

## Medical Bank pay FAQs

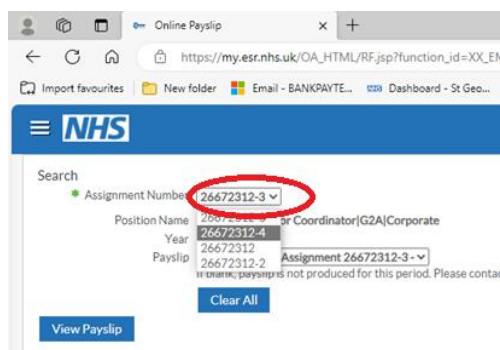
The following FAQs are designed to help answer some of the common queries people have about their payslip when they have undertaken additional shifts on a 'locum' basis.

### Q. Where can I view my payslip?

All the Trusts payslips are available on Employee on-line, accessed via the intranet applications page, where you would normally view your substantive payslip:

<https://my.esr.nhs.uk>

To access your bank payslips, simply pick the bank assignment from the drop down menu then click 'View Payslip':



SBS are our outsourced Payroll provider, and you can also download the SBS app 'MySBSPay' from either the Apple App Store, or the Android play store, then once registered you can access on your mobile device.

### Q. How does this affect my P60? Do we have two P60s if we have two separate payslips?

Yes, you will have a P60 for each assignment which you can view when available on Employee online or the MySBSPay app.

### Q. Why is the pay rate shown not the same as the rate I was told I would be paid?

PAY AND ALLOWANCES (= MINUS AMOUNT)		NIM Revenue & Customs		640/LSVI	
DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT	
Hi Com Shifts				1274.20	
Medics Consultant_Un	12.00	12.00	133.8400	1606.08	
WTD Pay				347.65	

Shift type      Hours      Basic Pay Rate

The hourly rate shown on your payslip (example above) is the rate for the shift type you have worked, shown pre WTD (Working Time Directive, or 'Holiday pay'), and so corresponds to the 'Basic' rate shown in the table below. Holiday pay is then shown separately on your payslip as 'WTD Pay', it is 12.07% of your gross basic pay.

St George's Medical Bank Rates effective 1/11/2021	Type	Basic Pay rate	WTD Holiday Pay (12.07%)	Total Pay rate
FY1	Mon-Fri Day Rates	£ 32.12	£ 3.88	£ 36.00
	Unsocial Rates	£ 38.37	£ 4.63	£ 43.00
FY2	Mon-Fri Day Rates	£ 40.15	£ 4.85	£ 45.00
	Unsocial Rates	£ 48.18	£ 5.82	£ 54.00
Reg/ST1-2	Mon-Fri Day Rates	£ 40.15	£ 4.85	£ 45.00
	Nights/Saturdays	£ 48.18	£ 5.82	£ 54.00
Reg/ST3+	Mon-Fri Day Rates	£ 53.54	£ 6.46	£ 60.00
	Nights/Saturdays	£ 62.46	£ 7.54	£ 70.00
Associate Specialist	Mon-Fri Day Rates	£ 60.68	£ 7.32	£ 68.00
	Nights/Saturdays	£ 72.28	£ 8.72	£ 81.00
Specialty Dr/Staff Grade	Mon-Fri Day Rates	£ 70.49	£ 8.51	£ 79.00
	Nights/Saturdays	£ 75.85	£ 9.15	£ 85.00
ED GP	Mon-Fri Day Rates	£ 80.31	£ 9.69	£ 90.00
	Nights/Saturdays	£ 89.23	£ 10.77	£ 100.00
Consultant	Mon-Fri Day Rates	£ 111.54	£ 13.46	£ 125.00
	Nights/Saturdays	£ 133.84	£ 16.16	£ 150.00
Non resident SPR on-call		£ 16.95	£ 2.05	£ 19.00
Non resident Consultant on call		£ 35.69	£ 4.31	£ 40.00

**Q. What is 'Hi Com Shifts' that is shown on the payslip?**

Hi com indicates where the Bank pay team have made a manual adjustment, normally to top a standard bank rate up to an agreed escalated rate (such as those paid during strikes). By adding together the rate, WTD pay and Hi Com shift pay amounts you will get to the total paid for that shift.

**Q. How do I know that I have been paid correctly for the shifts I have worked? How do I know which dates I have been paid for?**

A bank shift should be booked onto Health Roster by the service management team in your area, worked and then it will be finalised for pay on the first Monday after the shift date. These are then processed and are paid into your account the following Wednesday.

Difficulties occur when shifts have not been added or finalised in a timely manner, and in these instances you will need to speak to the person that books your shifts on Healthroster to understand when they were booked and finalised for payment.

**Q. Why does net pay look different on different weeks when I have worked the same shift and hours?**

This will be linked to your own other tax/earnings, and how much tax you have paid. Deductions are automatically worked out by ESR/SBS. It may be that in that week/month your earnings other than bank work took you into a higher tax bracket. SBS would be able to advise on specific details, you can log a ticket on the self-service section of their website: <https://www.sbs.nhs.uk/contact-self-service-portal>

**Q. Why is my tax code different on these versus my normal monthly payslip and what does that mean? Where do I go to find out how this affects my tax return?**

The vast majority of Bank work is taken in addition to substantive work, it is therefore taxed separately, meaning that your personal tax allowance stays fully in your substantive employment. However, to discuss specifics regarding your tax coding, you will need to contact SBS, our payroll provider, as shown above.