



Additional Sessional Payments for Consultants and SAS Doctors

1.0 Introduction

The Trust Working Group has reviewed medical locum pay and premium payments/waiting list initiatives (WLIs) across the Trust. The Working Group was supported by Workforce, Finance, Management and Medical and Dental Staff representatives.

2.0 Context

In order to improve consistency of payments for additional clinical activity that is not accounted for in a job plan, the Trust is implementing a standardised payment for additional sessions worked. This will replace both waiting list initiative payments and internal locum payments. These proposals have been approved and supported by the Senior Leadership Team (SLT) and reviewed and supported by the Local Negotiating Committee (LNC).

This payment relates to sessional payments (based on hours). Where arrangements are in place for payments per case/per slide for certain specialities, e.g. Radiology, Pathology and Cardiac Surgery, this may continue until a more robust analysis of the data is undertaken. This will be to ensure there is eventual parity with the proposed payments for other specialities.

Before authorising any additional sessional payments, Divisional clinical teams can still offer additional PA's through interim job planning in order to cover any gaps in planned activity such as vacancies and long term locums.

3.0 Payment for additional work from 1st June 2016

Core hours, are defined by Monitor as, 7 a.m. to 7 p.m., Monday to Friday – excluding Bank Holidays. "Out of hours" are all other hours. On-call hours will be treated the same as non-core hours, depending on when they fall).

Consultant Medical and Dental staff will be paid:

£75 per hour for additional work undertaken in core hours 7am to 7pm Mon to Fri.

£100 per hour for additional work undertaken in "non-core hours".

Speciality doctors/Staff grades:

£51 per hour (core hours) and £69 per hour (non-core hours).

Associate Specialist:

Specialty doctors/dentists should receive the same payment as Consultants for additional hours payments if they are the sole practitioner responsible for the additional work. If a Consultant is available and accountable for the session, the recommended payment will be:

£64 per hour (core hours) and £85 per hour (non-core hours).

On Call

Additional on call payments will be paid at the same hourly rate (e.g. £100 per hour for Consultants) for the hours spent within the hospital, and 50% of the rate for the hours on call from home (e.g. £50 per hour for Consultants).



4.0 Time Shifting to cover additional work

If consultants/ SAS doctors wish to cover additional clinical activity in job planned supporting professional activity (SPA) time, they will be required to claim for the time shifted SPA rather than the additional clinical activity. It is important that the shifted SPA is properly evidenced and therefore the doctor is required to complete the designated time shifting form, which must then be retained within the Division as the auditable record of time shifted SPA. It is the doctor's responsibility that time claimed as an additional payment has not otherwise been paid. All claims including those for shifted SPA time will be subject to audit.

The expectation is that agreement will have been made with the Clinical Lead to time shift the SPA in advance to avoid any disputes around claims. The rate (either core or non-core) for the time shifted SPA would be that of the scheduled working hours of the contracted SPA.

E.g A consultant undertakes additional clinical activity in 4 hours of SPA that they are job planned to take on a Friday morning (core hours). They undertake the time shifted SPA over the following weekend. They claim 4 hours of additional SPA time back at £75 per hour (even though the SPA is undertaken in non-core hours).

5.0 Process for unfilled clinical sessions/ shifts

Agency booking requests which comply with the Agency Price Cap rules can be authorised and requested in the normal way. However the Trust recognises that there may be exceptional business critical/patient safety reasons for utilising off-framework agencies or agreeing rates above the Agency Price Cap rules. Consequently the Senior Leadership Team has now endorsed a mandatory process for the approval of booking requests above the Agency Price Cap rules where requests should now be submitted to the following authorisers:

- Medical Staff Monday to Friday 7.00am to 7.00pm in hours – Clinical Chair/Divisional Clinical Director.
- Medical Staff 7.00pm to 7.00am Monday to Friday all day Saturday and Sunday – Clinical Site Manager with escalation to On-Call Manager.

