

Webinar



SCOTTISH RESIDENT DOCTORS PAY OFFER 2024-25

Please make sure the mic on your device is muted when not speaking to avoid feedback.

If you wish to speak please use the “raise hands” function on Teams



Webinar

BMA

Scottish Resident Doctor pay offer explained

7 November 2024

7pm – 8pm



Introductions - BMA Scottish Resident Doctor Pay Negotiating team

Chris Smith, chair Scottish Resident Doctors Committee (SRDC)

Ronald MacDonald, deputy chair (Negs) SRDC

Lucas O'Donnell, deputy chair (Negs) SRDC



Scottish Resident Doctors, and Dentists in Training Pay offer - 2024/25

In 2023, Scottish Government and BMA Scotland agreed pay and contract reform with a shared aim to resolve significant pay erosion Resident Doctors, and Dentists in Training have experienced since 2008, to make credible progress each year towards pay restoration, and ensure that NHS Scotland remains the place of choice to work and train for Resident Doctors, and Dentists in Training. Scottish Government are proposing a one year pay uplift in 2024/25 for NHS Scotland Resident Doctors, and Dentists in Training to deliver towards our wider agreement.

Scottish Resident Doctors, and Dentists in Training Pay offer - 2024/25

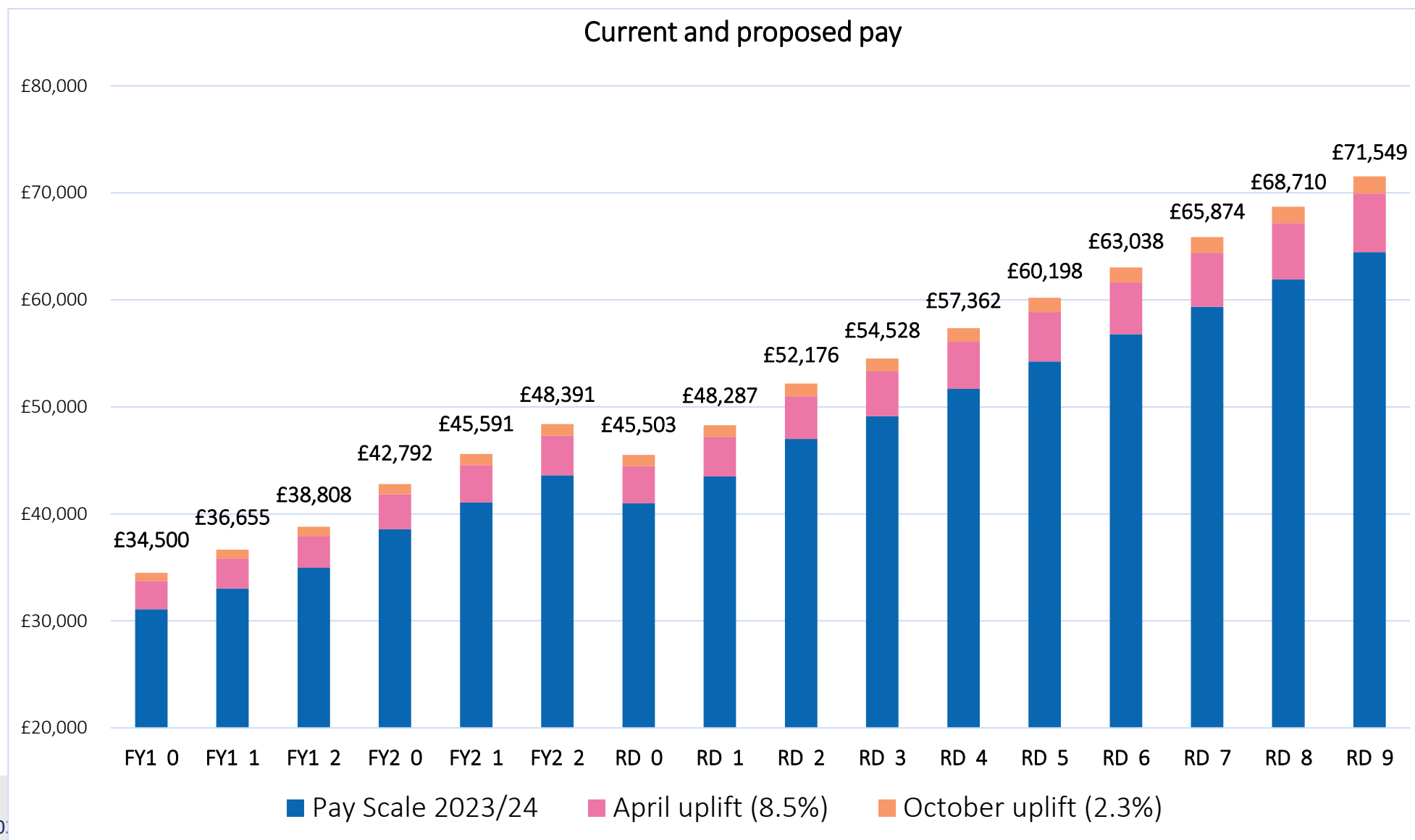
- A cumulative pay uplift of **11%** during 2024/25 financial year.
 - 8.5% pay uplift from 01 April 2024
 - Further 2.3% pay uplift from 01 October 2024.
- The Scottish Government have committed an overall financial envelope of **£64.1m** for Resident Doctors, and Dentists in Training pay uplift in 2024/25.

