

CHAPTER 7

MEDICAL AND DENTAL OFFICER BONUS SCHEME

INTRODUCTION

0701. The bonus arrangements for Medical and Dental Officers (MO/DOs) replace the benefits available to members of AFPS 05 (and those who have opted out) under the EDP Scheme. The bonus payments replace not only the EDP, but also the Commission Transfer Grant (CTG) currently paid to General Medical Practitioners (GMPs) who transfer from a “short” to “medium” commission.

BONUS DETAILS

0702. Different bonus payment patterns will be given to the separate primary and secondary health care groups of MO/DO personnel, largely reflecting their different training paths. Primarily, the payments are linked to a change in commission (short to medium and medium to full).

0703. The taxable payments and their timing for both groups are shown as follows:

(a) Primary care MO/DOs. Three bonus payments:

- First primary care bonus. 80% of pensionable earnings for those who transfer to a “*medium commission*” will be paid at the end of the “*short commission*”.
- Second primary care bonus. 80% of pensionable earnings for those who transfer to a *full commission* will be paid at the end of the medium commission and after any training (medical or otherwise) return of service has been met.
- Third primary care bonus. 40% of pensionable earnings paid seven years after the second payment and after any training (medical or otherwise) return of service has been met.

(b) Secondary Care Consultants. Two bonus payments:

- First secondary care bonus. 1.8 times pensionable earnings for those who transfer to a full commission will be paid at the end of the medium commission and after any training (medical or otherwise) return of service has been met.
- Second secondary care bonus. 1.2 times pensionable earnings paid seven years after the first payment and after any training (medical or otherwise) return of service has been met.

0704. All bonus payments attract a five year return of service requirement. Failure to complete the required period of service will result in the whole bonus sum having to be repaid.

0705. If at the end of a *medium commission* a MO/DO has applied for transfer to a *full commission* but has not been accepted for further service he will be given access to the EDP Scheme (see Part 2, Chapter 2) provided he meets the qualifying criteria of at least 18 years' relevant service and be at least aged 40. This is also the case for officers who are made redundant or medically discharged. In such cases, the bonus payment will normally be recovered from the EDP lump sum where the required return of service has not been given. However, these cases will be judged on their individual circumstances. No repayment will be required where an individual is made redundant who would not be eligible for EDP. Compassionate discharges will be considered on a case by case basis.

0706. Any future changes to the terms of the Bonus Scheme will apply only to new entrants joining after the changes are announced.

0707. The bonus payment scheme also replaces the CTG currently paid to GMPs who transfer from a short to medium commission. GMPs who chose to transfer to AFPS 05 and are eligible for the first of the primary care bonuses having already received a CTG will receive the bonus payment less the value of the CTG.

0708. For the purposes of the Bonus Scheme, GMPs, GDPs and Occupational Medicine and Public Health Medicine specialists will be treated as being in the primary care group. All other consultants including Psychiatry and "pure" Aviation medicine consultants will be treated as being in the secondary care consultants group. A general principle of the bonus scheme is that an individual who has received a bonus under either the primary or secondary care category will be eligible only for future bonus payments in that same category. Training must commence before the end of the medium commission for the return of service obligation to affect the timing of the medium commission bonus payment.

0709. A summary of the bonus payment points and how they relate to the various commissions is at Annex A.

BONUSES FOR THOSE WHO TRANSFERRED UNDER OTT

0710. For those personnel who transferred from AFPS 75 to AFPS 05 under the OTT the following will apply:

(a) Personnel who, at the Member Transfer Date (MTD) of 6 Apr 06, have still not reached the end of what would have been their original short or medium commission, despite having already transferred to a longer engagement, will be eligible for the bonus payments at the point where the original commission would have ended (and any training return of service has been met).

