

**Reference Number:** FOI/2020/121  
**From:** Commercial  
**Date:** 22 April 2020  
**Subject:** Consultant overtime (March 2020) and performance related pay

- Q1 The average amount of overtime pay earned in March 2020 in pounds and pence by NHS consultants in each of the following groups:
- 2003 (2004 contract for employers in Scotland) contract consultant with 7 years' service completed
  - 2003 (2004 contract for employers in Scotland) contract consultant with 15 years' service completed
  - Pre-2003 (pre-2004 for employers in Scotland) contract level 4 consultant

A1 **Average Overtime Payment is**

Consultants with 15 years' service	£667
Consultants between 7 and 15 years' service	£840

We do not have any consultants on the pre 2003 contract

- Q2 In addition we would also like to know the average performance pay in pounds and pence awarded for 19/20 to consultants in each of the categories under point 1 above.

For the avoidance of doubt, performance related pay is intended to include:

- Local and national clinical excellence awards
- Commitment awards (these apply in Wales)
- Distinction awards (these mostly apply in Scotland)
- Discretionary Points
- Intensity Supplements

- A2
- £879.66 for consultants with between 7-14 years' service  
£287.24 for consultants with over 15 years' service
  - Not applicable
  - Not applicable
  - Information not held - not currently recorded
  - No performance related pay in relation to intensity supplements