

**Government of Jersey - Doctors and Medical Consultants**

Resident/ Staff Grades & Associate Specialists				
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	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

Resident Doctors*							
People Link Grade/ Increment	Job Title	2023/2024 annual rate 01/04/2023 OLD RATE	2023 local supplement @ 20.9% OLD RATE	2023/2024 annual rate 01/04/2023**	2023 local supplement @20.9%	2024/2025 annual rate 01/04/2024***	2024 local supplement @20.9%
FY1	Foundation One (F1)	£32,398	£6,771.18	£33,600	£7,022	£36,616	£7,652.74
FY2	Foundation Two (F2)	£37,303	£7,796.33	£38,687	£8,086	£42,008	£8,779.70
ST1	Speciality Registrar (Core Training)	£43,923	£9,179.91	£46,141	£9,643	£49,909	£10,430.98
ST2		£43,923	£9,179.91	£46,141	£9,643	£49,909	£10,430.98
ST3		£55,329	£11,563.76	£57,382	£11,993	£61,825	£12,921.34

\* New agreed Job Title

\*\* New accepted agreement back dated. 6% + £1,250 consolidated payment

\*\*\* New accepted agreement 6% + £1,000 consolidated payment

Clinical Fellows*				
People Link Grade/ Increment	People Link Grade/ Increment	Job Title	2024 Annual Rate Revised Pay Structure* (wef 07/08/2024)	2025 Annual Rate 4.0% (wef 01/01/2025)
CFEL 1	CFELNEW 1	Clinical Fellow	£52,844.00	£54,957.76
CFEL 2	CFELNEW 2		£57,145.00	£59,430.80
CFEL 3	CFELNEW 3		£63,712.00	£66,260.48
CFEL 4				
CFEL 5				

\*Revised pay structure wef 07/08/2024

Locum Rates for Junior Doctors			
People Link Grade/ Increment	Job Title	Bands	Rate per hour
LHOF 1	Foundation One (F1) - Basic	Sociable	£32.50
LHOF 2		Unsociable	£37.50
LSHO 1	Foundation Two (F2) - Basic	Sociable	£40.00
LSHO 2		Unsociable	£45.00
LSPRL 1	GP/Clinical Fellow	Sociable	£45.00
LSPRL 2		Unsociable	£48.00

**1. F1, F2, GP/Clinical Fellows**

Band	Working arrangements
Sociable	Monday to Friday 08:00 to 20:00
Unsociable	Monday to Friday, Weekends 20:00 to 08:00

Staff Grades & Associate Specialists				
People Link Grade/ Increment	Job Title	2023 Annual Rate 7.9% (wef 01/01/2023)	2024 Annual Rate 8.0% (wef 01/01/2024)	2025 Annual Rate 4.0% (wef 01/01/2025)
SGR 1	Staff Grade	£52,299	£56,483	£58,742
SGR 2		£57,305	£61,890	£64,365
SGR 3		£62,313	£67,298	£69,990
SGR 4		£67,317	£72,702	£75,610
SGR 5		£72,326	£78,112	£81,236
SGR 6		£77,332	£83,519	£86,859
SGR 7		£81,869	£88,418	£91,955
SGR 8		£86,405	£93,317	£97,050
*SGR 9		£90,944	£98,219	£102,148
*SGR 10		£95,481	£103,119	£107,244
SAS 1	Associate Specialist	£77,332	£83,519	£86,859
SAS 2		£81,869	£88,418	£91,955
SAS 3		£86,405	£93,317	£97,050
SAS 4		£90,944	£98,219	£102,148
SAS 5		£95,481	£103,119	£107,244
SAS 6		£100,016	£108,018	£112,338
SAS 7		£104,556	£112,920	£117,437
SAS 8		£109,091	£117,819	£122,531
*SAS 9		£113,629	£122,720	£127,629
*SAS 10		£118,169	£126,025	£131,066

\* Subject to Staff Grades and Associate Specialists Incremental Progression Policy

Staff Grades & Associate Specialists - Extra Duty Payments				
People Link Pay Element	Description	2023 Extra Duty Payment 7.9% (wef 01/01/23)	2024 Extra Duty Payment 8.00% (wef 01/01/24)	2025 Extra Duty Payment 4.00% (wef 01/01/25)
N/A	Staff Grade	£47.68	£51.50	£53.56
	Associate Specialist	£62.29	£67.27	£69.96

Locum Tenens Appointments			
People Link Grade/ Increment	Grade	Description	Rate Per Hour
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				
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	Y	N	Y
		Shift Payments made in	Standby Payments made	Other Payments made in
		N	Y	Y