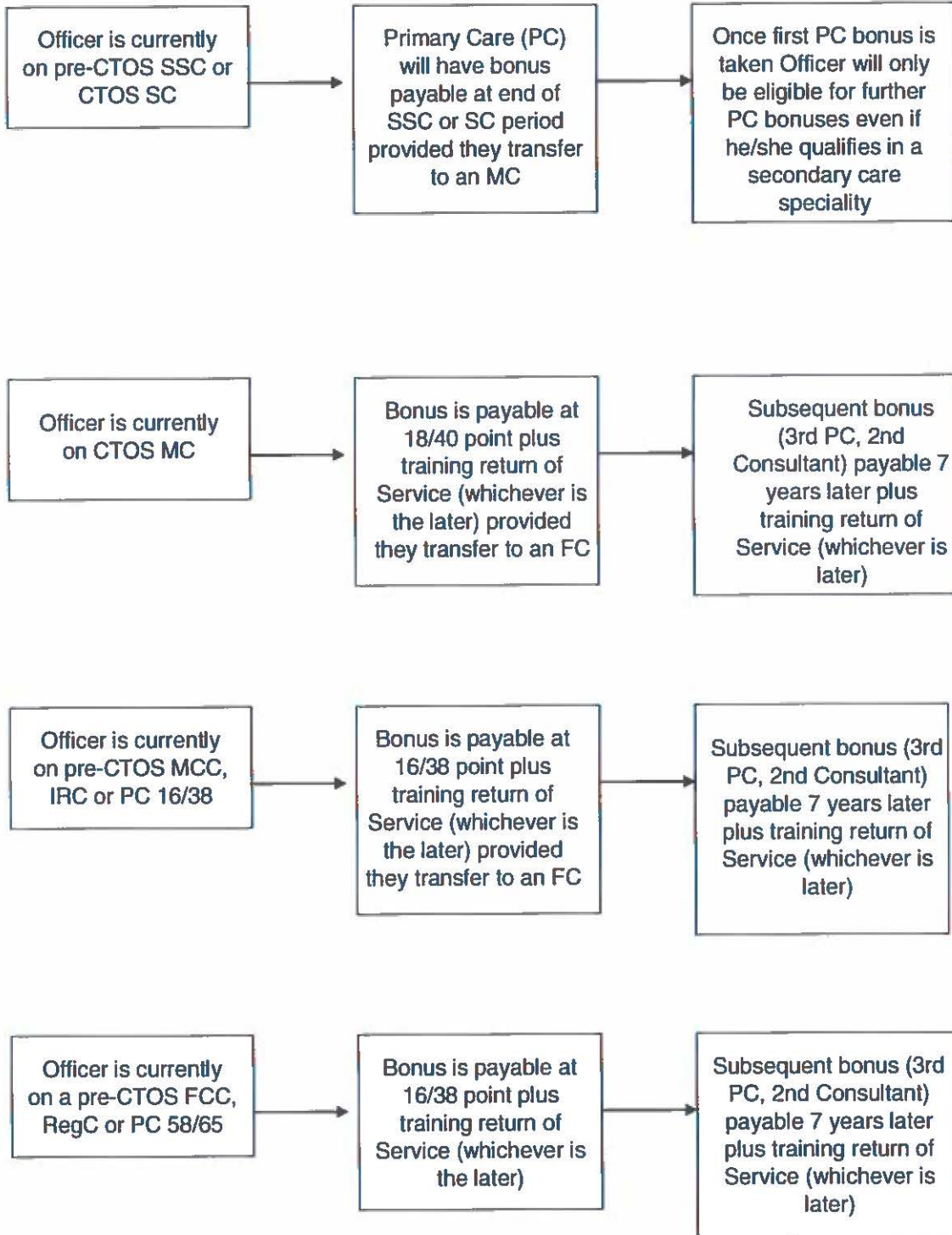
(b) Personnel who, at the MTD have still not reached the point of payment of the third bonus (for primary care MO/DOs) or second bonus (for secondary care consultants) will be eligible for the bonus payment at the payment point (and after any training return of service has been met).

