



How to read your Payslip



2016 TCS Pay Slip Breakdown

[1] ASSIGNMENT NUMBER #####	[1] EMPLOYEE NAME DR. STEPHEN STRANGE			[1] LOCATION St Elsewhere General Hospital	
[1] DEPARTMENT	[2] JOB TITLE			[2] PAYSCALE DESCRIPTION	
NHS	[3] SAL/WAGE 28808	INC. DATE ## #######	[4] STANDARD HOURS 27.5	[5] PT SAL/WAGE 19805.5	
	TAX OFFICE NAME St Elsewhere Office	TAX OFFICE REF ##/#####	[6] TAX CODE #### #####	[1] NI NUMBER #####	
PAY AND ALLOWANCES (- = MINUS AMOUNT)					
DESCRIPTION	WKD/EARNED	PAID/DUE	[7]	RATE	AMMOUNT
Basic Pay	####.#	####.##		£	£
Night Duty 37%	##.##	##.##		£	£
Weekend Frequency				£	£
On Call Allowance				£	£
LTFT Allowance				£	£
London Weighting					
Pay Premia					
Pay Protection					
Mileage					
Year To Date Balances (This Employment Only)					
GROSS PAY	£		TAXABLE PAY	£	
NI LETTER	A		TAX PAID	£	
NI PAY	£	OTHER NI PAY	£	PREVIOUS TAXABLE PAY	£
NI CONTS	£	OTHER NI CONTS	£	PREVIOUS TAX PAID	£
PENSIONABLE PAY	£		PENSION CONTS	£	
SD REF NUMBER	#####		EMPLOYEE NO.	#####	
Period Summary					
PENSIONABLE PAY	£		TAXABLE PAY	£	
TAX PERIOD	##		NON TAXABLE PAY	£	
FREQUENCY	MONTHLY		TOTAL PAYMENTS	£	
PERIOD END DATE	##/##/####		TOTAL DEDUCTIONS	£	
PAY DATE	##/##/####		NET PAY	£	
PAY METHOD	BACS				

1. Trainee & Placement Details
2. Role & Pay scale (Nodal point)
3. Full time salary/wage
4. Standard hours
 - FT = 40 basic hours
 - LTFT all rostered hours
5. Part salary/wage
 - (Standard Hours / 40) x Sal/Wage
6. Tax code
7. Pay & allowances
 - Basic hours
 - Additional hours (Non for LTFT)
 - Night (+37% Enhanced hours)
 - Weekend Frequency Allowance
 - On Call Allowance (NROC)
 - Protection/Premiums/Allowances
8. Deductions
 - Pay As You Earn – Income Tax
 - National Insurance
 - Pension
 - Student Loan
 - Mess Fees/Parking Fees/Other
9. Pay period
 - Taxable pay/Non-taxable pay
 - Total Pay/Gross Total/Deduction
 - Net Pay (Take Home Pay)



PAY AND ALLOWANCES (- = MINUS AMOUNT) [7]				
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Weekend Frequency			£	£
On Call Allowance			£	£
LTFT Allowance			£	£
London Weighting				
Pay Premia				
Pay Protection				
Mileage				

WKD/EARNED

This is the number of hours for Basic & Night Pay, and will equate to your average weekly hours on your work schedule x 4.345 (to give 1/12th of annual hours extrapolated from average weekly hours).

PAID/DUE

For basic pay thus should be the same as **WKD/EARNED**.

For night this will be

WKD/EARNED x 0.37.

Hours/wk	Hours/month [PAID/DUE]
20	86.9
24	104.3
28	121.7
32	139
36	156.4
40	173.8

RATE is the hourly rate based on Nodal Point basic pay.

Nodal Point	Grade	Annual Basic Pay	Hourly Rate (≈)
1	FY1	£28,808	£13.81
2	FY2	£33,345	£15.99
3	CT/ST 1-2	£39,467	£18.92
4	CT3/ST2-5	£50,017	£23.98
5	ST6+	£53,077 *£56,077	£25.45 *£26.89

From Pay and Conditions Circular (M&D) 3/2021

**As of October 2021, further increase April 2022*

AMMOUNT is the number of hours from **PAID/DUE** multiplied by the hourly **RATE**.

