

# Prospective Pay Calc.

## QUICK REFERENCE GUIDE



## Prospective Pay Calculator

Where prospective cover for study leave is in operation on a rota, an employer would be required to reflect this in a workschedule and ensure doctors get adequately remunerated.

This was one of the agreed outcomes of the 2018 review. ✓

This app will tell you if your employer has included prospective cover for study leave in their average hours' calculations.

Click [here](#) for this app's User Guide.

More background...

Before you proceed to the calculator, check if you are entitled to prospective cover for study leave by answering these questions.

Switch to Automatic Mode ... [Simply upload your work schedule and get your hours in seconds!]

Enable LTFT features

Length of a standard day (hours)

8.25

Number of weeks in rota cycle (weeks)

17

Total hours in rota cycle (hours)

758.25

Total OOH in rota cycle (hours)

97.50

Annual leave (days)

27 - < 5 years in NHS

Annual bank holidays (days)

8

Annual study leave (days)

30

Overwhelmed? Upload your work schedule in Automatic Mode, and let the app handle the calculations for you!

### PROSPECTIVE PAY CALCULATOR

pay.doctorsvote.app  
USER GUIDE

### DETAILED USER GUIDE.

### UPLOAD YOUR WORKSCHEDULE FOR INSTANT CALCULATIONS!

Upload your WorkSchedule as either a PDF, or CSV file.

Drag and drop file here  
Limit 200MB per file • PDF, CSV

Browse files

### YES! LTFT IS FULLY SUPPORTED.

Enable LTFT features

Percentage of full time (%)



### THESE 7 NUMBERS ARE REQUIRED TO CALCULATE YOUR ADJUSTED PAY!

GRAB YOUR WORKSCHEDULE AND COUNT YOUR HOURS!!

1	8:45 - 21:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00
2	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
3	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
4	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
5	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00
6	8:45 - 21:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
7	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
8	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
9	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
10	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00	16:00 - 22:00
11	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
12	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
13	8:45 - 21:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
14	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
15	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
16	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00
17	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00

17 WEEKS IN THIS ROTA CYCLE.

READ THE USER GUIDE TO LEARN HOW TO CALCULATE YOUR HOURS MANUALLY.

#### Slot 1 Summary

Specialty: Respiratory Medicine  
Grade: ST1 (2016)

2016 Contract	Result
Average hours (with allowance for leave)	45:30
Average hours	44:45

Night premium (with allowance for leave) 07:45 / £3,148.73

## Unadjusted average working hours per week

Pre-Adjusted Average Weekly Hours

44:30 hours

Pre-Adjusted OOH Hours

05:45 hours

This does not account for prospective cover for any leave (AL/SL/BH)

## Adjusted average working hours per week

Adjusted Average Weekly Hours (w/o Study Leave)

45:00 hours

↑ 00:30 hours

Adjusted OOH Hours (w/o Study Leave)

06:45 hours

↑ 01:00 hours

Adjusted Average Weekly Hours (w/ Study Leave)

45:45 hours

↑ 01:15 hours

Adjusted OOH Hours (w/ Study Leave)

07:45 hours

↑ 01:00 hours

- This gives you Adjusted Average working hours with prospective cover for leave (AL and BH) with or without SL.
- It is possible that part of your SL has been used by Employer for Mandatory Teaching, which was roted in your work schedule.
- This will reduce your SL allowance and therefore your adjusted average hours might be somewhere between those above two figures.

## ENTER THESE VALUES INTO THE APP TO SEE HOW MUCH MONEY THIS TRANSLATES TO.

### Slot 1 Summary

Specialty: Respiratory Medicine  
Grade: ST1 (2016)

### 2016 Contract

Average hours (with allowance for leave) **45:30**  
Average hours **44:45**

### Night premium

(with allowance for leave) **07:45** / £3,148.73

WITH THE AMOUNT OF INFORMATION PROVIDED, A PAYSIP CAN BE GENERATED. YOU HAVE THE OPTION OF INCLUDING STRIKE DEDUCTIONS.

RATE	AMOUNT		RATE	AMOUNT
21.12	3660.25	VERIFY	21.0590	3660.25
	503.28	MATCH	21.0590	503.28
	262.39		21.0590	262.39
	274.52			274.52

You have sacrificed £151.63 of pre-tax income for the FPR movement. 🙄

## IN MANUAL MODE, YOU WILL NEED TO ENTER THE NUMBER OF WEEKEND SETS IN THE WS.

Working arrangement

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
2	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
3	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
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8	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
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15	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
16	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00
17	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00	08:45-17:00

How many Weekend Sets do you work in the Workschedule? (Working just one weekend day also counts.)

