

Junior doctors' contract in Wales

Illustrative pay journeys

The purpose of this document is to illustrate the impact of the proposed new 2023 contract compared to the current 2002 contract in Wales on gross basic salary and gross total earnings for junior doctors in training, based upon a selection of rotas being worked on in Wales.

The below pay journeys have been created for illustrative comparison between the two contracts only. There are a range of proposed new 2023 contract working patterns that could underlie a 50% banding on the current 2002 contract in Wales, not only the few illustrated in this document. The illustrations in this document are simplified by using a single set of working pattern assumptions for each year of core/specialty training, detailed in the accompanying tables; they do not reflect an average of the several working patterns that would likely be worked during each year in practice.

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For the foundation years, the illustrations assume 2/3 of each year is worked on the working pattern stated in the accompanying tables and 1/3 of the year is worked on a rota with no banding.¹ This assumption about foundation year working patterns recognises that, in practice, especially during the foundation years, most trainees would not work on a 50% banding under the current 2002 contract for the duration of training. For example, foundation trainees would work a standard 40-hour week in GP and community psychiatry placements, during which they would earn significantly more on the new contract due to higher basic pay. We would also expect foundation doctors to typically be on rotas averaging 48 hours per week on the proposed new 2023 contract when in hospital placements, as modelled in this document.

For the current 2002 contract in Wales, the total gross earnings estimate reflects basic pay plus a banding supplement. For the proposed new 2023 contract, the banding supplement is replaced by a combination of other pay elements. Therefore, the total pay estimate reflects basic pay, plus, where relevant to the illustrated working pattern, up to 8 additional rostered hours, enhanced pay for night work, a weekend frequency allowance, an on-call availability allowance (non-resident on call (NROC)) and flexible pay premia).²

1 On the [current 2002 contract in Wales](#), FY1 trainees only on a rota with no banding still receive a 5% supplement, which is reflected in these illustrations.

2 See the [Framework Agreement for reforms to the terms and conditions of service for doctors and dentists in training in Wales](#) for details of these other pay elements.

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The illustrations also reflect the 2022/23 pay scale of the current 2002 contract in Wales and the proposed new 2023 contract pay scale (which remains subject to the normal pay review process for 2023/24 between the Welsh Government and the Review Body on Doctors' and Dentists' Remuneration (DDRB). As future pay uplifts are unknown, no uplifts are applied to either pay scale in these illustrations. The cumulative gross pay comparisons stated in this document may vary slightly when subtracting values in the accompanying tables, due to rounding.

The actual pay of junior doctors in Wales would reflect any future pay rises awarded through the DDRB process. The actual pay of junior doctors in Wales would also reflect greater complexity, such as more frequent rota changes, and potential payment for additional hours worked and notified via exception reporting.

For most trainees who switch from the current 2002 contract in Wales to the proposed new 2023 contract whilst on the same training programme, there will also be transitional cash-floor total pay protection, as detailed in the Framework Agreement.

