

Pay Circular (M&D) 4/2006

Pay and conditions for hospital medical and dental staff, doctors in public health medicine and the community health service

To: All NHS employers

Summary

This pay circular informs NHS employers of the changes with effect from 1 November 2006 in the national pay and conditions of service of consultants on both the pre 2003 and 2003 consultant contracts and of locum rates for Foundation level 2 programmes.

Action

- 1 The revised national salaries, fees and allowances for consultants on both the pre 2003 and 2003 consultant contract apply in full with effect from 1 November 2006. Please implement and, where necessary, backdate the new awards as soon as possible.
- 2 The new pay rates for locum practitioners in Foundation level 2 posts (FHO2) should be implemented with immediate effect.

Uplifts to national salary scales from 1 November 2006

- 3 Consultants have already received a 1 per cent increase to their salaries, fees and allowances from 1 April 2006. This circular provides details of the further uplift to consultants' salaries, fees and allowances from 1 November to implement the full award for 2006/07 of 2.2 per cent.

Payment for locum practitioners in Foundation Programmes

- 4 Payment for locum practitioners in Foundation level 1 posts (FHO1) remains the same as for trainees in PRHO and HO locum posts. This circular contains new rates for practitioners carrying out locum duties in Foundation level 2 (FHO2) posts; these are set out in Section 7 of the attached annex A.

MC73 consultant locum pay code

- 5 When the consultant contract was introduced in 2003 it was agreed that MC51 to MC71 and MC72 00 to 19 should be the designated pay codes for consultants first appointed before 31 October 2003 and on or after 31 October 2003 respectively.
- 6 Payroll providers also made available the MC73 pay code so that, if they chose to do so, employers could distinguish by pay code those consultants appointed substantively and those appointed on a locum basis. However, MC73 is not a pay scale like MC51 or MC72, where there is a clear progression path through the thresholds. It is simply a collection of pay values

which includes every possible threshold point from both the MC51 and MC72 scales, including transitional points, upon which a locum consultant could be placed.

- 7 As locum consultant appointments are not permanent posts and tenure is as agreed on appointment, i.e. for a maximum of six months and then in exceptional circumstances up to twelve months, we would expect a reassessment of basic salary to take place with each new locum appointment. Please see Schedule 22 of the Terms and Conditions for details.
- 8 For more information on determining on which of the MC73 pay code scales a locum consultant should be placed, please see the consultant contract 'Frequently Asked Questions' which will shortly be published at: <http://www.nhsemployers.org/pay-conditions/pay-conditions-348.cfm>

Effect of amendments

- 9 The revised national salaries, fees and allowances for consultants given in annex A to this pay circular replace those notified in Pay Circular (M&D)1/2006 and will take effect from 1 November 2006.
- 10 The revised allowances and salary points for 2006/7 are calculated on the basis of a cumulative uplift on 2003/4 baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2005/6 figures.

Documentation

- 11 For ease of reference, annex A to this Circular incorporates those tables previously issued with pay circulars PC (M&D) 1/2006 and PC (M&D) 3/2006 which have remained unchanged. It includes full reference to trainees on Foundation Programmes, including locum rates.
- 12 Employers may therefore wish to substitute this amended annex A for that issued under cover of PC (M&D) 1/2006.

Enquiries

- 13 Employers should direct enquiries to: doctorsanddentists@nhsemployers.org
- 14 Employees should direct personal enquiries to their employer.

Further copies

- 15 Copies of this circular can be downloaded from: www.nhsemployers.org
- 16 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts and increases in pay for medical and dental staff covered by this circular rested

with the Department of Health and was published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: www.dh.gov.uk/letters.

A handwritten signature in black ink that reads "G Bellord". The signature is written in a cursive style. To the right of the signature, there is a vertical red line.

