

19 February 2024

RE: Junior Doctors Industrial Action (IA) 24th February 2024 to 28th February 2024

Medical Industrial Action Rates of Pay

We are conscious that a number of colleagues across the LSC may be requested to work additional hours as a result of responding to the industrial action by the BMA Junior Doctors and the HCSA.

As an exceptional measure we have agreed to escalated rates of pay for additional hours beyond job plan levels worked during the industrial action. These will be known as **Industrial Action Rates of Pay**. This will be a temporary measure which will only be in place for this period of industrial action, **commencing at 0700h on Saturday 24th February 2024 and ending at 23:59 on Wednesday 28th February 2024**. These temporary rates may be stopped earlier depending on the response required to the proposed industrial action.

The same rates will be payable across all LSC Trusts however to qualify for the escalated pay rates the following must apply:

- The work must be in addition to the job planned time and on-call commitments for this period.
- The work must be related to maintenance of service provision as a consequence the industrial action and conducted during the period of the industrial action.
- The work must be agreed by the leadership team with clear start and finish times, i.e. these rates are paid only during the period of industrial and will not be paid to recover work that is rescheduled as a direct result of the industrial action.
- All work must be in addition to normal contracted job plan.

Colleagues engaged through the bank will be entitled to industrial action rates of pay, providing that the above criteria are met.

Given the timing of the industrial action, payments will miss this payroll deadline and will therefore be processed and paid in next months' pay.

The industrial action rates of pay (which have been agreed across LSC by the Provider Collaborative Board) that will apply during the period of the BMA Junior Doctors Industrial Action will be as follows:

Role	Weekday		Overnight	Weekend (Day)
	7am – 7pm	7pm – 11pm	11pm – 7am	7am – 11pm
Consultant	£158/hr	£210/hr	£262/hr	£210/hr
SAS Grade Doctors (Autonomous)	£158/hr	£210/hr	£262/hr	£210/hr
SAS Grade (Supervised)	£90/hr	£116/hr	£158/hr	£116/hr
ST6 – 8	£100/hr	£110/hr	£150/hr	£110/hr
ST3 – 5 / SCF	£90/hr	£100/hr	£130/hr	£100/hr
CT1 – 2 / JCF	£80/hr	£90/hr	£100/hr	£90/hr
F2	£70/hr	£80/hr	£90/hr	£80/hr
F1	£60/hr	£70/hr	£80/hr	£70/hr

Colleagues may request but not assume as a right, to take any additional time worked during the period of industrial action as time off in lieu (TOIL) as an alternative to escalated payments.

Role	Mon – Fri 7am – 7pm (Plain time)	All other times (Premium time)
Consultant	1PA = 4hr	1PA = 3hr
SAS Grade Doctors	1PA = 4hr	1PA = 3hr

TOIL is at 1 PA per half day (or one clinical session) and may be used in the remainder of 2024. Application of TOIL arrangements will be a matter for individual departments to agree, taking account of the needs of the service, rota management and other operational imperatives.

Additional rates

Non-Resident On-Call

For the period 24th February 2024 to 28th February 2024, the rates payable when available but not working will be:

	Weekday	Weekend
Consultant/Autonomous SAS	£60 per hour	£60 per hour
SAS/ST3+/SCF Doctors	£30 per hour	£45 per hour

For any time spent working during this period, the hourly rate as specified within the rate card will apply.

Please note: These rates do not apply to agency workers. Agency rates remain as per the medical and dental temporary staffing policy and any requests for rate escalation must be through the normal process through the executive team.