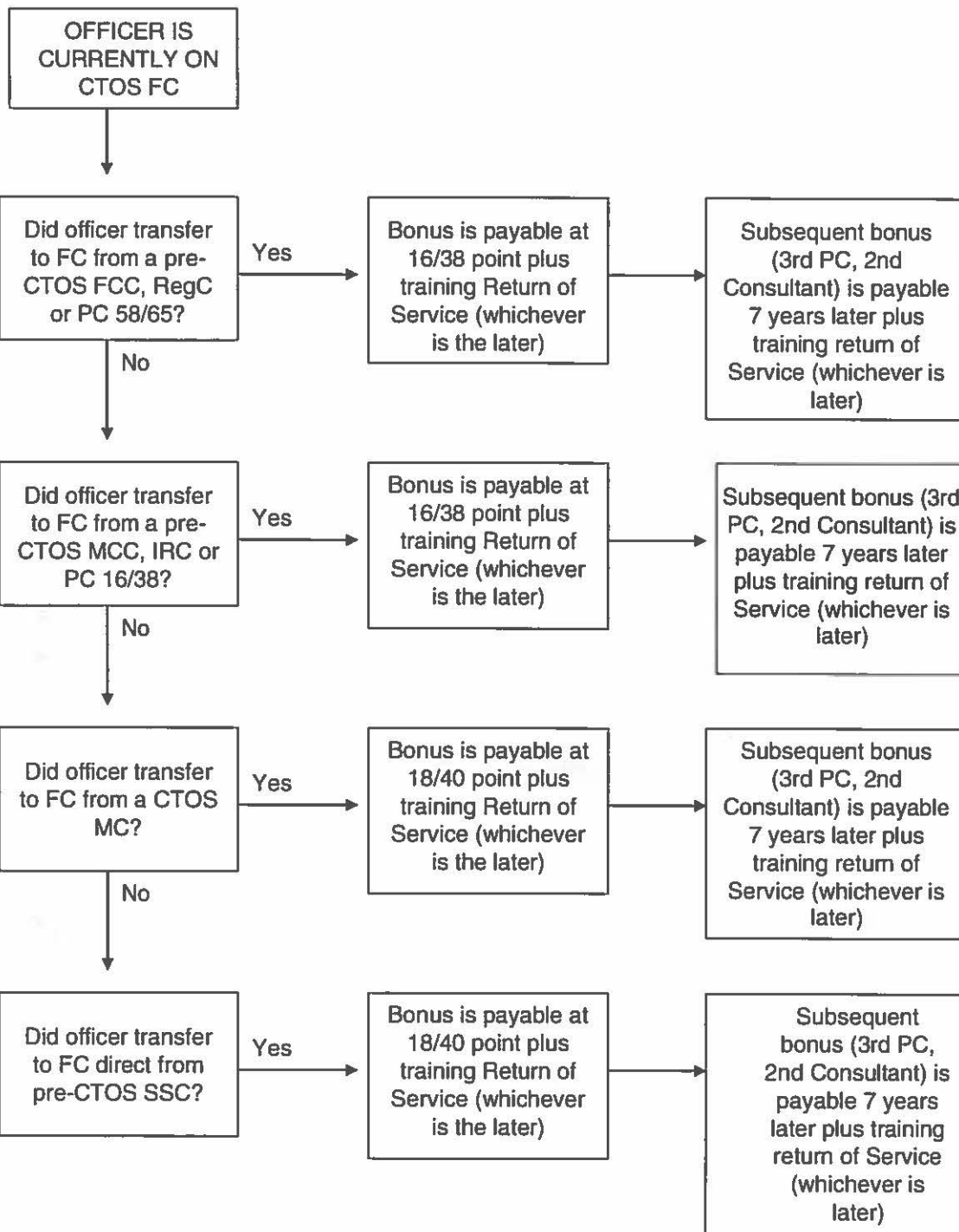
(c) Personnel, who are past a bonus payment point at the MTD will not receive that bonus payment.

