790	£5,068	£34,467	£5,170	£35,156	£5,273
SCOR 3	Speciality Registrar (Core Training)	£35,795	£5,369	£36,511	£5,477	£37,241	£5,586	£37,986	£5,698
SCOR 4	Speciality Registrar (Core Training)	£37,409	£5,611	£38,920	£5,724	£38,920	£5,838	£39,698	£5,955
SCOR 5	Speciality Registrar (Core Training)	£39,354	£5,903	£36,511	£6,021	£40,944	£6,142	£41,763	£6,264

Clinical Fellows									
People Link Grade/ Increment	Job Title	2018/19 annual rate** 2% (wef 01/10/2018)	2018/19 local supplement @ 15% (wef 01/10/2018)	2019/20 annual rate** 2% (wef 01/04/2019)	2019/20 local supplement @ 15% (wef 01/04/2019)	2020/21 annual rate** 2% (wef 01/04/2020)	2020/21 local supplement @ 15% (wef 01/04/2020)	2020/21 annual rate** 2% (wef 01/04/2021)	2020/21 local supplement @ 15% (wef 01/04/2021)
SFUL 1	Clinical Fellows (Medicine)	£31,217	£4,683	£31,841	£4,776	£32,478	£4,872	£33,128	£4,969
SFUL 2		£33,127	£4,969	£33,790	£5,068	£34,467	£5,170	£35,156	£5,273
SFUL 3		£35,795	£5,369	£36,511	£5,477	£37,241	£5,586	£37,986	£5,698
SFUL 4		£37,409	£5,611	£38,157	£5,724	£38,920	£5,838	£39,698	£5,955
SFUL 5		£39,354	£5,903	£40,141	£6,021	£40,944	£6,142	£41,763	£6,265

Locum Tenens Appointments (Neg Body DA)			
People Link Grade	Description	2021 per annum rate	2021 rate per hour (wef 01/04/2021)
N/A	Consultant Rate	£425.00	£75

Staff Grades & Associate Specialists (Neg Body DB on Payroll and DSG (New))				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
40	52.18	Y	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		N	Y	Y

Staff Grades & Associate Specialists (Neg Body DB on Payroll and DSG (New))				
People Link Grade/ Increment	Job Title	2019 Annual Rate	2020 Annual Rate	2021 Annual Rate
		4% (wef 01/01/2019)	salaries more than £100K = 2.7% and less than £100K = 4% (wef 01/01/2020)	0.9% (wef 01/01/2021)
SGR 1	Staff Grade	£44,888	£46,683.80	£47,103.96
SGR 2		£49,185	£51,152.11	£51,612.48
SGR 3		£53,483	£55,622.32	£56,122.92
SGR 4		£57,778	£60,089.08	£60,629.88
SGR 5		£62,077	£64,560.08	£65,141.12
SGR 6		£66,374	£69,028.96	£69,650.22
SGR 7		£70,268	£73,078.72	£73,736.43
SGR 8		£74,161	£77,127.44	£77,821.59
*SGR 9		£78,057	£81,179.28	£81,909.89
*SGR 10		£81,951	£85,229.04	£85,996.10
SAS 1	Associate Specialist	£66,374	£69,028.58	£69,649.83
SAS 2		£70,268	£73,078.45	£73,736.16
SAS 3		£74,161	£77,127.44	£77,821.59
SAS 4		£78,057	£81,179.34	£81,909.95
SAS 5		£81,951	£85,229.22	£85,996.28
SAS 6		£85,844	£89,277.96	£90,081.46
SAS 7		£89,740	£93,329.60	£94,169.57
SAS 8		£93,633	£97,378.32	£98,254.72
*SAS 9		£97,528	£101,429.20	£102,342.07
*SAS 10		£101,423	£104,161.24	£105,098.69

* Subject to Staff Grades and Associate Specialists Incremental Progression Policy

Staff Grades & Associate Specialists - Extra Duty Payments (Neg Body DB on Payroll and DSG (New))			
People Link Grade/ Increment	Grade	Description	2021 rate per hour (wef 01/04/21)
LSTF 1	Staff Grade	Resident	£65
LASS 1	Associate Specialist	Resident	