0

## DOWNLOAD YOUR BESPOKE CALCULATIONS.

Calculation breakdown:

Stage	Description	Outcome without study leave included	Outcome with study leave included
A	Annual Leave Allowance in Days	27	
B	Annual Study Leave Allowance in Days	0	30
C	Annual Number of Bank Holidays	9	
D	Total number of Leave Allowance in Days (A + B + C)	36	66
E	Total number of Leave Allowance in Weeks (D / 5)	7.2	13.2
F	Percentage Full Time (%)	100	
G	Length of a Standard Day (hours)	8.25	
H	Number of weeks in Rota Cycle (weeks)	17	
I	Total Working Hours in Rota Cycle (hours)	758.25	
J	Total OOH Hours in Rota Cycle (hours)	97.5	
K	Pre-Adjusted Weekly Working Hours (I / H)	44:36 (44:30 hours after rounding)	
L	Leave per cycle in Weeks (E * H) / 52	2.35	4.32
M	Total Hours in One "Leave Week" (G * L) / 52		41.25
N	Adjusted Average Weekly Hours ((I - (L * M)) / (H - L))	45:08 (45:15 hours after rounding)	45:44 (45:45 hours after rounding)
O	Pre-Adjusted Weekly OOH Hours (J / H)	05:44 (05:45 hours after rounding)	
P	Adjusted Weekly OOH Hours (J / (H - L))	06:39 (06:45 hours after rounding)	07:41 (07:45 hours after rounding)

Stage	Description	Result
Q	Selected Grade (Year) and Base Hourly Rate (Base Salary / 52) / 40	ST2 (2023) £21.12
R	Specified Actual Adjusted Working Hours and OOH Hours	Total Hours: 45:30 OOH Hours: 7:45
S	Calculated Pay Per Month ((N * Q) + P * (Q * 0.37)) * (52 / 12)	£4448.81/mth (excluding weekend allowance)
T	Actual Pay Per Month ((R1 * Q) + R2 * (Q * 0.37)) * (52 / 12)	£4425.93/mth (excluding weekend allowance)
U	Underpayment Per Month (S - T)	£22.88/mth

## "Thats all well and good, but am I underpaid???" - You

Let's calculate if you are owed any pay. Open up your work schedule/allocate sheet again...

Select your grade

ST2

Which year are you calculating for (from April)?

2023

### Slot 6 Summary

Specialty: Respiratory Medicine  
Grade: CT1 (2016)

### EXAMPLE

2016 Contract	Result	Target
Average hours (with allowance for leave)	45:30	48:00
Average hours	44:45	48:00
Max consecutive shifts	PASS	7
Max consecutive long shifts	PASS	4

PAY	Result
Basic salary	£43,923.00
Total additional rostered hours	05:30 / £6,039.41
Weekend allowance	7.5%/(1.3:33) £3,294.23
Night premium (with allowance for leave)	12:30 £5,078.60
Total salary	£58,335.23

Enter your total average hours (with allowance for leave)

45:30

Enter your hours attracting 37% pay enhancement (nights)

7:45

You are underpaid. 🙄

You should be paid £1026.65/week for your basic hours, additional hours and 37% enhancements.


However, you are actually being paid...

£1021.37/week


↑ You are being underpaid by £5.28/week.

How many days of strike deductions have you had this month? X

0

ASSIGNMENT NUMBER	EMPLOYEE NAME		LOCATION				
DEPARTMENT	JOB TITLE		PAYSCALE DESCRIPTION				
	ST2(2023)		ST2(2023)				
	SALWAGE	INC. DATE	STANDARD HRS.	PT SALWAGE			
	43923.00		40.00	43923.00			
	TAX OFFICE NAME	TAX OFFICE REF	TAX CODE	NI NUMBER			
PAY AND ALLOWANCES (£ - MINUS AMOUNT)			DEDUCTIONS (R INDICATES REFUND)				
DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT	DESCRIPTION	AMOUNT	BALANCE C/F
Basic Pay				3660.25	PAYE		
Add Roster Hours NP			21.12	503.28	NI A		
Night Duty 37%				262.39	NHS Pension		
Weekend	<1 in 3 - 1 in 4			274.52			

This is your actual payslip. (verify this against ESR)

ASSIGNMENT NUMBER	EMPLOYEE NAME		LOCATION				
DEPARTMENT	JOB TITLE ST2(2023)		PAYSCALE DESCRIPTION ST2(2023)				
	SALWAGE 43923.00	INC. DATE	STANDARD HRS. 40.00	PT SALWAGE 43923.00			
	TAX OFFICE NAME	TAX OFFICE REF	TAX CODE	NI NUMBER			
PAY AND ALLOWANCES (£ - MINUS AMOUNT)			DEDUCTIONS (R INDICATES REFUND)				
DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT	DESCRIPTION	AMOUNT	BALANCE C/F
Basic Pay			21.12	3660.25	PAYE		
Add Roster Hours NP				526.16	NI A		
Night Duty 37%				262.39	NHS Pension		
Weekend <1 in 3 – 1 in 4				274.52			

When properly calculated, this is what your payslip should actually look like.

These discrepancies add up over the course of a rotation.

How long is your rotation in months?

4

This is the total discrepancy over the course of this rotation:

Total Underpayment

£91.51

Download Calculation Breakdown