

Salaried GP Overtime Rate Card

The BMA recommends that salaried GPs claim an overtime hourly rate for any overtime worked outside of contracted hours, or alternatively claim time off in lieu (TOIL) of additional time worked. Overtime is any time worked beyond your contracted working hours. As overtime should accrue CPD or additional annual leave we recommend it is paid above the pro-rata rate. The rates below reflect also the loss of employment benefits like sick leave or parental leave within overtime hours, and the significant disruption and inconvenience this work causes. For the same reason the TOIL allowance should be at an enhanced rate also.

	Core hours (8am to 6.30pm, Monday to Friday (excluding Bank Holidays))	Non-core hours
Overtime hourly pay rate	150%	200%
Overtime Time off in lieu (TOIL)	1.5 hours for every hour worked	2 hours for every hour worked

How to calculate your hourly rate

E.G. A salaried GP on a £66,000 annual salary for a contract of 25 hours per week (6 sessions of 4 hours and 10 minutes) has a sessional rate of £11,000.

Using sessional rate: $\text{£}11,000 / ((250 \text{ minutes per session} / 60 \text{ minutes per hour}) * 52.14 \text{ weeks per year}) = \text{£}50.63 \text{ per hour.}$

Using annual salary: $\text{£}66,000 / (25 \text{ hours per week} * 52.14 \text{ weeks per year}) = \text{£}50.63 \text{ per hour}$

This rate card will be subject to regular review and updating on a quarterly basis.