

University of Bristol Clinical Staff - Rates and Allowances  
From 1 April 2023

<b>Doctors and Dentists in Training allowances</b>						
Premium	Full time annual value* from 1 April 2023	Salary history				Eligibility
		Full time annual value* from 1 Apr 2022	Full time annual value* from 1 Apr 2021	Full time annual value from 1 Oct 2020	Full time annual value from 1 April 2020	
Academia	£4,729	£4,461	£4,374	£4,288	£4,288	Paid following successful completion of a higher degree and return to clinical training.
Dual Qualification - OFMS	Between £2,956 and £7,881** per annum	Between £2,789 and £7,435** per annum	Between £2,734 and £7,289** per annum	Between £2,680 and £7,146 per annum	Between £2,680 and £7,146 per annum	Payable in the NHS to oral and maxillofacial surgery trainees at ST3 and above only.
Hard to fill training programmes	Psychiatry: £3,941 per annum for core training. £2,956 per annum for a 4 year higher training programme, £3,941 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above.	Psychiatry: £3,718 per annum for core training. £2,789 per annum for a 4 year higher training programme, £3,718 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above.	Psychiatry: £3,645 per annum for core training, £2,734 per annum for a 4 year higher training programme, £3,645 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above.	Psychiatry: £3,573 per annum for core training, £2,680 per annum for a 4 year higher training programme, £3,573 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above.	Psychiatry: £3,573 per annum for core training, £2,680 per annum for a 4 year higher training programme, £3,573 per annum for a 3 year higher training programme. Emergency Medicine: as dual qualification above.	Currently payable only to: <ul style="list-style-type: none"> <li>• Psychiatry core trainees</li> <li>• Payable to Psychiatry higher trainees</li> <li>• Emergency medicine trainees at ST4 and above</li> </ul>
Histopathology	£4,729	£4,461	£4,374	£4,288	£4,288	Payable to ST1 and above only.
On-call availability	Nodal point 1 = 2,592 Nodal point 2 = 2,985 Nodal point 3 = 3,514 Nodal point 4 = 4,427 Nodal point 5 = 5,053	Nodal point 1 = 2,351 Nodal point 2 = 2,721 Nodal point 3 = 3,221 Nodal point 4 = 4,082 Nodal point 5 = 4,672	Nodal point 1 = 2,305 Nodal point 2 = 2,668 Nodal point 3 = 3,158 Nodal point 4 = 4,002 Nodal point 5 = 4,247	Nodal point 1 = 2,260 Nodal point 2 = 2,616 Nodal point 3 = 3,096 Nodal point 4 = 3,923 Nodal point 5 = 4,163	Nodal point 1 = 2,260 Nodal point 2 = 2,616 Nodal point 3 = 3,096 Nodal point 4 = 3,923	Payable only to doctors working on-call rotas. Based on 8% of a full-time basic salary for the relevant nodal salary point. For doctors employed on a less-than-full-time basis, in any grade, the value of the oncall availability allowance shall be paid pro rata, based on the proportion of full-time commitment to the rota that has been agreed in the doctor's work schedule. For example, a doctor making a 50 per cent contribution to the rota would be paid 50 per cent of the value of the availability allowance paid to a doctor making a full contribution to the rota.
Weekend	3%, 4%, 5%, 6%, 7.5%, 10% and 15% of full time basic nodal salary depending on minimum frequency of 1 in 8 across the length of the rota cycle.					A doctor working less than full time will also be entitled to be paid this allowance when working on a rota where the doctors working full time on that same rota are in receipt of such an allowance. The allowance paid to the doctor working less than full time will be paid pro rata, based on the proportion of the full time commitment to the weekend rota that has been agreed in the doctor's work schedule. For example, a doctor making a 50 per cent contribution to the rota would be paid 50 per cent of the value of the availability allowance paid to a doctor making a full contribution to the rota.
GP	£9,693	£9,144				GP trainees in ST1, ST2, ST3, ST4 during GP placements only. Academic trainees are unlikely to be eligible for this whilst employed by an HEI as it is only payable during practice placements.
Less than full time (LTFT)	£1,000 (or £1,500 if already in receipt of the transitional LTFT rate)	£1,000 (or £1,500 if already in receipt of the transitional LTFT rate)	£1,000 (or £1,500 if already in receipt of the transitional LTFT rate)	£1,000 (or £1,500 if already in receipt of the transitional LTFT rate)	£1,000 (or £1,500 if already in receipt of the transitional LTFT rate)	Transitional pay arrangements for part timers who are on the new pay system as part of Category 1 transitional protection.

**Notes**

\*The values of the premia could be reviewed and increased (or decreased) annually in the NHS; pay premia linked to specialties could also be ceased, or new ones created.

NHS Employers will issue a pay circular as and when values are revised; which UCEA will translate into a pay Update for HEIs.

Any increases linked to a general pay award would apply to all trainees currently in receipt of such an award; any other increases / changes would only apply to trainees joining the relevant training programmes after the change has been announced.

\*\* Depending on the length of training programme.