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| UN2836 1 of 2 10 th JAN 2020 | Electronic Staff Record Programme USER NOTICE |  |
| Title | Doctors in Training (England) Penalty Rates – Pay and Conditions Circular (M&D) 2/2019 | |
| Purpose | To update all ESR Organisations in England on the revised Penalty Rates uplifted as part of the Medical & Dental Pay Award | |
| Intended Audience | All English ESR Organisations | |

SUBJECT

Changes to Penalty Rates for the English Doctors in Training – Pay and Conditions Circular (M&D) 2/2019 (revised)

DETAIL

Users are advised that following an amendment to the Pay and Conditions Circular (M&D) 2/2019, the Penalty Rates for Doctors in Training have been revised effective from 23rd August 2019. The system will be updated for this change over the weekend, details for release times will be provided on a separate communication.


Details of the revised rates are as follows:

Penalty rates and fines for hours worked at the basic hourly rate

| Nodal point | Hourly penalty rate (£), paid to the doctor |
|-------------|---|
| 1 | 23.83 |
| 2 | 27.59 |
| 3 | 32.64 |
| 4 | 41.38 |

Penalty rates and fines for hours worked at the enhanced hourly rate

| Nodal point | Hourly penalty rate (£), paid to the doctor |
|-------------|---|
| 1 | 32.64 |
| 2 | 37.79 |
| 3 | 44.72 |

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|---|-------|
| 4 | 56.68 |
|---|-------|

ACTION REQUIRED

As the rates have been reduced it is likely that there may be overpayments that have occurred. Users will need to schedule retro pay to identify any affected staff, for those staff on MN37 paycales, it will be necessary for an assignment set to be created to enable them to be picked up by the retro process.

FURTHER INFORMATION

None

NEXT UPDATE

None planned