Gill Bellord
Head of Pay and Negotiations
NHS Employers

Annex A: Section 1: Basic rates of pay per annum, effective from 1 November 2006 for consultants on the pre 2003 contract and effective from 1 April 2006 for other staff

Terms and Conditions of Service of Hospital Medical and Dental Staff and Public Health and Community Doctors

Grade	Pay Scale Code	Basic salary (£)													
		M in	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	M C 21/KC 11 ¹	58632	62899	67167	71434	76300									
Associate Specialist	M C 01	34977	38788	42598	46408	50219	54029	59061	63422	65232 ²	67593 ²	69954 ²	72315 ²	74676 ²	77039 ²
Staff Grade Practitioner	M H 01 ¹	31547	34131	36714	39298	41882	44465	47049	49632						
		M H 03	M H 03	M H 03	M H 03	M H 03	M H 03	M H 05	M H 05	M H 05	M H 05	M H 05	M H 05	M H 05	
Staff Grade Practitioner	M H 03/5 ³	31547	34131	36714	39298	41882	44924	47049 ⁴	49632 ⁴	52216 ⁴	54800 ⁴	57383 ⁴	59968 ⁴		
SCMO	KB 11 ¹	43059	45741	48422	51103	53785	56466	59147	61829						
CMO	KB 01 ¹	30179	31867	33555	35243	36931	38619	40307	41996						
Senior Registrar	M N 41/KA 21 ¹	33325	35092	36860	38628	40395	42163	43931							
Registrar	M N 31/KA 11 ¹	28930	30395	31860	33325	35092									
Specialist Registrar	M N 25/KA 31	28930	30395	31860	33325	35092	36860	38628	40395 ⁵	42163 ⁵	43931 ⁵				
Senior House Officer	M N 21/KA 01	25882	27617	29352	31087	32822	34557 ⁵	36292 ⁵							
House Officer	M N 11	20741	22076	23411											
PRHO	M N 01	20741	22076												
Hospital practitioners/session	M D 01-41	4218	4462	4706	4951	5195	5439	5683							
Foundation House Officer 2	M N 15	25882	27617	29352											
Foundation House Officer 1	M N 13	20741	22076	23411											

(NB: Endnotes appear on page 19)

Annex A: Section 2

Consultant pay and allowances effective from 1 November 2006

Annex A

Pay progression for consultants appointed before 31 October 2003

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2006/7 Rates)	Pay Scale
30 +	On transfer to new contract		£85,153	MC71
	1 year after transfer	7	£90,495	
	2 years after transfer	8	£95,831	
21-29	On transfer to new contract		£79,812	MC70
	1 year after transfer	6	£85,153	
	2 years after transfer	7	£90,495	
	3 years after transfer	8	£95,831	
20	On transfer to new contract		£79,812	MC69
	1 year after transfer	6	£85,153	
	3 years after transfer	7	£90,495	
	4 years after transfer	8	£95,831	
19	On transfer to new contract		£79,812	MC68
	1 year after transfer	6	£85,153	
	3 years after transfer	7	£90,495	
	5 years after transfer	8	£95,831	
18	On transfer to new contract		£79,812	MC67
	2 years after transfer	6	£85,153	
	3 years after transfer	7	£90,495	
	5 years after transfer	8	£95,831	
17	On transfer to new contract		£79,812	MC66
	2 years after transfer	6	£85,153	
	4 years after transfer	7	£90,495	
	6 years after transfer	8	£95,831	
16	On transfer to new contract		£79,812	MC65
	3 years after transfer	6	£85,153	
	4 years after transfer	7	£90,495	
	7 years after transfer	8	£95,831	
15	On transfer to new contract		£79,812	MC64
	3 years after transfer	6	£85,153	
	4 years after transfer	7	£90,495	
	8 years after transfer	8	£95,831	
14	On transfer to new contract		£79,812	MC63
	3 years after transfer	6	£85,153	
	5 years after transfer	7	£90,495	
	9 years after transfer	8	£95,831	
13	On transfer to new contract		£79,812	MC62
	3 years after transfer	6	£85,153	
	5 years after transfer	7	£90,495	
	10 years after transfer	8	£95,831	
12	On transfer to new contract		£79,812	MC61
	3 years after transfer	6	£85,153	
	6 years after transfer	7	£90,495	
	11 years after transfer	8	£95,831	
11	On transfer to new contract		£79,812	MC60
	4 years after transfer	6	£85,153	
	7 years after transfer	7	£90,495	
	12 years after transfer	8	£95,831	
10	On transfer to new contract		£79,812	MC59
	4 years after transfer	6	£85,153	
	8 years after transfer	7	£90,495	
	13 years after transfer	8	£95,831	