Explanatory Notes

On Call Supplement - HED 092

Consistent with UK Terms and Conditions for Speciality Doctors, the pensionable out of hours supplement based on UK rates is as follows:

2% of basic pay for a less frequent than 1:8 rota frequency

4% of basic pay for a less frequent than a 1:4 rota up to a 1:8 rota frequency

6% of basic pay for a 1:4 or more frequent rota

Medical Consultants (Neg Body DA)				
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay
40	52.00	Y	N	Y
		Shift Payments made in addition to Base Pay	Standby Payments made in addition to Base Pay	Other Payments made in addition to Base Pay*
		N	Y	Y

*Other conditions may include, overtime, additional skill or responsibility payments

Medical Consultants (Local collective negotiation)						
People Link Grade/ Increment	2019 Annual Rate 5.0% (wef 01/01/2019)	2019 PA Monthly Rate Recognition in terms of Programmed Activity	2020 Annual Rate salaries more than £100k = 2.7% and less than £100k = 4% (wef 01/01/2020)	2020 PA Monthly Rate Recognition in terms of Programmed Activity	2021 Annual Rate 0.9% (wef 01/01/2021)	2021 PA Monthly Rate Recognition in terms of Programmed Activity
CONN 1	£87,624	£730	£91,128.99	£759.41	£91,949.16	£766.24
CONN 2	£91,660	£764	£95,326.40	£794.39	£96,184.34	£801.54
CONN 3	£95,695	£797	£99,522.35	£829.35	£100,418.05	£836.82
CONN 4	£99,730	£831	£103,719.02	£864.33	£104,652.49	£872.10
CONN 5	£103,757	£865	£106,558.23	£887.99	£107,517.26	£895.98
CONN 6	£104,790	£873	£107,619.33	£896.83	£108,587.90	£904.90
CONN 7	£105,823	£882	£108,680.22	£905.67	£109,658.34	£913.82
CONN 8	£106,855	£890	£109,740.09	£914.50	£110,727.75	£922.73
CONN 9	£107,889	£899	£110,801.54	£923.35	£111,798.75	£931.66
CONN 10	£115,438	£962	£118,554.52	£987.95	£119,621.51	£996.85
CONN 11	£116,816	£973	£119,969.65	£999.75	£121,049.38	£1,008.74
CONN 12	£118,192	£985	£121,383.39	£1,011.53	£122,475.84	£1,020.63
CONN 13	£119,569	£996	£122,797.11	£1,023.31	£123,902.28	£1,032.52
CONN 14	£120,947	£1,008	£124,212.73	£1,035.11	£125,330.64	£1,044.42
CONN 15	£128,842	£1,074	£132,321.09	£1,102.68	£133,511.98	£1,112.60
CONN 16	£130,219	£1,085	£133,734.66	£1,114.46	£134,938.27	£1,124.49
CONN 17	£132,284	£1,102	£135,855.67	£1,132.13	£137,078.37	£1,142.32
Formal Application required for increments 18-19						
CONN 18	£139,171	£1,160	£142,928.62	£1,191.07	£144,214.97	£1,201.79
CONN 19	£146,059	£1,217	£150,002.59	£1,250.02	£151,352.62	£1,261.27
Formal Application plus Additional Criteria required for increment 20, plus 20 years as a Consultant						
CONN 20	£159,455	£1,329	£163,760.41	£1,364.67	£165,234.25	£1,376.95

Explanatory Notes:

*Progression from increments 1-20 is subject to Objectives and Assessment criteria being met as set out in the Progression information sheet.

*Progression to increments 18 to 19 requires a formal application in addition to Objectives and Assessment criteria being met as set out in the Progression information

*Progression to increment 20 requires a formal application in addition to the Objectives and Assessment criteria being met in the progression information sheet, plus additional criteria being met as set out in the Employer's letter dated 2nd June 2004. The Consultant will also have completed 20 years as a Consultant.

*1 PA equates to 4 hours within the normal working week (i.e. annual rate / 10, which equates to the standard working hours 40 / 10 = 4 hours)

