

# Prospective Pay Calc.

## QUICK REFERENCE 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 - 17:00	18:00 - 22:00	18:00 - 22:00	18:00 - 22:00		
2	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	18:00 - 21:00	18:00 - 21:00
3	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		
5	18:00 - 22:00	18:00 - 22:00	18:00 - 22:00	18:00 - 22:00		
6	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:00 - 19:00	8:00 - 19:00
7	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		
9	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00		
10	20:00 - 24:00	20:00 - 24:00	20:00 - 24:00	20:00 - 24:00	20:00 - 24:00	20:00 - 24:00
11	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	20:00 - 24:00	20:00 - 24:00
12	18:00 - 22:00	18:00 - 22:00	18:00 - 22:00	18:00 - 22:00		
13	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:45 - 17:00	8:00 - 19:00	8:00 - 19:00
14	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	18:00 - 21:00	18:00 - 21:00
16	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		

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

## 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) Total hours in rota cycle (hours) Total OOH in rota cycle (hours)

17

758.25

97.50

Annual leave (days) Annual bank holidays (days) Annual study leave (days)

27 - < 5 years in NHS

8

30

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

## 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 rotated 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 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)

Average hours

Result

45:30

44:45

Night premium (with allowance for leave)

07:45

£3,148.73

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

APP :

RATE	AMOUNT
21.12	3660.25
	503.28
	262.39
	274.52

VERIF  
MATCH

ESR :

RATE	AMOUNT
21.0590	3660.25
21.0590	503.28
21.0590	262.39
	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	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
2	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
3	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
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7	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
8	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
9	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
10	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
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16	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00
17	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00	08:00-17:00

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

5

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 * 5) * F		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

Average hours (with allowance for leave)

Average hours

Max consecutive shifts

Max consecutive long shifts

Result

45:30

44:45

PASS

PASS

Target

48:00

48:00

7

4

PAY

Basic salary

Total additional rostered hours

Weekend allowance

Night premium (with allowance for leave)

Total salary

Result

£43,923.00

05:30 / £6,039.41

7.5%/(1:3.33) £3,294.23

12:30 £5,078.60

£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?

0

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

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

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

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