

Ref: FOI/GS/ID 4356

Please reply to:
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Trust grade/Clinical Fellow pay and conditions.

1. Could you please provide the number of full time equivalent medical staff in the following grades a) employed in the trust, as of a) August 2017 and b) August 2016?

- (i) Doctors in training*
- (ii) Staff Grade Doctors*
- (iii) Trust Grade / Clinical Fellow (TG/CF)*

2. How much is/was the total (predicted) trust spend per annum on staff wages in the following groups as of August 2017 and b) August 2016:

- (i) Doctors in training*
- (ii) Trust Grade / Clinical Fellow (TG/CF)*

The following questions refer to the pay scales used in your locally formulated contracts for Trust Grade doctors and Clinical Fellows:

3. With regard to Trust Grade / Clinical Fellows pay, could you please advise whether you are using as a template a) solely the 2002 contract (MN35/37/39 pay codes) or b) solely the 2016 contract (MT03/04 pay codes), or c) both contracts, but for different positions in the trust, or d) both contracts for the same position in the trust, or e) neither (i.e. only a bespoke local contract pay scale), to determine pay in the following groups:

- (i) Posts currently being advertised*
- (ii) Posts with start date of Aug 2017 or after*
- (iii) Posts starting between Aug 2016 and July 2017*

4. If you are not currently using the pay scale in the 2016 contract (MT03/04) to calculate pay for TG/CF doctors, do you have any plans to start doing so when advertising for new TG/CF doctors?

5. For Trust Grade / Clinical Fellows posts being paid or with pay advertised in accordance with the scale set out in the 2016 contract:

(i) Have you developed a formal process to decide entitlement to either Nodal point 3 or 4 (Grade code MT03 and MT04)?

(ii) If so, what is that process?

(iii) Will there be progression from Nodal Point 3 to 4 for CF/TG's who are appointed with grade code MT03 and stay in post as a CF/TG until reaching grade codes MT04?

6. Are there any plans to move TG/CF doctors appointed with a) the 2002 contract over to the 2016 contract with regards to pay, or b) from 2016 contract to the 2002 contract?

7. If you are currently using the pay scale in the 2016 contract (MT03/04) for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences:

(i) With relation to attending teaching

(ii) With relation to study leave

(iii) With relation to working patterns/rotas

8. If you are currently using the pay scale in the 2002 contract for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences, or d) same conditions as 2002 contract

(i) With relation to attending teaching

(ii) With relation to study leave

(iii) With relation to working patterns/rotas

1.

(i) a) 336

b) 357

(ii) a) 65

b) 52

(iii) a) 23

b) 33

2.

	16/17	17/18
Training Grade	£19.3m	£17.5m
Trust Grade	£9.0m	£9.3m

Estimates of annual expenditure based on cumulative to August.

Bank medical staff were not separately identified in 16/17 and an estimated adjustment has been made

The following questions refer to the pay scales used in your locally formulated contracts for Trust Grade doctors and Clinical Fellows:

3.

- (i) a) 0 b) 0 c) 0 d) 0 e) 2 – MC46 pay scale
- (ii) a) 0 b) 0 c) 0 d) 0 e) 4 – MC46 pay scale
- (iii) a) 6 b) 0 c) 0 d) 0 e) 0

4. No

5. Not applicable

6. No to both

7. Not applicable

8.

- (i) d) same conditions as 2002 contract
- (ii) d) same conditions as 2002 contract
- (iii) d) same conditions as 2002 contract