HOW TO CLAIM A BONUS

0711. Entitled personnel who wish to claim a bonus payment should complete the form at Annex B and pass it to the relevant medical authority, as shown on the form, who will provide approval to pay the bonus payment. The form should then be sent to the relevant Veterans UK (GL) authority as authorisation for payment. |

SUMMARY OF BONUS PAYMENT POINTS





NOTES:

1. 16/38 Point is 16 years service or age 38, whichever is the later. For RN this point is the MCC Tx date. For Army and RAF service begins on the date of full registration or the date of commission or age 21 (whichever is later).
2. 18/40 Point is 18 years service or age 40 (whichever is the later). For RN this point is the MCC Tx date. For Army and RAF service begins on the date of full registration or the date of commission or age 21 (whichever is later).
3. Bonuses are only payable if payment point occurs on or after 6 April 2006.

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MEDICAL AND DENTAL OFFICERS (MO/DO) BONUS

Part 1 (To be completed by applicant)

Service Number.....Rank

Full Name.....

Primary/secondary care bonus applied for¹

Date of end of short or medium commission²

Date training Return of Service completed

Effective date of bonus payment³

5 year return of service expires on⁴

In accordance with the letter of 30 March 2006 (D/SP Pol Pensions/afps 2005/bonus schemes/medical and dental officers), I hereby apply for the MO/DO bonus set out above. I understand that the paying authorities will make the payment on the first possible payday after they receive a Statement of Acceptance with both Parts 1 and 2 completed. I also understand that this payment is made on the basis that I complete five years' service following receipt of the bonus and that if I do not do so I shall be required to repay the full amount as a lump sum before leaving the Service. However, I understand that there are circumstances in which I shall not be required to repay the bonus if I leave before the end of my five years' return of service, such as if I am made redundant or medically discharged providing I have not reached my EDP point (18/40) (see Part 4, chapter 7, para 0705 of JSP 764 for details). If possible, recovery will be made from any Early Departure Payment (EDP) lump sum, where this is paid. Alternative recovery action will be taken in instances where an EDP lump sum is not paid. I understand that for those discharged on compassionate grounds their cases will be considered on a case by case basis.

Date..... Signature

On completion the form should be passed to:

Medical Officers

RN – DNCM SO1 Med: Army – Col AMS MCM Div: RAF – DACOS Med Prof Spt

Dental Officers

DDS – AD PPR (advice from: MDG(N) SO1 Dental; Col AMS MCM Div; PMA 20)

- 1 Bonus details are set out in para 3 of covering letter
- 2 This should be the date the commission was originally scheduled to end even if the individual has now moved onto a new commission.
- 3 Effective date of payment is at end of commission or end of training Return of Service whichever is the later.
- 4 Bonus Return of Service expires 5 years from the effective date of bonus payment.

Part 2 (To be completed by the relevant medical authority)

The following:

Service Number.....Rank

Full Name.....

qualifies for the MO/DO bonus payment as he/she has agreed to transfer to a medium/full [*delete as applicable*] commission or has completed 7 years' service since the earlier bonus payment point. I confirm that the end of commission and training Return of Service dates are correct and that the effective date of bonus payment should be.....

| The pensionable earnings in payment on this date should be used in calculating the amount of bonus payable. [*Bonus payment details are in paragraph 3 of this letter*]

Date..... Signature

Appointment.....

Rank/Name.....

On completion, this form should be passed to:

- | RN - Veterans UK (GL) (C), RN Pay (Bonus Payment and Return of Service Update)
- | Army - Veterans UK (GL) (G) HEO Offrs Pay Div (Bonus Payment)
 - AMS MCM Div (2)-1 for the Return of Service update and copy for P/File: 1 to applicant
- | - Veterans UK (GL) (G) Offrs Pay File.
- | RAF - Veterans UK (GL) JPAC, Glasgow (Bonus Payment)
 - PMA 20 (RAF) for the officer's dossier
 - PMA 8 (RAF) For the Return of Service update on JPA