

**Freedom of Information Request****Ref: UHB 17-671**

Date 8 December 2017



Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

1. **Could you please provide the number of full time equivalent medical staff in the following grades a) employed in the trust, as of a) August 2017 and b) August 2016:**

	Doctors in training	Staff Grade Doctors	Trust Grade / Clinical Fellow (TG/CF)
<b>August 2016</b>	499.8 FTE	56.1 FTE	121.8 FTE
<b>August 2017</b>	515.1 FTE	58.4 FTE	125.5 FTE

2. **How much is/was the total (predicted) trust spend per annum on staff wages in the following groups as of August 2017 and b) August 2016:**

We are unable to provide the data specifically for August 2017 and August 2016 as the Trust reports expenditure in financial years i.e. 1<sup>st</sup> April to the 31<sup>st</sup> March. The data below therefore refers to expenditure for the following financial years: 2016-17 (1<sup>st</sup> April 2016 – 31<sup>st</sup> March 2017) and 2017-18 (1<sup>st</sup> April 2017 – 31<sup>st</sup> October 2017).

	FY 2016/17	FY 2017/18
<b>Clinical Fellows - Junior Doctor Grades</b>	£ 7,697,198	4,858,021
<b>Junior Doctor Training Grades</b>	£ 31,687,679	£20,119,123
<b>Total</b>	<b>£ 39,384,878</b>	<b>£ 24,977,144</b>

3. With regard to Trust Grade / Clinical Fellows pay, could you please advise whether you are using as a template a) solely the 2002 contract (MN35/37/39 pay codes) or b) solely the 2016 contract (MT03/04 pay codes), or c) both contracts, but for different positions in the trust, or d) both contracts for the same position in the trust, or e) neither (i.e. only a bespoke local contract pay scale), to determine pay in the following groups:

<b>Posts currently being advertised</b>	All 2002
<b>Posts with start date of Aug 2017 or after</b>	Some were advertised and recruited under a bespoke local contract which mirrored 2016
<b>Posts starting between Aug 2016 and July 2017</b>	All 2002

4. If you are not currently using the pay scale in the 2016 contract (MT03/04) to calculate pay for TG/CF doctors, do you have any plans to start doing so when advertising for new TG/CF doctors?

No all posts have reverted back to 2002

5. For Trust Grade / Clinical Fellows posts being paid or with pay advertised in accordance with the scale set out in the 2016 contract:
- have you developed a formal process to decide entitlement to either Nodal point 3 or 4 (Grade code MT03 and MT04)? If so, what is that process?  
  
Not applicable
  - Will there be progression from Nodal Point 3 to 4 for CF/TG's who are appointed with grade code MT03 and stay in post as a CF/TG until reaching grade codes MT04?  
  
Not applicable – Please note anyone on the 2016 pay scales will have left the Trust prior to being owed an increment.
6. Are there any plans to move TG/CF doctors appointed with a) the 2002 contract over to the 2016 contract with regards to pay, or b) from 2016 contract to the 2002 contract?

No

7. If you are currently using the payscale in the 2016 contract (MT03/04) for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences:

<b>With relation to attending teaching</b>	Conditions are the same as the 2016 contract.
<b>With relation to study leave</b>	Conditions are the same as the 2016 contract.
<b>With relation to working patterns/rotas</b>	Conditions are the same as the 2016 contract except fines.

Please note penalty fines would be levied but the doctor would be paid for additional hours.

8. If you are currently using the payscale in the 2002 contract for any of your TG/CF doctors, are their conditions also the same as the 2016 contract; a) yes, b) minor differences only, c) major differences, or d) same conditions as 2002 contract

<b>With relation to attending teaching</b>	No.
<b>With relation to study leave</b>	Conditions for the 2002 contract are the same as the 2016 contract.
<b>With relation to working patterns/rotas</b>	some fellows on 2002 are working rotas that are compliant with 2016

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary  
 University Hospitals Bristol NHS Foundation Trust  
 Trust Headquarters  
 Marlborough Street  
 Bristol  
 BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely,

[Redacted signature]