

**Flexible pay premia (for application to trainees on the new pay system only) – please see the full pay-scale document for the additional notes and eligibility criteria**

<b>Pay premia (applicable only to the new pay system)</b>									
<b>Premium</b>	<b>Full-time, annual value* 03.08.16</b>	<b>Full time, annual value* 01.04.17</b>	<b>Full time, annual value* 01.10.18</b>	<b>Full time, annual value* 01.04.19</b>	<b>Full time, annual value* 01.04.20</b>	<b>Full time, annual value* 01.04.21</b>	<b>Full time, annual value* 01.04.22</b>	<b>Full time, annual value* 01.04.23</b>	<b>Full time, annual value* 01.04.24</b>
Academia	£4,000	£4,040	£4,121	£4,204	£4,288	£4,374	£4,461	£4,921	£5,216
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 £3,076 and £8,201** per annum	Between £3,260 and £8,693** per annum
Hard to fill training programmes	Psychiatry: £3,334 per annum for core training. £3,334 per annum for a 3-year higher training programme; £2,500 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,367 per annum for core training. £3,367 per annum for a 3-year higher training programme; £2,525 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,434 per annum for core training. £3,434 per annum for a 3-year higher training programme; £2,576 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,503 per annum for core training. £3,503 per annum for a 3-year higher training programme; £2,628 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,573 per annum for core training. £3,573 per annum for a 3-year higher training programme; £2,680 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,645 per annum for core training. £3,645 per annum for a 3-year higher training programme; £2,734 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £3,718 per annum for core training. £3,718 per annum for a 3-year higher training programme; £2,789 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £4,101 per annum for core training. £4,101 per annum for a 3-year higher training programme; £3,076 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>	Psychiatry: £4,347 per annum for core training. £4,347 per annum for a 3-year higher training programme; £3,260 per annum for a 4-year higher training programme.  <u>Emergency Medicine: as dual</u>

	qualification above	qualification above	qualification above	qualification above	qualification above	qualification above	qualification above	qualification above	qualification above
GP	£8,200	£8,282	£8,448	£8,617	£8,789	£8,965	£9,144	£10,086	£10,691
Histopathology	N/A	N/A	£4,121	£4,204	£4,288	£4,374	£4,461	£4,921	£5,216

\* 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.