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

Medical Consultants						
People Link Grade/ Increment	2023 Annual Rate 7.9% (wef 01/01/2023)	2023 PA Monthly Rate Recognition in terms of Programmed Activity	2024 Annual Rate 8.0% (wef 01/01/2024)	2024 PA Monthly Rate Recognition in terms of Programmed Activity	2025 Annual Rate 4.0% (wef 01/01/2025)	2025 PA Monthly Rate Recognition in terms of Programmed Activity
CONN 1	£102,090.28	£850.75	£110,257.50	£918.81	£114,667.80	£955.57
CONN 2	£106,792.61	£889.94	£115,336.02	£961.13	£119,949.46	£999.58
CONN 3	£111,493.77	£929.11	£120,413.27	£1,003.44	£125,229.80	£1,043.58
CONN 4	£116,194.92	£968.29	£125,490.51	£1,045.75	£130,510.13	£1,087.58
CONN 5	£119,375.68	£994.80	£128,925.73	£1,074.38	£134,082.76	£1,117.36
CONN 6	£120,564.17	£1,004.70	£130,209.30	£1,085.08	£135,417.68	£1,128.48
CONN 7	£121,752.67	£1,014.61	£131,492.88	£1,095.77	£136,752.60	£1,139.60
CONN 8	£122,940.02	£1,024.50	£132,775.22	£1,106.46	£138,086.23	£1,150.72
CONN 9	£124,129.67	£1,034.41	£134,060.04	£1,117.17	£139,422.45	£1,161.85
CONN 10	£132,815.03	£1,106.79	£143,440.23	£1,195.34	£149,177.84	£1,243.15
CONN 11	£134,400.46	£1,120.00	£145,152.50	£1,209.60	£150,958.60	£1,257.99
CONN 12	£135,983.59	£1,133.20	£146,862.28	£1,223.85	£152,736.77	£1,272.81
CONN 13	£137,567.87	£1,146.40	£148,573.30	£1,238.11	£154,516.23	£1,287.64
CONN 14	£139,153.30	£1,159.61	£150,285.56	£1,252.38	£156,296.99	£1,302.47
CONN 15	£148,236.75	£1,235.31	£160,095.69	£1,334.13	£166,499.52	£1,387.50
CONN 16	£149,821.03	£1,248.51	£161,806.71	£1,348.39	£168,278.98	£1,402.32
CONN 17	£152,196.88	£1,268.31	£164,372.63	£1,369.77	£170,947.54	£1,424.56
Formal Application required for increments 18-19						
CONN 18	£160,120.59	£1,334.34	£172,930.24	£1,441.09	£179,847.45	£1,498.73
CONN 19	£168,045.45	£1,400.38	£181,489.09	£1,512.41	£188,748.65	£1,572.91
Formal Application plus Additional Criteria required for increment 20, plus 20 years as a Consultant						
CONN 20	£183,457.97	£1,528.82	£198,134.61	£1,651.12	£206,059.99	£1,717.17

**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 sheet.

\*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)

Locum Tenens Appointments			
People Link Grade	Description	PA rate	Rate per hour
N/A	Consultant	£425.00	
N/A	Consultant Rate 1		£60.00
N/A	Consultant Rate 2		£65.00
N/A	Consultant Rate 3		£70.00

Miscellaneous Payments*					
People Link Pay Element	Description		2023 Rate (wef 01/01/2023)	2024 Rate (wef 01/01/2024)	2025 Rate (wef 01/01/2025)
Domiciliary Visits					
N/A	Standard Rate	Item of service	£83.37	£83.37	£83.37
N/A	Intermediate Rate	Item of service	£41.69	£41.69	£41.69
Hospital Practitioner					
N/A	Hospital Practitioner	Min Rate	£4,553	£4,553	£4,553
		1st	£4,816	£4,816	£4,816
		2nd	£5,081	£5,081	£5,081
		3rd	£5,344	£5,344	£5,344
		4th	£5,608	£5,608	£5,608
		5th	£5,871	£5,871	£5,871
	6th	£6,135	£6,135	£6,135	
Family Planning					
2147	FEMALE STERILISATION Separate Procedure	Surgeon	£162.18	£162.18	£162.18
2147		Anaesthetist	£79.21	£79.21	£79.21
		Total	£241.39	£241.39	£241.39
	During another procedure	Surgeon	£108.48	£108.48	£108.48
		Anaesthetist	£52.77	£52.77	£52.77
		Total	£161.25	£161.25	£161.25
2147	MALE STERILISATION Separate Procedure	Surgeon	£119.96	£119.96	£119.96
2147		Anaesthetist	£59.19	£59.19	£59.19
		Total	£179.15	£179.15	£179.15
	During another procedure	Surgeon	£81.09	£81.09	£81.09
		Anaesthetist	£39.23	£39.23	£39.23
		Total	£120.32	£120.32	£120.32

\*Rates Frozen since 01/04/2013

Medical Examinations*				
	Description	2023 Rate (wef 01/01/2023)	2024 Rate (wef 01/01/2024)	2025 Rate (wef 01/01/2025)
Fees for Medical Examinations under the Mental Health (Jersey) Law, 1969				
		£83.91	£83.91	£83.91
Doctors / Dentists Appraisals*				
2147	Fee paid to HSSD appraising doctor for carrying out revalidations / appraisals of doctors and dentists	£400.00	£400.00	£400.00
Emergency Assessment Unit Weekend - Standby*				
2147	EAU weekend cover payment to Clinical Fellows (Pierhead Standby)	£576.00	£576.00	£576.00

\*Rates Frozen since 01/04/2013