

## Graduated Subscriptions FAQ

### What are graduated subscriptions?

'Graduated subscriptions' is CMF's name for *basic salary*<sup>1</sup> linked subscription bands which were implemented from 1 January 2013

### Why is CMF moving to graduated subscriptions?

As you will know, in the past, CMF offered a reduced subscription rate to those in the first four years post-graduation, those working part-time, those working in resource poor settings overseas, associates and the retired. For 'Juniors', after the reduced rate period ran out, the subscription rose to the full rate which is currently £225 per annum.

This approach was criticised on a number of grounds:-

- The reduced rate for 'Juniors' was the same during a period of time when most in the category experienced quite significant increases in salary.
- Not every member achieved a 'full' salary after four years and yet was expected to pay the full subscription.
- For those working part-time, the same subscription applied to those working for nine sessions or one session per week.

In order to try and provide a fairer scale of membership rates for all our members the board has decided to implement subscription rates based on annual basic salary

### What are the bands?

Basic Salary	Subscription (2016 rate)
Up to £25,000	£45
£25,001 to £40,000	£108
£40,001 to £55,000	£162
£55,001+	£225

### What does this mean for me?

#### If you are currently on one of CMF's reduced rates of subscription:

You will be asked to let us know which salary band you fall in to. This could mean that one of the new subscription rates applies to you. However members already on the reduced rate of subscription will be given the opportunity to opt-out of graduated subscriptions and continue to pay at the old rate if they prefer.

#### If you are currently on the full rate of membership:

If your *basic salary*<sup>1</sup> is less than £55,000 you will also be eligible to move to one of the graduated subscription rates.

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<sup>1</sup> *Basic salary* does not include out of hours supplements or clinical excellence awards.