

VERSION 13. Updated 13th March 2024

Please use this form to advise NWSSP Payroll team to make:

- 1. Strike pay deductions for junior doctors.**
- 2. Adjustments for junior doctors who are called back to work during their strike action**
- 3. Payments to Consultants and SAS Doctors covering for strike action**

Submission Requirements

- Health Boards/Trusts **MUST Use this form for all Strike deductions and payment for cover**
- Health Boards/Trusts **MUST ONLY** submit one form for this action and emailed to NWSSP.Payrollcentral@wales.nhs.uk
- Health Boards/Trusts **MUST** submit this form by **4th of May** irrespective of normal payroll deadline to NWSSP.Payrollcentral@wales.nhs.uk

[Full Guidance is available via NHS Wales Employers](#)

Strike pay deductions for junior doctors.

- Deductions from pay for junior doctors (including Specialty GP Trainees based in GP practices) participating in strike action will be recorded in days and pay will be reduced by 1/31, 1/29 or 1/30th depending upon the month action takes place.
- Separate Guidance will be sent to GP Practices by the Single Lead Employer Team about the collation of pay deduction information. The Single Lead Employer Team will submit a pay deduction summary sheet for Speciality GP Trainees in GP Placements so there is **no requirement for Health Boards to include these staff on their Strike Pay Deduction submission.**
- All Industrial actions are deemed as disallowed days for pensions purposes regardless of the length of time the action was taken or whether the Medic returned to duty, for example if a Medic takes Industrial Action for one day in the year, their accrual for this pension will be 364 days not 365 etc.

Requirements for Junior doctors with a Certificate of Sponsorship (Visa) who have taken strike action

Please confirm whether or not the Junior Doctor striking has a certificate of sponsorship form via the drop down list. Medics with certificates of sponsorship are required to report any unpaid absence. Please also therefore remind the doctor to report the absence on the certificate of sponsorship reporting form. For Single Lead employer trainees this form must be completed via the Trainee HUB or SLE App. Trainees will be contacted directly by the SLE Team with the link to the relevant form. For Health Board employed Doctors, the Doctor will need to report the absence to the Health Board's Medical Workforce Department.

Adjustments for junior doctors who are called back to work during their strike action

- If a Junior Doctor returns to work for an emergency during a planned strike day, the part payment they receive will be non-Pensionable as the day was disallowed. When a Junior Doctor returns to work for example for 2 hours, they will get 2 hours of basic plus any contractual elements, i.e. Banding Supplements

