

2016 contract – what can you expect?

This factsheet shows a summary of some of the changes in the 2016 contract and what you can expect as a doctor or dentists in training.

Generic work schedule – this contains information generic to your post, including the parts of the relevant training curriculum that can be achieved in the post and the rota. You should have received this prior to starting in your post. If you have any questions on your work schedule please contact [insert contact].

Personalised work schedule – you can expect to meet with your educational or clinical supervisor shortly after starting in post to personalise your work schedule for your individual training needs and objectives.

Your guardian of safe working hours is [insert name of guardian] – [insert contact details].

Their role is to be an independent senior person, who ensures that the safety aspects of the terms and conditions of the contract are being upheld, and intervenes where this is not the case.

The Director of Medical Education (DME) has a similar oversight of education and training.

What is an exception report and how do I raise one?

You can raise an exception report whenever you feel there is a significant and/or regular variance from your work schedule. This could be in terms

of hours and rest, patterns of work, educational opportunities, or support available.

Exception reporting replaces monitoring as the mechanism for ensuring safe working patterns. Existing channels of communication, such as speaking to your supervisor, also remain in use. The guardian will have sight of all exception reports (or the Director of Medical Education for training issues).


At [name of employer] we use [insert electronic exception reporting system used]. To raise an exception report, you will need to [insert link to register on system and instructions to use system].

What your payslip might look like

Your pay will be broken down in to various components that will make up your overall earnings, unless you are entitled to Schedule 14 Section 2 pay protection. In this case you will continue on your previous incremental pay scale, and receive a banding supplement, so your payslip will continue to look as it does now.

Junior doctors

The new 2016 contract

ASSIGNMENT NUMBER	EMPLOYEE NAME		LOCATION	
DEPARTMENT	JOB TITLE		PAYSACLE DESCRIPTION	
	SAL/WAGE xx,xxx.xx	INC DATE	STANDARD HRS 40	PT SAL/WAGE xx,xxx.xx
	TAX OFFICE NAME	TAX OFFICE REF	TAX CODE	NI NUMBER
PAY AND ALLOWANCES				
DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT
Basic Pay	<i>Relevant information on hours worked, rates of pay, and what is being paid this month</i>	<i>Relevant information on hours worked, rates of pay, and what is being paid this month</i>	<i>Relevant information on hours worked, rates of pay, and what is being paid this month</i>	x,xxx.xx
Addn Roster Hours NP	<i>will be contained in these sections. NOTE not all doctors will receive all pay elements.</i>	<i>will be contained in these sections. NOTE not all doctors will receive all pay elements.</i>	<i>will be contained in these sections. NOTE not all doctors will receive all pay elements.</i>	xxx.xx
Night Duty 37%				xxx.xx
Weekend <1 in2 - 1 in 4				xxx.xx
On Call Availability				xxx.xx
Flex Pay 2016				xxx.xx
Cash Floor Protection NHS				xx.xx

If you have any queries about your pay you should contact [insert trust email address].

More information on the 2016 contract can be found on the NHS Employers website - www.nhsemployers.org/juniordoctors