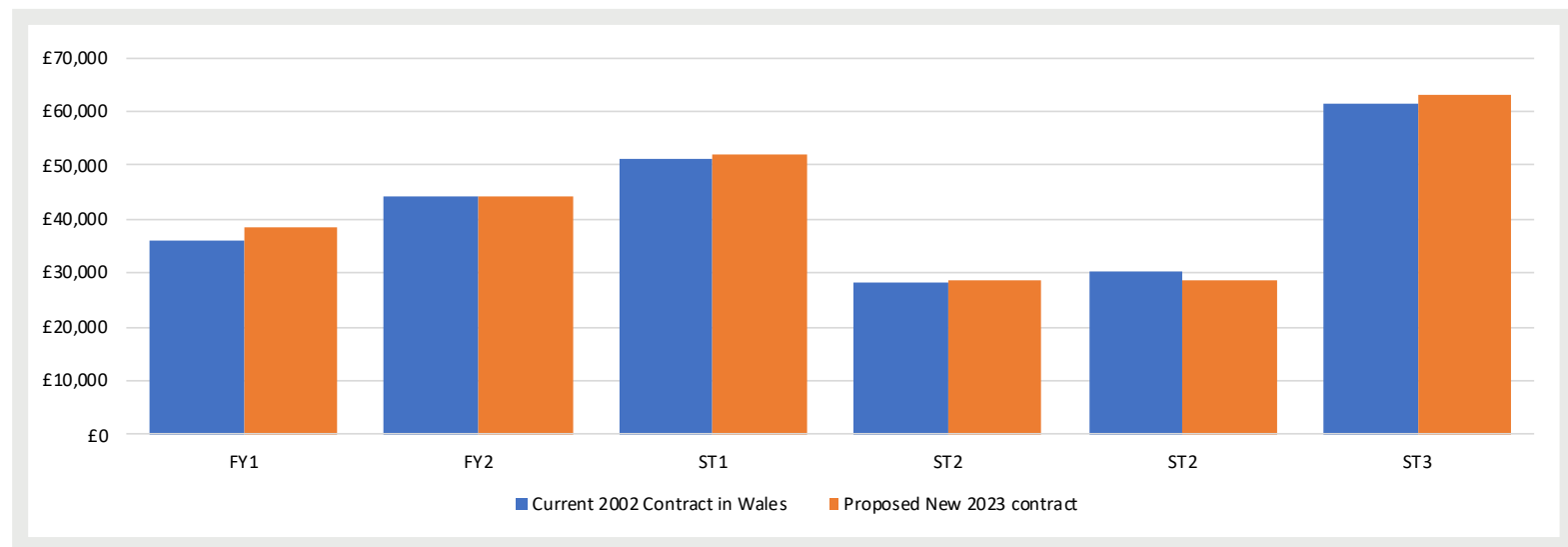
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General practice trainee: full-time

The below tables illustrate gross pay on both contracts for a general practice trainee, whom we will call Bronwen, working full-time, from FY1 to completing specialty training. In this illustration, Bronwen spends 2/3 of her FY1 and FY2 years on a general medicine rota in a hospital placement and 1/3 on a rota with no banding (indicative of a standard 40-hour work week, such as in a GP or community psychiatry placement). In practice, trainees would likely spend time across a range of general surgery, general medicine, and community rotas during foundation training. Full-time GP trainees in Wales spend 1 year in a hospital placement and 2 years in a GP placement. Bronwen spends her ST2 year on a general medicine rota in a hospital placement.

Over the full course of training, as illustrated, Bronwen would earn £30,810 more in gross basic pay on the new contract than the current contract and £5,333 more in total gross pay. During specialty training only, Bronwen would earn £24,234 more in gross basic pay on the new contract than the current contract and £3,079 more in total gross pay.

Figure 1: Estimated gross annual earnings from FY1 to completing GP training (full-time only)



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The following tables provide details of the rotas used to generate Bronwen's pay journey illustration.

Years	Grade	Current 2002 Contract in Wales				
		Basic		Banding		TOTAL
1*	FY1	Foundation House Officer 1 (Min)	£26,714	50% banding (foundation training)	£9,350	£36,064
2*	FY2	Foundation House Officer 2 (Min)	£33,135	50% banding (foundation training)	£11,045	£44,180
3	ST1	Specialty registrar (Min)	£35,408	45% banding (GP placement)	£15,934	£51,342
4	ST2	Specialty registrar (1)	£37,573	50% banding (hospital placement)	£18,787	£56,360
5	ST3	Specialty registrar (2)	£40,600	45% banding (GP placement)	£18,270	£58,870
Gross Earnings			£173,430			£246,815

*The stated banding is applied to 2/3 of each foundation year; for FY1 only, a 5% supplement is applied to 1/3 of the year.

Years	Grade	Proposed New 2023 Contract												
		Basic		GP FPP		Weekly additional hours		Weekly enhanced hours		Weekend Allowance		NROC	TOTAL	
1*	FY1	NP1	£30,788	no	£0	8.00	£4,105	9.75	£1,851	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,540	no	£38,284
2*	FY2	NP2	£35,637	no	£0	8.00	£4,752	12	£2,637	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£1,188	no	£44,214
3	ST1	NP3	£42,180	yes	£9,622	0.00	£0	0	£0	>1 weekend in 8	0.0%	£0	no	£51,802
4	ST2	NP3	£42,180	no	£0	5.50	£5,800	12	£4,682	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,109	no	£54,771
5	ST3	NP4	£53,455	yes	£9,622	0.00	£0	0	£0	>1 weekend in 8	0.0%	£0	no	£63,077
Gross Earnings			£204,240											£252,148

