

NHS Superannuation Scheme (Scotland)

Circular No. 12 /2006

NHS and other participating employers
NHS Trades Unions and Staff Accociations

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Dear Sir or Madam

New Flexible Training Arrangements for Doctors in Training

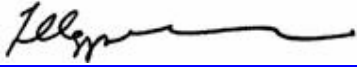
1. As you will probably know from 1 June 2005 new arrangements were introduced for junior doctors in training. This arrangement was reached between BMA Junior Doctors Committee, NHS Employers, Department of Health and other UK Health Departments and the Conference of Postgraduate Medical Deans and meant that all doctors in training could now apply for flexible training.
2. In Scotland previous arrangements saw those flexible trainees with out of hours commitment to perform additional work being paid at the same basic salary as whole time colleagues plus a non superannuable out of hours banding. They then accumulated superannuable service at a whole time credit. This will be retained for members currently covered by this arrangement.
3. The new arrangements introduced in 2005 meant that the new base pay was to be determined by the actual hours of work being undertaken by the flexible trainees. As with full time trainees, a supplement is payable to reflect the level of out of hours worked and is calculated as a proportion of the basic salary determined by the number of hours worked.
4. SPPA considered various options for dealing with superannuable service. In addition they took account of the exercise performed some years ago under previous pay arrangement to convert "additional duty hours" for part time staff to a superannuable element of which service credit was given.
5. SPPA have concluded that the most appropriate method for dealing with superannuable pay should be as in the following example –

In addition to the contracted 24 hours per week where a trainee performs an average of 4.2 hours per week as an out of hours commitment, they should accrue 28.2/40 credit for each week worked



6. In addition out of hours banding payments should continue to be non superannuable for both part time and full time doctors.

7. If there are further developments I will of course discuss with you.

A handwritten signature in black ink, appearing to read 'I Clapperton', is written over a solid blue horizontal line. The signature is cursive and somewhat stylized.

Ian M Clapperton
Director of Operations
Scottish Public Pensions Agency