Scottish Resident Doctors, and Dentists in Training

Pay offer - 2024/25

- By achieving a significant pay uplift - a cumulative uplift of **11%** for this financial year (2024/25) – this is a significant step forward, maintaining our current trajectory, towards restoring Resident doctor pay.
- This year 's pay offer provides a significant uplift for all Resident doctors, across all pay points, and achieving as high as possible uplift for this year, presents long-term advantage for doctors as they progress as a Resident doctor.

Resident Doctor – Current vs proposed pay

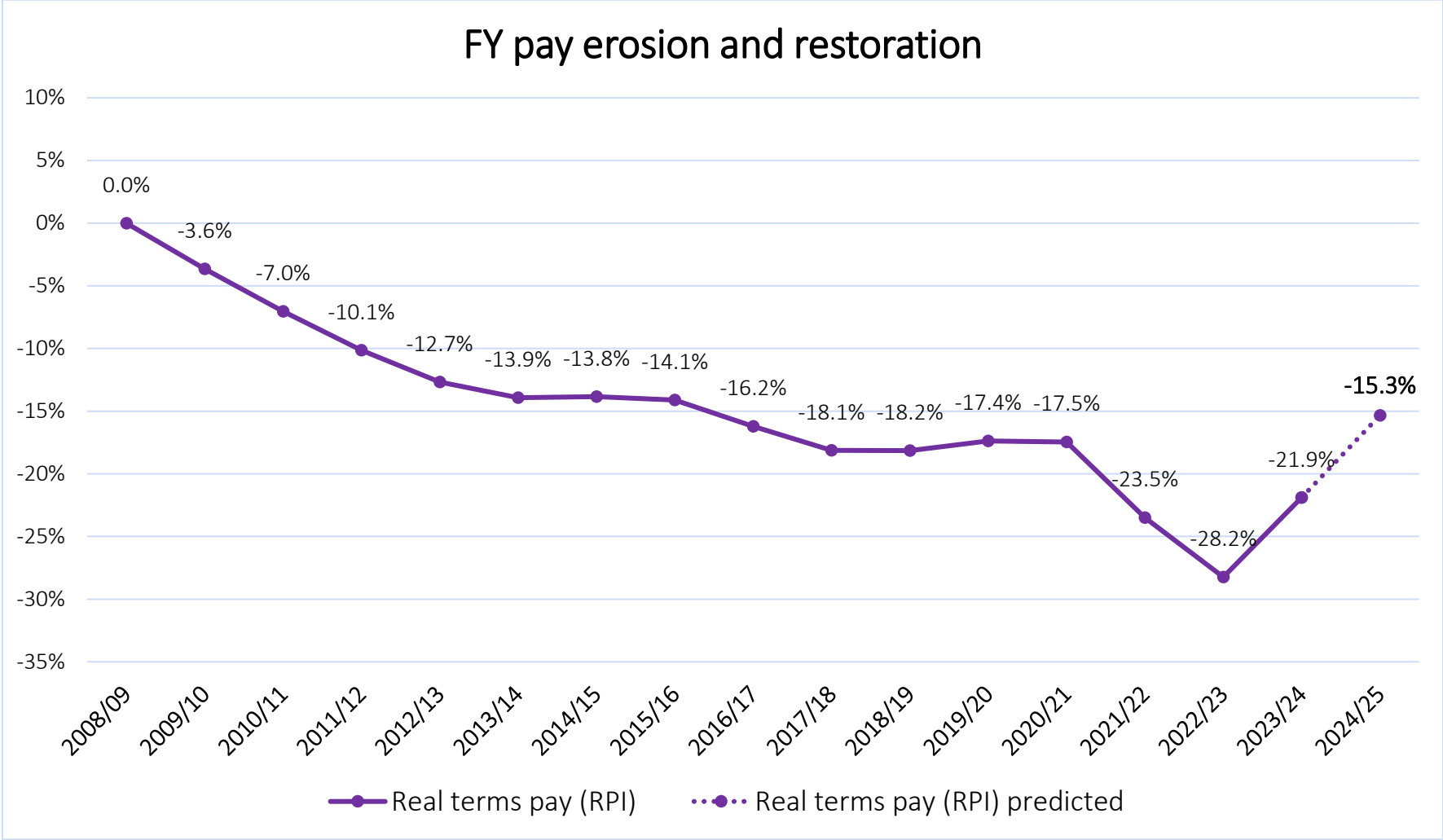


Resident Doctors - Proposed 2024/25 Pay Scale

Resident Doctors

	Pay Point	Pay Scale 2023/24	Pay Scale 01 April 2024	% Uplift	£ Uplift	Pay Scale 01 October 2024	% Uplift	£ Uplift	Cumulative % increase	Total £ Increase
Foundation year 1	0	£31,082	£33,724	8.5%	£2,642	£34,500	2.3%	£776	11%	£3,418
Foundation year 1	1	£33,024	£35,831	8.5%	£2,807	£36,655	2.3%	£824	11%	£3,631
Foundation year 1	2	£34,964	£37,936	8.5%	£2,972	£38,808	2.3%	£873	11%	£3,844
Foundation year 2	0	£38,553	£41,830	8.5%	£3,277	£42,792	2.3%	£962	11%	£4,239
Foundation year 2	1	£41,075	£44,566	8.5%	£3,491	£45,591	2.3%	£1,025	11%	£4,516
Foundation year 2	2	£43,597	£47,303	8.5%	£3,706	£48,391	2.3%	£1,088	11%	£4,794
Resident Doctors	0	£40,995	£44,480	8.5%	£3,485	£45,503	2.3%	£1,023	11%	£4,508
Resident Doctors	1	£43,504	£47,202	8.5%	£3,698	£48,287	2.3%	£1,086	11%	£4,783
Resident Doctors	2	£47,007	£51,003	8.5%	£3,996	£52,176	2.3%	£1,173	11%	£5,169
Resident Doctors	3	£49,126	£53,302	8.5%	£4,176	£54,528	2.3%	£1,226	11%	£5,402
Resident Doctors	4	£51,680	£56,073	8.5%	£4,393	£57,362	2.3%	£1,290	11%	£5,682
Resident Doctors	5	£54,235	£58,845	8.5%	£4,610	£60,198	2.3%	£1,353	11%	£5,963
Resident Doctors	6	£56,793	£61,620	8.5%	£4,827	£63,038	2.3%	£1,417	11%	£6,245
Resident Doctors	7	£59,384	£64,432	8.5%	£5,048	£65,914	2.3%	£1,482	11%	£6,530
Resident Doctors	8	£61,903	£67,165	8.5%	£5,262	£68,710	2.3%	£1,545	11%	£6,807