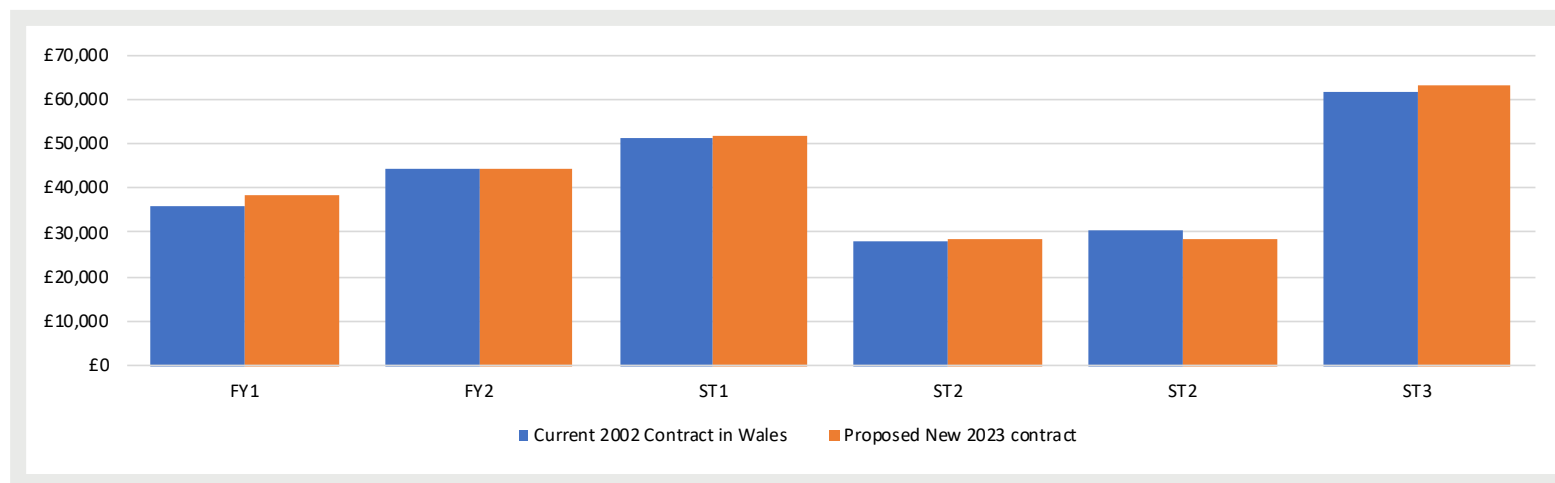
*The stated other pay element working patterns are applied to 2/3 of each foundation year only.

General practice trainee: Less-than-full-time (50%) during ST2

The below tables illustrate gross pay on both contracts for a general practice trainee, whom we will call Dylan, from FY1 to completing specialty training. Dylan works full-time as an FY1, FY2, ST1, and ST3; he works less-than-full-time (50%) as an ST2, over two years. A 50% less-than-full-time training percentage has been used in this illustration for simplicity of presentation. In this illustration, Dylan spends 2/3 of his FY1 and FY2 years on a general medicine rota in a hospital placement and 1/3 on a rota with no banding (indicative of a standard 40-hour work week, such as in a GP or community psychiatry placement). In practice, trainees would likely spend time across a range of general surgery, general medicine, and community rotas during foundation training. Full-time GP trainees in Wales spend 1 year in a hospital placement and 2 years in a GP placement. Dylan spends his ST2 years on a general medicine rota in a hospital placement.

Over the full course of training, as illustrated, Dylan would earn £27,466 more in gross basic pay on the new contract than the current contract and £2,548 more in total gross pay. During specialty training only, Dylan would earn £20,890 more in gross basic pay on the new contract than the current contract and £294 more in total gross pay.

Figure 2: Estimated gross annual earnings from FY1 to completing GP training (LTFT (50%) as an ST2, full-time otherwise)



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The following tables provide details of the rotas used to generate Dylan's pay journey illustration.

Years	Grade	Current 2002 Contract in Wales				
		Basic		Banding		TOTAL
1*	FY1	Foundation House Officer 1 (Min)	£26,714	50% banding (foundation training)	£9,350	£36,064
2*	FY2	Foundation House Officer 2 (Min)	£33,135	50% banding (foundation training)	£11,045	£44,180
3	ST1	Specialty registrar (Min)	£35,408	45% banding	£15,934	£51,342
4	ST2	Specialty registrar (1)	£18,787	50% banding (hospital placement)	£9,393	£28,180
5	ST2	Specialty registrar (2)	£20,300	50% banding (hospital placement)	£10,150	£30,450
6	ST3	Specialty registrar (3)	£42,431	45% banding	£19,094	£61,525
Gross Earnings			£176,775		£84,495	£251,740

*The stated banding is applied to 2/3 of each foundation year; for FY1 only, a 5% supplement is applied to 1/3 of the year.