Annex A: Section 2
Consultant pay and allowances effective from 1 November 2006

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2006/7 Rates)	Pay Scale
9	On transfer to new contract		£79,812	MC58
	4 years after transfer	6	£85,153	
	9 years after transfer	7	£90,495	
	14 years after transfer	8	£95,831	
8	On transfer to new contract		£79,812	MC57
	5 years after transfer	6	£85,153	
	10 years after transfer	7	£90,495	
	15 years after transfer	8	£95,831	
7	On transfer to new contract		£79,812	MC57
	5 years after transfer	6	£85,153	
	10 years after transfer	7	£90,495	
	15 years after transfer	8	£95,831	
6	On transfer to new contract		£78,690	MC56
	1 year after transfer	5	£79,812	
	5 years after transfer	6	£85,153	
	10 years after transfer	7	£90,495	
	15 years after transfer	8	£95,831	
5	On transfer to new contract		£77,569	MC55
	1 year after transfer	*	£78,690	
	2 years after transfer	5	£79,812	
	6 years after transfer	6	£85,153	
	11 years after transfer	7	£90,495	
	16 years after transfer	8	£95,831	
4	On transfer to new contract		£72,510	MC54
	1 year after transfer	3	£75,320	
	2 years after transfer	4	£77,569	
	3 years after transfer	5	£79,812	
	6 years after transfer	6	£85,153	
	11 years after transfer	7	£90,495	
	16 years after transfer	8	£95,831	
3	On transfer to new contract		£71,944	MC53
	1 year after transfer	*	£74,193	
	2 years after transfer	4	£77,569	
	3 years after transfer	5	£79,812	
	7 years after transfer	6	£85,153	
	12 years after transfer	7	£90,495	
	17 years after transfer	8	£95,831	
2	On transfer to new contract		£71,383	MC52
	1 year after transfer	2	£73,071	
	2 years after transfer	4	£77,569	
	3 years after transfer	5	£79,812	
	8 years after transfer	6	£85,153	
	13 years after transfer	7	£90,495	
	18 years after transfer	8	£95,831	
1	On transfer to new contract		£70,822	MC51
	1 year after transfer	*	£71,944	
	2 years after transfer	3	£75,320	
	3 years after transfer	4	£77,569	
	4 years after transfer	5	£79,812	
	9 years after transfer	6	£85,153	
	14 years after transfer	7	£90,495	
	19 years after transfer	8	£95,831	

* For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes.

Annex A: Section 2
Consultant pay and allowances effective from 1 November 2006

Annex B

Pay progression for consultants appointed on or after 31st October 2003

Threshold	Years completed as a consultant	Basic salary 2006/7	Period before eligibility for next threshold	Payroll point
1	0	£70,822	1 year	MC72 Point 00
2	1	£73,071	1 year	MC72 Point 01
3	2	£75,320	1 year	MC72 Point 02
4	3	£77,569	1 year	MC72 Point 03
5	4	£79,812	5 years	MC72 Point 04
	5	£79,812	4 years	MC72 Point 05
	6	£79,812	3 years	MC72 Point 06
	7	£79,812	2 years	MC72 Point 07
	8	£79,812	1 year	MC72 Point 08
6	9	£85,153	5 years	MC72 Point 09
	10	£85,153	4 years	MC72 Point 10
	11	£85,153	3 years	MC72 Point 11
	12	£85,153	2 years	MC72 Point 12
	13	£85,153	1 year	MC72 Point 13
7	14	£90,495	5 years	MC72 Point 14
	15	£90,495	4 years	MC72 Point 15
	16	£90,495	3 years	MC72 Point 16
	17	£90,495	2 years	MC72 Point 17
	18	£90,495	1 year	MC72 Point 18
8	19	£95,831	-	MC72 Point 19

Annex A: Section 2

Consultant pay and allowances effective from 1 November 2006

Additional supplement for Directors of Public Health (Chief Officer Supplement)

Table 2: Value of supplement (either contract)⁶

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£12,769	£18,535	
Band B	£4,944	£9,899	£12,769
Band C	£4,133	£8,239	£9,899
Band D	£3,295	£6,589	£8,239

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary).

