

## Freedom of Information Request for Review 310-15

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### Original Request

- 1) How many non-out-of-hours salaried GPs does NHS Borders employ? (ie those employed to provide daytime services in General Practice and similar eg prisons/challenging behaviour/homeless/other health board type GP care)
- 2) What is the range of salaries/pay (whole time equivalent) for these GPs?
- 3) In the current or most recent contract for your salaried GPs, what is the (wte) payscale?
- 4) In the current or most recent contract for your salaried GPs, is there a built in increment / pay progression? (To be specific, not a cost of living uplift, rather an annual increment progression similar to that in the hospital doctors/doctors in training/consultant contracts under NHS Borders)
- 5) If the answer to Q4 is YES and there is increment/pay progression in the contract, what is this scale? If NO, are there plans to implement pay progression in the contract for salaried GPs and what is the timeline for this?

### Review Request

I have one point I wish to have clarified from the information you helpfully provided. Can you confirm that the 7 increments are progressed through on an annual basis? so after 7 years, a salaried GP would be at the top of the payscale?

### Review of Response

Your request for an internal review has been considered and we have reviewed the original response to your request 310-15. Please find below clarification for question 5 and further data to show that the 7 increments are progressed through on an annual basis:

1. NHS Borders employ 8 non-out-of-hours salaried GPs.
2. The current range of salaries/pay for these GPs is £83,113-£96,241 pro rata to full time (40 hours).
3. As above.
4. Yes, there is incremental progression for salaried GPs similar to hospital doctors/consultants.
5. We can confirm that Increments for Salaried GPs are progressed on an annual basis, so after 7 years the salaried GP would be at the top of the payscale. For ease of reference the full 7 point pay scale is appended below, with pro rata whole time equivalent amounts, 40 hours per week being full-time.

#### Salaried GPs (WTE) Payscale

<u>Year</u>	<u>F/T</u>	<u>30 hrs</u>	<u>24 hrs</u>	<u>20 hrs</u>	<u>12 hrs</u>
Entry / Yr 1	<b>£83,113</b>	£62,335	£49,868	£41,556	£24,934
Yr 2	<b>£85,302</b>	£63,976	£51,181	£42,651	£25,591
Yr 3	<b>£87,490</b>	£65,618	£52,494	£43,745	£26,247

Yr 4	<b>£89,678</b>	£67,259	£53,807	£44,839	£26,903
Yr 5	<b>£91,866</b>	£68,899	£55,119	£45,933	£27,559
Yr 6	<b>£94,054</b>	£70,540	£56,432	£47,027	£28,216
Yr 7	<b>£96,241</b>	£72,180	£57,744	£48,120	£28,872

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.