Years	Grade	Proposed New 2023 Contract														
		Basic		GP FPP		LTFT allowance		Weekly additional hours		Weekly enhanced hours		Weekend Allowance		NROC	TOTAL	
1*	FY1	NP1	£30,788	no	£0	no	£0	8	£4,105	9.75	£1,851	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,540	no	£38,284
2*	FY2	NP2	£35,637	no	£0	no	£0	8	£4,752	12	£2,637	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£1,188	no	£44,214
3	ST1	NP3	£42,180	yes	£9,622	no	£0	0	£0	0	£0.00	>1 weekend in 8	0.0%	£0	no	£51,802
4	ST2	NP3	£21,090	no	£0	yes	£1,070	2.75	£2,900	6	£2,341	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£1,055	no	£28,456
5	ST2	NP3	£21,090	no	£0	yes	£1,070	2.75	£2,900	6	£2,341	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£1,055	no	£28,456
6	ST3	NP4	£53,455	yes	£9,622	no	£0	0	£0	0	£0.00	>1 weekend in 8	0.0%	£0	no	£63,077
Gross Earnings			£204,240													£254,289

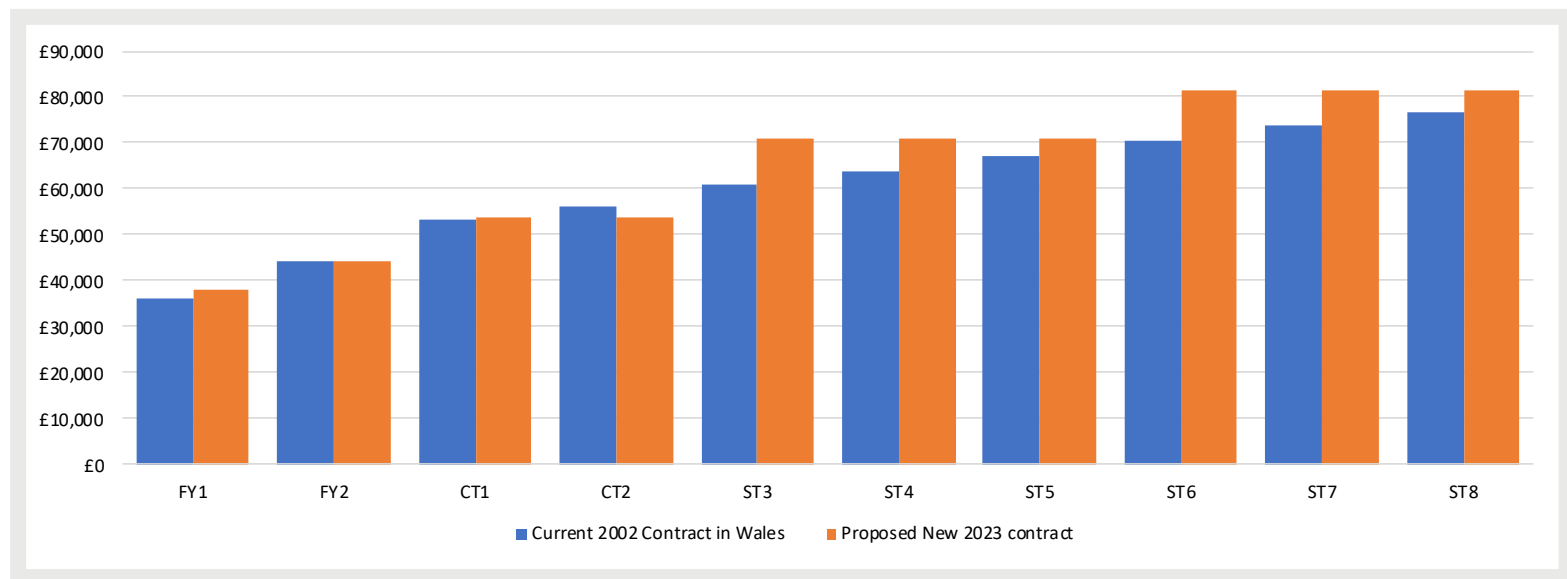
*The stated other pay element working patterns are applied to 2/3 of each foundation year only.