Table 3: Total salary for DPH's on old contract (with additional supplement included)⁶

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	KE31 ¹	£89,069	£94,835	
Band B	KE21 ¹	£81,244	£86,199	£89,069
Band C	KE11 ¹	£80,433	£84,539	£86,199
Band D	KE01 ¹	£79,595	£82,889	£84,539

(NB: Table 3 shows the value of the Director of Public Health supplement added to the maximum of the old consultant salary scale. **These total values are not to be used for consultants on the 2003 consultant contract**).

Table 4: Clinical Excellence Awards for Consultants (either contract)⁷

Awarded by Local Committees			
Level 1	£2,850		
Level 2	£5,700		
Level 3	£8,550		
Level 4	£11,400		
Level 5	£14,250		
Level 6	£17,100		
Level 7	£22,800		
Level 8	£28,500	Awarded by ACCEA	
Level 9	£34,200	Level 9 (Bronze)	£34,200
		Level 10 (Silver)	£44,965
		Level 11 (Gold)	£56,206
		Level 12 (Platinum)	£73,068

Table 5: Discretionary Points for Consultants (either contract)

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,088	£6,176	£9,264	£12,352	£15,440	£18,528	£21,616	£24,704

Annex A: Section 2
Consultant pay and allowances effective from 1 November 2006

Table 6: Distinction Awards for Consultants (either contract)

Level of Award	
A+ awards	£73,158
A awards	£53,911
B awards	£30,808

Table 7: Intensity Supplements for Consultants (old contract only)

Banding	
Daytime Intensity Supplement (paid yearly)	£1,204
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£907
Band 2 (medium intensity)	£1,808
Band 3 (high intensity)	£2,703

Annex A: Section 3
Public health pay and allowances

Protected salary scale (Para 25a – e)

Table 1: Emergency rota allowance (CMO/SCMO)

Number of Duties	Rate per half year (£)
4 to 11	£169
12 to 17	£338
18 to 23	£507
24 to 29	£676
30 to 35	£845
36 to 41	£1,014
42 to 47	£1,183
48 to 53	£1,352
54 to 59	£1,521
60 to 65	£1,690
66 to 71	£1,859
72 or more	£2,028

Annex A: Section 4 Doctors in training

Table 1: Total Salaries for Full-Time Training Posts from 1st April 2006⁸

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/ FHO1	Min	£20,741	£24,890	£29,038	£31,112	£37,334	£41,482
	1	£22,076	£26,492	£30,907	£33,114	£39,737	£44,152
	2	£23,411	£28,094	£32,776	£35,117	£42,140	£46,822
FHO2	Min	£25,882	£31,059	£36,235	£38,823	£46,588	£51,764
	1	£27,617	£33,141	£38,664	£41,426	£49,711	£55,234
	2	£29,352	£35,223	£41,093	£44,028	£52,834	£58,704
SHO	Min	£25,882	£31,059	£36,235	£38,823	£46,588	£51,764
	1	£27,617	£33,141	£38,664	£41,426	£49,711	£55,234
	2	£29,352	£35,223	£41,093	£44,028	£52,834	£58,704
	3	£31,087	£37,305	£43,522	£46,631	£55,957	£62,174
	4	£32,822	£39,387	£45,951	£49,233	£59,080	£65,644
	5	£34,557	£41,469	£48,380	£51,836	£62,203	£69,114
	6	£36,292	£43,551	£50,809	£54,438	£65,326	£72,584
SpR	Min	£28,930	£34,716	£40,502	£43,395	£52,074	£57,860
	1	£30,395	£36,474	£42,553	£45,593	£54,711	£60,790
	2	£31,860	£38,232	£44,604	£47,790	£57,348	£63,720
	3	£33,325	£39,990	£46,655	£49,988	£59,985	£66,650
	4	£35,092	£42,111	£49,129	£52,638	£63,166	£70,184
	5	£36,860	£44,232	£51,604	£55,290	£66,348	£73,720
	6	£38,628	£46,354	£54,080	£57,942	£69,531	£77,256
	7	£40,395	£48,474	£56,553	£60,593	£72,711	£80,790
	8	£42,163	£50,596	£59,029	£63,245	£75,894	£84,326
9	£43,931	£52,718	£61,504	£65,897	£79,076	£87,862	