Resident Doctors	9	£64,461	£69,940	8.5%	£5,479	£71,549	2.3%	£1,609	11%	£7,088

Resident Doctor Pay restoration



Scottish Resident Doctors, and Dentists in Training

Pay offer - 2024/25

The BMA Scottish Resident doctors committee believe this is a credible pay offer from Scottish Government and recommends that doctors vote to accept the offer.

- The pay offer for 2024/25 meets the key requirements of the agreement of last year and commitment to pay restoration - demonstrates continuing progress on the trajectory to restore Resident doctor pay.
- Compared to our existing pay, this is our second year of a four year framework towards FPR, and with last year's deal, **this offer would take us a significant step forward, virtually halfway to pay restoration**, with two further years of the agreement remaining.

Pre-submitted Questions

Pre-submitted Questions

1. When will the pay and backdated award appear in our payslips?

Pay increases are given effect by the issuing of “pay circular” from Scottish Government which gives NHS Employers authority to process the payments. We are in discussion with Scottish Government around the timetable for getting this issued as soon as possible after 20 November.

Standard practice is for the uplift to be applied to salaries in the first available pay run after the circular has been issued, with any associated backpay issued the following month

Pre-submitted Questions

2. How will the pay award work with maternity pay? For example, if the qualifying months are in November and December and pay does not come through until January or after?

For anyone who is about to move to maternity pay, or who has been on maternity pay during the period of the uplift, employers must apply the uplift “as if at work” and therefore if your qualifying months fall in November December as above, your employer will calculate this based on the pay current at the time of the calculation. If that if pre-uplift, they will be obliged to go back recalculate and pay any arrears afterwards.