General surgery trainee: full-time

The below tables illustrate gross pay on both contracts for a general surgery trainee, whom we will call Owen, working full-time, from FY1 to completing specialty training, including sub-specialisation. In this illustration, Owen spends 2/3 of his FY1 and FY2 years on a general surgery rota in a hospital placement and 1/3 on a rota with no banding (indicative of a standard 40-hour work week, such as in a GP or community psychiatry placement). In practice, trainees would likely spend time across a range of general surgery, general medicine, and community rotas during foundation training.

Over the full course of training, as illustrated, Owen would earn £87,064 more in gross basic pay on the new contract than the current contract and £45,546 more in total gross pay. During core/speciality training only, Owen would earn £80,488 more in gross basic pay on the new contract than the current contract and £43,218 more in total gross pay.

Figure 3: Estimated gross annual earnings from FY1 to completing general surgery training, including sub-specialisation (full-time only)



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The following tables provide details of the rotas used to generate Owen's pay journey illustration.

Years	Grade	Current 2002 Contract in Wales				
		Basic		Banding		TOTAL
1*	FY1	Foundation House Officer 1 (Min)	£26,714	50% banding (foundation training)	£9,350	£36,064
2*	FY2	Foundation House Officer 2 (Min)	£33,135	50% banding (foundation training)	£11,045	£44,180
3	CT1	Specialty registrar (Min)	£35,408	50% banding (hospital placement)	£17,704	£53,112
4	CT2	Specialty registrar (1)	£37,573	50% banding (hospital placement)	£18,787	£56,360
5	ST3	Specialty registrar (2)	£40,600	50% banding (hospital placement)	£20,300	£60,900
6	ST4	Specialty registrar (3)	£42,431	50% banding (hospital placement)	£21,216	£63,647
7	ST5	Specialty registrar (4)	£44,635	50% banding (hospital placement)	£22,318	£66,953
8	ST6	Specialty registrar (5)	£46,844	50% banding (hospital placement)	£23,422	£70,266
9	ST7	Specialty registrar (6)	£49,051	50% banding (hospital placement)	£24,526	£73,577
10	ST8	Specialty registrar (7)	£51,259	50% banding (hospital placement)	£25,630	£76,889
Gross Earnings			£407,650			£601,945

*The stated banding is applied to 2/3 of each foundation year; for FY1 only, a 5% supplement is applied to 1/3 of the year.

Years	Grade	Proposed New 2023 Contract										
		Basic		Weekly additional hours		Weekly enhanced hours		Weekend allowance			NROC	TOTAL
1*	FY1	NP1	£30,788	8.00	£4,105	8.75	£1,661	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,540	no	£38,094
2*	FY2	NP2	£35,637	8.00	£4,752	10.5	£2,307	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,782	no	£44,478
3	CT1	NP3	£42,180	4.00	£4,218	10.5	£4,097	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£3,164	no	£53,659
4	CT2	NP3	£42,180	4.00	£4,218	10.5	£4,097	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£3,164	no	£53,659
5	ST3	NP4	£53,455	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
6	ST4	NP4	£53,455	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
7	ST5	NP4	£53,455	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
8	ST6	NP5	£61,188	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
9	ST7	NP5	£61,188	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
10	ST8	NP5	£61,188	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
Gross Earnings			£494,714									£647,492

