Resident Doctors (Wales) New Payslip Guide

ASSIGNMENT NUMBER	EMPLOYEE NAME		LOCATION	
DEPARTMENT	JOB TITLE		PAYSCALE DESCRIPTION	
	SAL/WAGE	INC.DATE	STANDARD HRS	PT SAL/WAGE
	TAX OFFICE NAME	TAX OFFICE REF	TAX CODE	NI NUMBER

PAY AND ALLOWANCES

DESCRIPTION	WKD/EARNED	PAID/DUE	RATE	AMOUNT
Basic Pay **Add Basic Pay** **Job Plan Add Hours** **Overtime Plain Ti NR*** **Overtime Unsocial NR*** **Unsocial Hours** **Res Drs On Call** **Work Done** **Penalty Rate Plain T XXX** **Penalty Rate Uns** **Cash Floor Protection** **Flex Pay Premia GP** **Flex Pay Prem Orl Mx**	Relevant information on hours worked, rates of pay, and what is being paid this month will be contained in these sections. NOTE not all doctors will receive all pay elements*.	*Same applies	*Same applies	**x,xxx.xx**

Basic Pay:
Basic pay is 1/12th of the salary shown above in 'SAL/WAGE', or if part time in 'PT SAL/ WAGE'.

Add Basic Pay:
Additional hours outside the job plan, for Flexible (part-time) Residents, worked up to 40 hours a week.

Job Plan Add Hours:
Additional hours, over and above 40 hours a week, **that are included in the job plan**. Remunerated at the Basic Pay rate, 1/40th of weekly whole-time equivalent for each additional hour worked.

Overtime Plain Ti NR:
Additional hours, over and above 40 hours a week, **that are not included in the job plan** and worked 7am to 7pm, Monday to Friday. This is remunerated at the basic pay rate, 1/40th of weekly whole-time equivalent for each additional hour worked.

Overtime Unsocial NR:
Additional hours, over and above 40 hours a week, **that are not included in the job plan** and worked 7pm to 7am Monday to Friday and any hours worked on weekends and public holidays. This is remunerated at x1.5 of the basic pay rate, 1/40th of weekly whole-time equivalent for each additional hour worked.

*NR = Non-Recurring

Unsocial Hours:
Any hours receiving an enhanced rate of 50% of your hourly basic pay. This is paid for any hours worked 7pm to 7am Monday to Friday and any hours on weekends and public holidays.

Res Drs On Call:
An on-call availability allowance of 50% of your basic salary for all hours you are required to be available during an on-call duty period.

Work Done (On Call Time Worked):
Paid for any hours worked during an on call period that exceeds the prospective hours included in the Job Plan. Hours worked are paid at a rate of 50% of your hourly rate.
Unsocial Hours will also be paid **in addition** for any hours worked 7pm to 7am Monday to Friday and any hours on weekends and public holidays.

Penalty Rates:
A penalty rate of two times your relevant hourly rate paid for breaches of safe working rules set out in the TCS, following an exception report. Please note that higher rates could be stipulated by the Guardian where paragraph 221 applies.

Cash Floor Protection:
This will show your protected cash floor top up amount. If moving directly from a post within Wales, it is calculated as your basic salary the day before you transitioned onto the 2026 TCS, plus a banding supplement (or pay protection from re-banding) for the rota you were working on the day before transition. Further information on eligibility for those not moving directly from a post in Wales pay protection can be found in Schedule 13 of the TCS.

Flex Pay Premia
Pay Premia is payable as detailed in the 2026 TCS, payable to those in qualifying GP (s. 47-50) and Oral Maxillo-Facial (s. 51.53) positions.

Locum Pay: **Locum payments are processed in line with the applicable NHS Wales locum rates. Depending on the Health Board, payments may be processed through NWSSP or paid directly by the Health Board. Staff should follow their local process for submitting locum claims.**