Please note that the practical reality of processing a large number of uplifts often means that such recalculations may not be completed in the first or second pay runs after the circular issues. We would advise you to contact payroll as soon as any uplift is agreed and stay in touch until paid. BMA members can contact us via the webform on our website for support in individual cases.

Next steps – putting it back into your hands to decide

Consultative vote on pay offer now open


- closing 12noon 20 November
- run by Civica on behalf of BMA Scotland

- **Check your spam/junk folder in email if you think you haven't received it**
- **Ensure that your details are up-to-date & actively encourage colleagues to do the same and to exercise your voice – vote!**
- **You must be a BMA member on or before 14 November to be able to take part in the vote**

PAY OFFER

Didn't receive your voting link by email?
Try these steps:

1. Check you spam/junk mail folder. Still nothing?
2. Request a replacement email by scanning the code, or use the link in the post.



BMA
Scotland

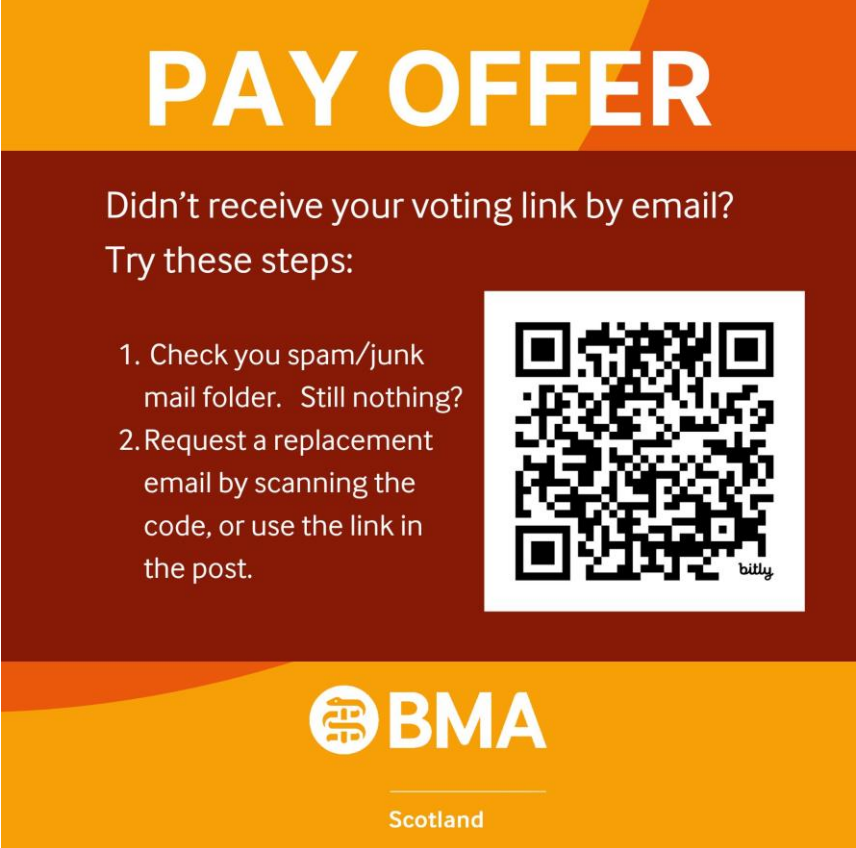
Next steps – what's after the consultative vote?

- **Scottish Resident Doctors Committee will consider the results of the vote and determine acceptance of the offer or not.**
- **If outcome of consultative vote is to accept**
 - Work with the Scottish Government to have pay circular issued and paid as soon as possible.
- **If outcome of consultative vote is to reject**
 - Further discussion with Scottish Government - is anything likely to shift?
 - Protection of the Pay and Contract agreement of 2023/4 – 2026/7 - impact of interlinked components of last year's agreement

Live questions

Closing reminder


- **Consultative vote on pay offer closes 12noon 20 November**
- **Check your spam/junk folder in email if you think you haven't received it**
- **Ensure that your details are up-to-date & actively encourage colleagues to do the same and to exercise your voice – vote!**
- **You must be a BMA member on or before 14 November to be able to take part in the vote**
- **Get in touch, if you have any further questions.**



PAY OFFER

Didn't receive your voting link by email?
Try these steps:

1. Check you spam/junk mail folder. Still nothing?
2. Request a replacement email by scanning the code, or use the link in the post.



BMA
Scotland

If you have further questions about the offer or about the ballot email doctorspay@bma.org.uk.