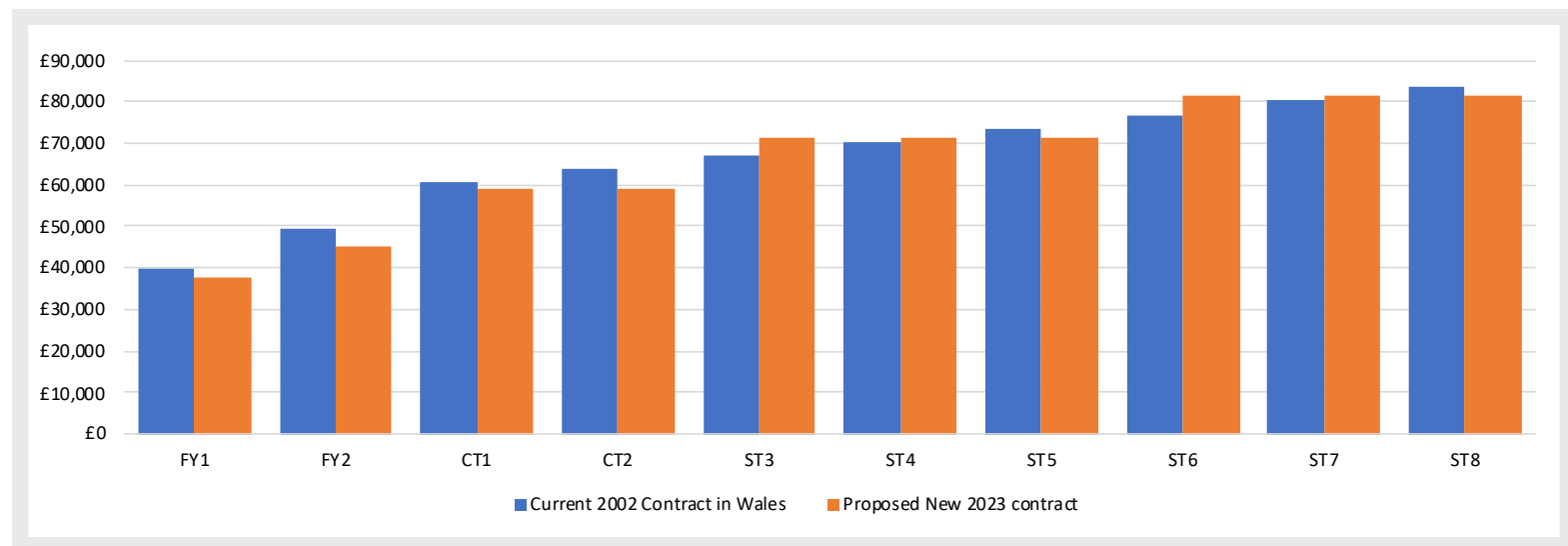
*The stated other pay element working patterns are applied to 2/3 of each foundation year only.

General surgery trainee: full-time, flexible training (two-year clinical fellowship after FY2)

The below tables illustrate gross pay on both contracts for a general surgery trainee, whom we will call Fatima, working full-time, from FY1 to completing specialty training, including sub-specialisation. In this illustration, Fatima spends 2/3 of her FY1 and FY2 years on a general surgery rota in a hospital placement and 1/3 on a rota with no banding (indicative of a standard 40-hour work week, such as in a GP or community psychiatry placement). In practice, trainees would likely spend time across a range of general surgery, general medicine, and community rotas during foundation training. However, Fatima also takes two years out of training after her FY2 year to undertake a clinical fellowship. Therefore, she additionally receives the flexible training pay premium during her CT1 and CT2 years.

Over the full course of training, as illustrated, Fatima would still earn £50,906 more in gross basic pay on the new contract than the current contract and £1,855 more in total gross pay. During core/speciality training only, Fatima would earn £44,300 more in gross basic pay on the new contract than the current contract and only £473 less in total gross pay.

Figure 4: Estimated gross annual earnings from FY1 to completing general surgery training, including sub-specialisation (full-time, flexible training)



YOUR CONTRACT.
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The following tables provide details of the rotas used to generate Fatima's pay journey illustration.

Years	Grade	Current 2002 Contract in Wales				
		Basic		Banding		TOTAL
1*	FY1	Foundation House Officer 1 (Min)	£26,714	50% banding (foundation training)	£9,350	£36,064
2*	FY2	Foundation House Officer 2 (Min)	£33,135	50% banding (foundation training)	£11,045	£44,180
3	CT1	Specialty registrar (2)	£40,600	50% banding (hospital placement)	£20,300	£60,900
4	CT2	Specialty registrar (3)	£42,431	50% banding (hospital placement)	£21,216	£63,647
5	ST3	Specialty registrar (4)	£44,635	50% banding (hospital placement)	£22,318	£66,953
6	ST4	Specialty registrar (5)	£46,844	50% banding (hospital placement)	£23,422	£70,266
7	ST5	Specialty registrar (6)	£49,051	50% banding (hospital placement)	£24,526	£73,577
8	ST6	Specialty registrar (7)	£51,259	50% banding (hospital placement)	£25,630	£76,889
9	ST7	Specialty registrar (8)	£53,465	50% banding (hospital placement)	£26,733	£80,198
10	ST8	Specialty registrar (9)	£55,674	50% banding (hospital placement)	£27,837	£83,511
Gross Earnings			£443,808			£656,182

*The stated banding is applied to 2/3 of each foundation year; for FY1 only, a 5% supplement is applied to 1/3 of the year.

