

## BMA SAS minimum extra-contractual rate card for England

**This rate card is only for use in local dispute that have been formalised by the BMA. It is valid May-September 2025.**

This rate card must be read with the related guidance. The rates apply to extra-contractual work in the context of your employment. Activities that you are asked to undertake over and above your obligations under your standard contract and agreed job plan constitute extra-contractual work. Such work is distinct from your contractual duties and you are therefore entitled to payment in addition to your usual contractual pay for undertaking the same.

This rate card is designed to help you assess the value of your time and the rates upon which you are willing to undertake extra-contractual work for your employer.

You are not obliged to agree to deliver any work beyond your standard contract and therefore can offer a rate that you consider values your time appropriately for any such work. You do not have to accept the rate offered by your employer. This is the case regardless of whether you work full-time (10 PAs) or less than full-time.

Extra-contractual work includes Waiting List Initiatives (WLIs) and additional lists, shifts or on-calls that your employer asks you to deliver that are not already a part of your agreed job plan.

## BMA supervised SAS minimum extra-contractual rate card for England

The supervised SAS rates apply where the work involves delivering care on rotas or in settings in which the doctor's work is supervised. This includes Specialty Doctors whose work is overseen by a senior SAS or consultant colleague. Examples include providing additional intermediate tier on-call, additional assistance in theatre or clinics for procedures, and assisting additional operating sessions.

When acting up to cover a colleague and not being supervised, the autonomous SAS rates will apply.

<b>Weekday</b>	<b>7am-7pm*</b>	<b>£133/hr</b>
<b>Weekday</b>	<b>7pm-11pm</b>	<b>£176/hr</b>
<b>Weekend</b>	<b>7am-11pm</b>	<b>£176/hr</b>
<b>Overnight</b>	<b>11pm-7am</b>	<b>£219/hr</b>

Must include travel, pre/post op/admin time as per standard practice.

*\* This is extra-contractual work and therefore the definition of 'Out of hours' specified in the 2021 SAS contracts does not apply.*

## BMA autonomous SAS minimum extra-contractual rate card for England

The autonomous SAS rates apply where the work involves delivering a senior level of care independently within agreed lines of responsibility. This is equivalent to senior SAS or consultant activity and includes additional: admin work such as validation notes; operating sessions, including pre-operative and post-operative care; ward rounds; outpatient activities; clinical diagnostic work; other patient treatment; public health duties; multi-disciplinary meetings about direct patient care; patient administration linked to clinical work (primarily, but not limited to, notes, letters and referrals); and, providing longer term cover for autonomous SAS doctors for on-calls where not done on a prospective basis.

<b>Weekday</b>	<b>7am-7pm*</b>	<b>£188/hr</b>
<b>Weekday</b>	<b>7pm-11pm</b>	<b>£250/hr</b>
<b>Weekend</b>	<b>7am-11pm</b>	<b>£250/hr</b>
<b>Overnight</b>	<b>11pm-7am</b>	<b>£313/hr</b>

Must include travel, pre/post op/admin time as per standard practice.

*\* This is extra-contractual work and therefore the definition of 'Out of hours' specified in the 2021 SAS contracts does not apply.*

### Additional rates

#### Non-resident on-call:

- **Supervised working** – £89/hr paid when available but not working.
- **Autonomous working** – £125/hr paid when available but not working.

For any time spent working during this period, the hourly rate, as specified within the rate card, will apply.