# Junior Doctors' Missing Money:

Systemic pay errors across London Trusts

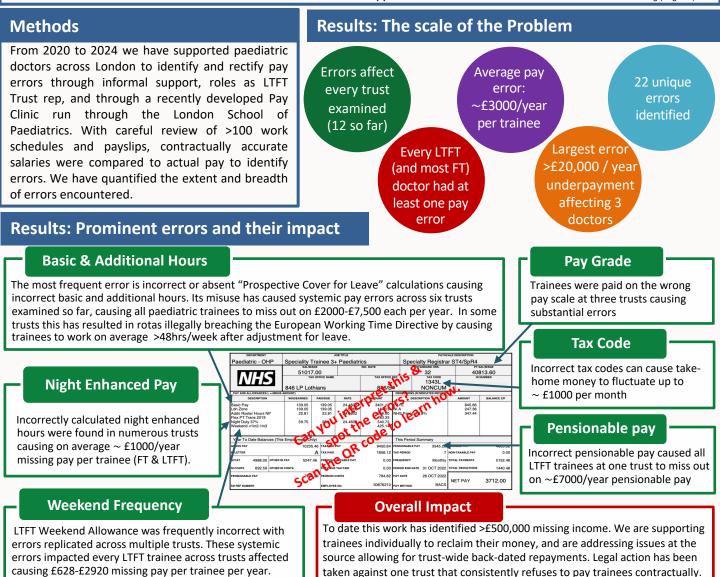
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#### **Objectives**

Since the 2016 contracts [1], junior doctor salaries consist of multiple discrete elements, each with a unique method of calculation. For less-than-full-time (LTFT) doctors each element's value is calculated differently, adding further layers of complexity. Both doctors and Human Resources (HR) struggle to understand these calculations, leading to common and oftunnoticed underpayments. We outline the extent of the problem in financial impact and scale across trusts and present our solutions to resolve these recurring issues. [1] Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016



### Solutions & Future Work

### What are we doing?

- Pay clinics: A novel way to support Doctors in London.
- Creating resources to teach doctors how to check their pay.
- $\checkmark$ Raising awareness: ST1 Induction, local, regional & national teaching.
- Addressing systemic issues with HR departments to resolve at the source.
- Created Doctors Paycheck: A user friendly online tool to check your pay

## What can you do?

- It starts with knowledge: Learn how to check your work schedule and payslip.
- Work together: If your pay is affected, it is likely your colleague's pay is too. Be persistent: Correcting errors takes time and effort.
- Seek support: Use the BMA, your LNC, guardian of safe working hours.

#### Conclusions

This work reveals the alarming extent of inaccurate remuneration and the disproportionate impact on LTFT doctors. Providing accurate pay is crucial to improve morale and wellbeing in the current challenging NHS climate. There is a vital need for education and support for all parties, including training for HR departments to mitigate these errors from the source, and education for doctors to improve recognition and resolution of these errors.