**Table 2: Total salaries for flexible trainees working less than 40 hours per week⁹
(Pre-June 2005 pay arrangements)**

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	£20,741	£21,779	£25,927
	1	£22,076	£23,180	£27,595
	2	£23,411	£24,582	£29,264
SHO	Min	£25,882	£27,177	£32,353
	1	£27,617	£28,998	£34,522
	2	£29,352	£30,820	£36,690
	3	£31,087	£32,642	£38,859
	4	£32,822	£34,464	£41,028
	5	£34,557	£36,285	£43,197
SpR	Min	£28,930	£30,377	£36,163
	1	£30,395	£31,915	£37,994
	2	£31,860	£33,453	£39,825
	3	£33,325	£34,992	£41,657
	4	£35,092	£36,847	£43,865
	5	£36,860	£38,703	£46,075
	6	£38,628	£40,560	£48,285
	7	£40,395	£42,415	£50,494
	8	£42,163	£44,272	£52,704
9	£43,931	£46,128	£54,914	

Annex A: Section 4: Table 3
 Doctors in training – flexible Trainees
 Post June 2005 pay arrangements¹⁰

PRHO / FHO1				FHO2			SHO							SpR										
Basic				Basic			Basic							Basic										
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9	Point
F5	10,371	11,038	11,706	12,941	13,809	14,676	12,941	13,809	14,676	15,544	16,411	17,279	18,146	14,465	15,198	15,930	16,663	17,546	18,430	19,314	20,198	21,082	21,966	F5
F6	12,445	13,246	14,047	15,530	16,571	17,612	15,530	16,571	17,612	18,653	19,694	20,735	21,776	17,358	18,237	19,116	19,995	21,056	22,116	23,177	24,237	25,298	26,359	F6
F7	14,519	15,454	16,388	18,118	19,332	20,547	18,118	19,332	20,547	21,761	22,976	24,190	25,405	20,251	21,277	22,302	23,328	24,565	25,802	27,040	28,277	29,515	30,752	F7
F8	16,593	17,661	18,729	20,706	22,094	23,482	20,706	22,094	23,482	24,870	26,258	27,646	29,034	23,144	24,316	25,488	26,660	28,074	29,488	30,903	32,316	33,731	35,145	F8
F9	18,667	19,869	21,070	23,294	24,856	26,417	23,294	24,856	26,417	27,979	29,540	31,102	32,663	26,037	27,356	28,674	29,993	31,583	33,174	34,766	36,356	37,947	39,538	F9
FC (20% supplement)				FC (20% supplement)			FC (20% supplement)							FC (20% supplement)										
0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9		
F5	12,446	13,246	14,048	15,530	16,571	17,612	15,530	16,571	17,612	18,653	19,694	20,735	21,776	17,358	18,238	19,116	19,996	21,056	22,116	23,177	24,238	25,299	26,360	F5
F6	14,934	15,896	16,857	18,636	19,886	21,135	18,636	19,886	21,135	22,384	23,633	24,882	26,132	20,830	21,885	22,940	23,994	25,268	26,540	27,813	29,085	30,358	31,631	F6
F7	17,423	18,545	19,666	21,742	23,199	24,657	21,742	23,199	24,657	26,114	27,572	29,028	30,486	24,302	25,533	26,763	27,994	29,478	30,963	32,448	33,933	35,418	36,903	F7
F8	19,912	21,194	22,475	24,848	26,513	28,179	24,848	26,513	28,179	29,844	31,510	33,176	34,841	27,773	29,180	30,586	31,992	33,689	35,386	37,084	38,780	40,478	42,174	F8
F9	22,401	23,843	25,284	27,953	29,828	31,701	27,953	29,828	31,701	33,575	35,448	37,323	39,196	31,245	32,828	34,409	35,992	37,900	39,809	41,720	43,628	45,537	47,446	F9
FB (40% supplement)				FB (40% supplement)			FB (40% supplement)							FB (40% supplement)										
0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9		
F5	14,520	15,454	16,389	18,118	19,333	20,547	18,118	19,333	20,547	21,762	22,976	24,191	25,405	20,251	21,278	22,302	23,329	24,565	25,802	27,040	28,278	29,515	30,753	F5
F6	17,423	18,545	19,666	21,742	23,200	24,657	21,742	23,200	24,657	26,115	27,572	29,029	30,487	24,302	25,532	26,763	27,993	29,479	30,963	32,448	33,932	35,418	36,903	F6
F7	20,327	21,636	22,944	25,366	27,065	28,766	25,366	27,065	28,766	30,466	32,167	33,866	35,567	28,352	29,788	31,223	32,660	34,391	36,123	37,856	39,588	41,321	43,053	F7
F8	23,231	24,726	26,221	28,989	30,932	32,875	28,989	30,932	32,875	34,818	36,762	38,705	40,648	32,402	34,043	35,684	37,324	39,304	41,284	43,265	45,243	47,224	49,203	F8
F9	26,134	27,817	29,498	32,612	34,799	36,984	32,612	34,799	36,984	39,171	41,356	43,543	45,729	36,452	38,299	40,144	41,991	44,217	46,444	48,673	50,899	53,126	55,354	F9
FA (50% supplement)				FA (50% supplement)			FA (50% supplement)							FA (50% supplement)										
0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9		
F5	15,557	16,557	17,559	19,412	20,714	22,014	19,412	20,714	22,014	23,316	24,617	25,919	27,219	21,698	22,797	23,895	24,995	26,319	27,645	28,971	30,297	31,623	32,949	F5
F6	18,668	19,869	21,071	23,295	24,857	26,418	23,295	24,857	26,418	27,980	29,541	31,103	32,664	26,037	27,356	28,674	29,993	31,584	33,174	34,766	36,356	37,947	39,539	F6
F7	21,779	23,181	24,582	27,177	28,998	30,821	27,177	28,998	30,821	32,642	34,464	36,285	38,108	30,377	31,916	33,453	34,992	36,848	38,703	40,560	42,416	44,273	46,128	F7
F8	24,890	26,492	28,094	31,059	33,141	35,223	31,059	33,141	35,223	37,305	39,387	41,469	43,551	34,716	36,474	38,232	39,990	42,111	44,232	46,355	48,474	50,597	52,718	F8
F9	28,001	29,804	31,605	34,941	37,284	39,626	34,941	37,284	39,626	41,969	44,310	46,653	48,995	39,056	41,034	43,011	44,990	47,375	49,761	52,149	54,534	56,921	59,307	F9
(* Not PRHO)																								