The value in **PAID/DUE** will be:

Basic Pay

(Average weekly hours less than 40) x ((365/7)/12).

Additional hours

(Average weekly hours greater than 40) x ((365/7)/12).

Night duty rate will be

(Average weekly Night hours x.37) x ((365/7)/12).

Not applicable for elements not calculated using hours such as weekend frequency and available (NROC) allowances, LTFT allowance, pay premia etc.



LTFT payslip guide

ASSIGNMENT NUMBER	EMPLOYEE NAME		LOCATION	
DEPARTMENT	JOB TITLE		PAYSCALE DESCRIPTION	
	SAL/WAGE xx,xxx.xx	INC.DATE	STANDARD HRS xx	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 Night duty Weekend allowance Non-resident on-call Flexible pay premia LTFT allowance/Transitional pay premium Cash floor protection	Relevant information on hours worked, rates of pay, and what is being paid this month will be contained in these sections. NOTE not all doctors will receive all pay elements*.	*Same applies	*Same applies	xx,xxx.xx xxx.xx xxx.xx xxx.xx xxx.xx xxx.xx xxx.xx xxx.xx
Basic pay Basic salary will be pro rata to the relevant nodal pay point for your grade, based on the proportion of full-time work which you will work. Your basic pay will be 1/40th of the relevant nodal point, multiplied by your average weekly hours, as per your work schedule.	Night duty Any hours receiving an enhanced rate of 37% of your hourly basic pay. There are: any hours between 21.00 and 07.00; any hours worked until 10.00 in shifts of 8 hours or longer which start between 20.00 and 23.59; the entirety of any shift which ends between 00.00 and 04.00 (inclusive). This works in exactly the same way as for full timers.	Weekend allowance An allowance paid pro rata to the value of the full-time allowance, based on your work schedule's proportion of full-time commitment to the weekend rota – not your percentage of full time. Work out what your weekend frequency (e.g. 1 in 4) is as a percentage of the full timers' frequency. Then your weekend payment will be this percentage of the cash value of the full-time weekend frequency payment for your nodal point. To find the full-time allowance, see schedule 2 of the 2016 TCS, or the NHSE pay circular.	Non-resident on-call An allowance paid pro rata to the value of the full-time allowance, based on your work schedule's proportion of full-time commitment to the rota, using the same principle as the weekend frequency allowance – the cash value of the 8% allowance is paid pro rata to your proportional commitment to the full time on-call rota.	Flexible pay premia Any flexible pay premia that apply to you, pro rata to your agreed proportion of full-time work. These are currently for: General Practice, Psychiatry, Emergency Medicine, Histopathology, academia, Oral and Maxillo-Facial Surgery, and exceptional flexible pay premia. These are detailed in the NHSE pay circular.
			LTFT allowance Doctors training LTFT and paid under the 2016 pay system (which excludes those in receipt of section 2 pay protection), will be paid an annual allowance of £1,000.	Cash floor protection If you receive Section 1 transitional pay protection, this will show your protected cash floor amount. It's calculated as your basic salary the day before you transitioned onto the 2016 TCS, plus a banding supplement for the rota you were working on the day before transition – see schedule 14 of the TCS for full detail.
			Transitional pay premium An annual payment of £1,500 for all LTFT trainees who were training LTFT on 3 August 2016, or who were on maternity leave 2 August 2016 and returned to training LTFT. This applies until your pay protection expires.	NOTE: you can only be in receipt of one or the other of these provisions.



Further Information on Work Schedules and Pay Elements

For a more detailed breakdown of the elements which form your Work schedule, please follow the link to 'How to read your Work Schedule' which is found on our Website

<https://leademployer.sthk.nhs.uk/work-schedules>



Further Information

For more information on T&Cs please visit:

<https://www.nhsemployers.org/publications/doctors-and-dentists-training-terms-and-conditions-england-2016>

For more information on Pay and conditions circulars for medical & dental staff please visit:

<https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff>

For more information on Work scheduling and templates for the 2016 junior doctor contract please visit:

<https://www.nhsemployers.org/articles/work-scheduling-templates-2016-junior-doctors-contract>

For any further queries please contact the Lead Employer team via email

lead.employer@sthk.nhs.uk or via telephone **0151 478 7777**