Dear Prof Gallen,

M&D(W)3/2015 – GP & Dental Educators pay – Explanatory note

In February this year I issued a pay circular informing employers of the pay arrangements for GP and dental educators covered by medical and dental terms and conditions of service.

Colleagues in the Wales Deanery have since contacted my officials requesting clarification of the terminology for the 2015/16 award:

For 2015/16, a 2% non-consolidated payment for those on the top of scale and a 1% non-consolidated payment for those who reached the top of scale during 2014/15.

The query related to which pay bands are determined as ‘top of scale’, as currently only Deputy Directors have received any award. This is because they are technically on the highest point of the pay scale as it is set out (see Annex A). GP educators are, however, not on an annually increasing pay scale, but instead each pay point represents a new role, earned via promotion and on that basis the non-consolidated sums would be paid to all GP Educators, not just those on the top scale of GP06.

It has been common practice in previous years to keep pace with England regarding pay awards for this cohort of staff and we have confirmed with the Department of Health that this is the approach that has been taken in England. To maintain parity, I advise that this position should be replicated in Wales and all GP Educators should receive the lump sum.

I hope this helps clarifies any confusion.

Yours sincerely,
Julie Rogers
Director, Workforce & Organisational Development
Cyfarwyddwr, Yr Gweithlu a Datblygu Sefydliadol