Years	Grade	Proposed New 2023 Contract												
		Basic		Flexible Training		Weekly additional hours		Weekly enhanced hours		Weekend Allowance			NROC	TOTAL
1*	FY1	NP1	£30,788	no	£0	8.00	£4,105	8.75	£1,661	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,540	no	£38,094
2*	FY2	NP2	£35,637	no	£0	8.00	£4,752	10.5	£2,307	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,782	no	£44,478
3	CT1	NP3	£42,180	yes	£5,273	4.00	£4,218	10.5	£4,097	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£3,164	no	£58,932
4	CT2	NP3	£42,180	yes	£5,273	4.00	£4,218	10.5	£4,097	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£3,164	no	£58,932
5	ST3	NP4	£53,455	no	£0	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
6	ST4	NP4	£53,455	no	£0	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
7	ST5	NP4	£53,455	no	£0	6.75	£9,021	11	£5,439	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,208	no	£71,123
8	ST6	NP5	£61,188	no	£0	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
9	ST7	NP5	£61,188	no	£0	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
10	ST8	NP5	£61,188	no	£0	6.75	£10,325	11	£6,226	<1 weekend in 4 & ≥1 weekend in 5	6.0%	£3,672	no	£81,411
Gross Earnings			£494,714											£658,038

*The stated other pay element working patterns are applied to 2/3 of each foundation year only.

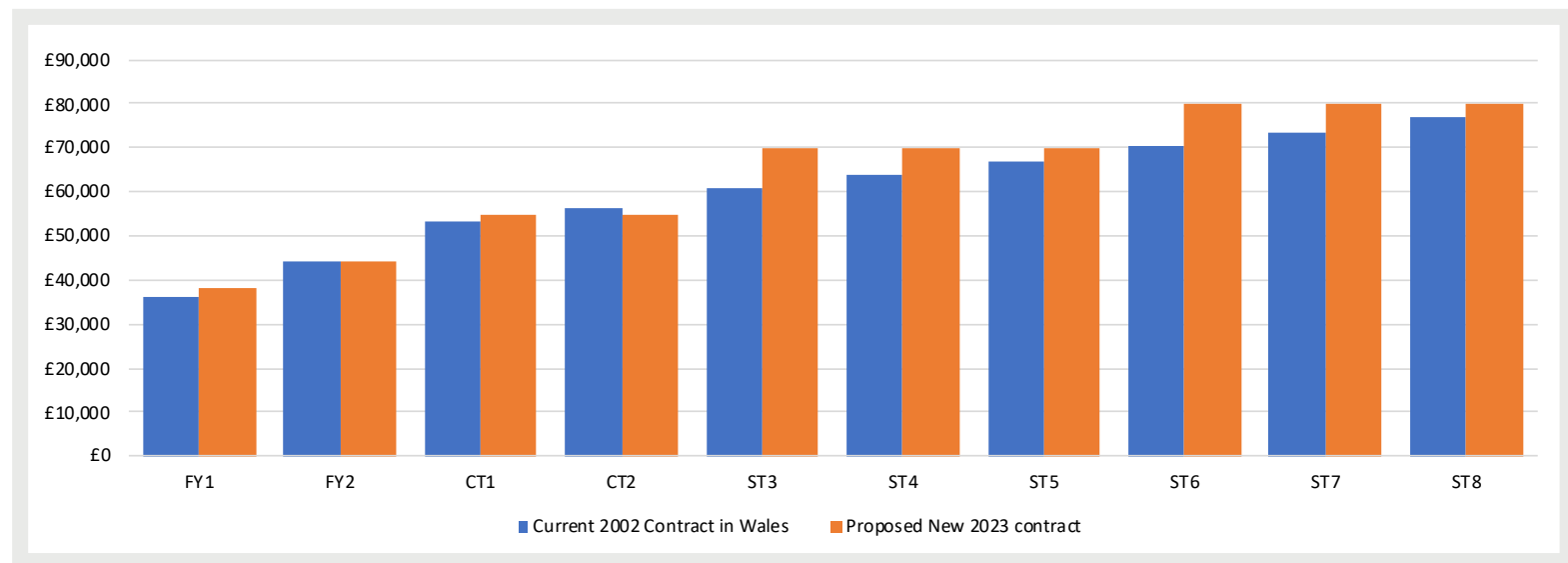
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General medicine trainee: full-time

