Flexible pay premia (for application to trainees on the new pay system only)

	Pay premia (applicable only to the new pay system)									
Premium	Full-time, annual value* 03.08.16	Full time, annual value* 01.04.17	Full time, annual value* 01.10.18	Full time, annual value* 01.04.19	Full time, annual value* 01.04.20	Full time, annual value* 01.04.21		Full time, annual value* 01.04.23	Eligibility	Notes
Academia	£4,000	£4,040	£4,121	£4,204	£4,288	£4,374	£4,461	£4,729	Paid following successful completion of a higher degree and return to clinical training	Full details on eligibility criteria have been agreed by NIHR, HEE, the Department of Health and NHS Employers . See the UCEA website for a copy.
Dual qualification - OFMS	Between £2,500 and £6,667** per annum	Between £2,525 and £6,734** per annum	Between £2,576 and £6,868** per annum	Between £2,628 and £7,006** per annum	Between £2,680 and £7,146** per annum	Between £2,734 and £7,289** per annum	Between £2,789 and £7,435** per annum	Between £2,956 and £7,881** per annum	Payable in the NHS to oral and maxillofaci al surgery trainees at ST3 and above only	As per paragraph s 42-44 of Schedule 2 of the NHS contract
Hard to fill training programmes	Psychiatry: £3,334 per annum for	Psychiatry: £3,367 per annum for	Psychiatr y: £3,434 per	Psychiatry: £3,503 per annum for	Psychiatry: £3,573 per annum for	Psychiatry : £3,645 per	Psychiatry :	Psychiatry :	Currently payable only to:	This is a premium to address

22.2	l coro	onni:m	ooro	ooro	annum far	£3,718	C2 044		o training
core training.	core training.	annum for core	core training.	core training.	annum for core	1	£3,941	• Dovebiotm	a training programm
£3,334 per	£3,367 per	training.	£3,503 per	£3,573 per	training.	per annum for	per annum for	Psychiatry core	e that is
annum for	annum for	£3,434	annum for	annum for	£3,645	core	core	trainees	currently
a 3-year	a 3-year		a 3-year	a 3-year	· ·	training.	training.		hard to fill.
		per	_		per	_		• Payable	The
higher	higher	annum	higher	higher	annum for	£3,718	£3,941	to	
training	training	for a 3-	training	training	a 3-year	per	per	Psychiatry	definition
programme		year	programm	programm	higher	annum for	annum for	higher	of a hard
; £2,500	; £2,525	higher	e; £2,628	e; £2,680	training	a 3-year	a 3-year	trainees	to fill
per annum	per annum	training	per annum	per annum	programm	higher	higher		specialty
for a 4-year		program	for a 4-	for a 4-	e; £2,734	training	training		may
higher	higher	me;	year higher	year higher	per	programm	programm		change in
training	training	£2,576	training	training	annum for	e; £2,789	e; £2,956		future
programme	programme	per	programm	programm	a 4-year	per	per		years. If it
	•	annum	e.	e.	higher	annum for	annum for		does
		for a 4-			training	a 4-year	a 4-year		change an
		year			programm	higher	higher		individual
		higher			e.	training	training		in receipt
		training				programm	programm		of the
		program				e.	e.		payment
		me.							retains
									their
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								•	even if
Emergency	<u>Emergency</u>	<u>Emergen</u>	<u>Emergenc</u>	<u>Emergenc</u>	<u>Emergenc</u>	<u>Emergenc</u>	<u>Emergenc</u>	Emergency	future
Medicine:	Medicine:	<u>cy</u>	Y	У	У	У	У	medicine	cohorts do
as dual	as dual	<u>Medicine</u>	Medicine:	Medicine:	Medicine:	Medicine:	Medicine:	trainees at	not.
qualificatio	qualificatio	<u>:</u> as dual	as dual	as dual	as dual	as dual	as dual	ST4 and	However,
n above	n above	qualificat	qualificatio	qualificatio	qualificati	qualificati	qualificati	above	the value
		ion	n above	n above	on above	on above	on above		also stays
		above							constant; it
									does not
									increase
									or
									decrease if
									the value
									changes

GP	£8,200	£8,282	£8,448	£8,617	£8,789	£8,965	£9,144	£9,693	GP trainees in ST1, ST2, ST3, ST4 during GP placements only	for future cohorts Academic trainees are unlikely to be eligible for this whilst employed by an HEI as it is
Liston others	N/A	NI/A	64.404	64.004	64 200	C4 274	C4 404	64.700	Doughla to	only payable during practice placement s
Histopatholog y	N/A	N/A	£4,121	£4,204	£4,288	£4,374	£4,461	£4,729	Payable to trainees in ST1 and above only	

^{*} The values of the premia could be reviewed and increased (or decreased) annually in the NHS; pay premia linked to specialties could also be ceased, or new ones created. NHS Employers will issue a pay circular as and when values are revised, which UCEA will translate into a pay Update for HEIs. Any increases linked to a general pay award would apply to all trainees currently in receipt of such an award; any other increases / changes would only apply to trainees joining the relevant training programmes after the change has been announced.

** Depending on the length of training programme. See the NHS pay circular for details.