The below tables illustrate gross pay on both contracts for a general medicine trainee, whom we will call Rhiannon, working full-time, from FY1 to completing specialty training, including sub-specialisation. In this illustration, Rhiannon spends 2/3 of her FY1 and FY2 years on a general medicine rota in a hospital placement and 1/3 on a rota with no banding (indicative of a standard 40-hour work week, such as in a GP or community psychiatry placement). In practice, trainees would likely spend time across a range of general surgery, general medicine, and community rotas during foundation training.

Over the full course of training, as illustrated, Rhiannon would earn £87,064 more in gross basic pay on the new contract than the current contract and £39,633 more in total gross pay. During core/speciality training only, Rhiannon would earn £80,488 more in gross basic pay on the new contract than the current contract and £37,379 more in total gross pay.

Figure 5: Estimated gross annual earnings from FY1 to completing general medicine training, including sub-specialisation (full-time only)



YOUR CONTRACT.
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The following tables provide details of the rotas used to generate Rhiannon's pay journey illustration.

Years	Grade	Current 2002 Contract in Wales				
		Basic		Banding		TOTAL
1*	FY1	Foundation House Officer 1 (Min)	£26,714	50% banding (foundation training)	£9,350	£36,064
2*	FY2	Foundation House Officer 2 (Min)	£33,135	50% banding (foundation training)	£11,045	£44,180
3	CT1	Specialty registrar (Min)	£35,408	50% banding (hospital placement)	£17,704	£53,112
4	CT2	Specialty registrar (1)	£37,573	50% banding (hospital placement)	£18,787	£56,360
5	ST3	Specialty registrar (2)	£40,600	50% banding (hospital placement)	£20,300	£60,900
6	ST4	Specialty registrar (3)	£42,431	50% banding (hospital placement)	£21,216	£63,647
7	ST5	Specialty registrar (4)	£44,635	50% banding (hospital placement)	£22,318	£66,953
8	ST6	Specialty registrar (5)	£46,844	50% banding (hospital placement)	£23,422	£70,266
9	ST7	Specialty registrar (6)	£49,051	50% banding (hospital placement)	£24,526	£73,577
10	ST8	Specialty registrar (7)	£51,259	50% banding (hospital placement)	£25,630	£76,889
Gross Earnings			£407,650			£601,945

*The stated banding is applied to 2/3 of each foundation year; for FY1 only, a 5% supplement is applied to 1/3 of the year.

Years	Grade	Proposed New 2023 Contract										
		Basic		Weekly additional hours		Weekly enhanced hours		Weekend Allowance			NROC	TOTAL
1*	FY1	NP1	£30,788	8.00	£4,105	9.75	£1,851	<1 weekend in 3 & ≥1 weekend in 4	7.5%	£1,540	no	£38,284
2*	FY2	NP2	£35,637	8.00	£4,752	12	£2,637	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£1,188	no	£44,214
3	CT1	NP3	£42,180	5.50	£5,800	12	£4,682	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,109	no	£54,771
4	CT2	NP3	£42,180	5.50	£5,800	12	£4,682	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,109	no	£54,771
5	ST3	NP4	£53,455	5.75	£7,684	12.25	£6,057	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,673	no	£69,869
6	ST4	NP4	£53,455	5.75	£7,684	12.25	£6,057	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,673	no	£69,869
7	ST5	NP4	£53,455	5.75	£7,684	12.25	£6,057	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£2,673	no	£69,869
8	ST6	NP5	£61,188	5.75	£8,796	12.25	£6,933	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£3,060	no	£79,977
9	ST7	NP5	£61,188	5.75	£8,796	12.25	£6,933	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£3,060	no	£79,977
10	ST8	NP5	£61,188	5.75	£8,796	12.25	£6,933	<1 weekend in 5 & ≥1 weekend in 6	5.0%	£3,060	no	£79,977
Gross Earnings			£494,714									£641,579

*The stated other pay element working patterns are applied to 2/3 of each foundation year only.

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