Annex A: Section 5 Other fees, charges and allowances

Para ¹¹ / Sched ¹²	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.39	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£4,830.76	
			Non-resident staff	Resident staff
55 to 57 / Sch 16	London Weighting:		(£)	(£)
	London Zone from 1 April 2005	year	£2,162	£602
	Extra-territorially managed Units from 1 July 1979		£527	£147
	Fringe Zone 1 July 1981		£149	£38
88	Staff Fund			
	Payment for each eligible bed	year	£615	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£7,578	
	Lower rate	year	£3,789	
	12 hrs per day Mon-Fri	year	£2,709	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,310	
91.b	Payment for one hour or less of clinical work per week	year	£1,147	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,294	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£24.76	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,310	
"	Maximum annual payment (i.e. for 9 sessions)	year	£38,790	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,147	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,294	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£23.34	
"	Maximum payment per session (i.e. three times hourly rate)	session	£70.02	

Annex A: Section 5
Other fees, charges and allowances

Para ¹¹ / Sched ¹²	Nature of fee	Charge or Allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	item of service	£77.22
	Intermediate Rate	"	£38.61
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£231.66
145 / Sch 10	Combined fee for completion of form CVI	item of service	£117.78
	For re-examination (provided previous form CVI available)	"	£100.63
146	Lower rate	items of service	£19.33
155	Exceptional consultation by a consultant		£144.68
157	Exceptional consultation by a general practitioner		£47.74
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£56.03
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£44.40
	Other grades	"	£32.60
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£70.98

Annex A: Section 6 Transport fees and allowances

Mileage Allowance¹³

1 Public transport rate: 23p per mile.

2 Regular user rates:

Motor cars with three or four wheels: ¹⁴

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Lump sum	(£)	399.00	475.00	580.00	580.00
Up to 9,000 miles	(p)	27.0	33.5	40.0	40.0
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3 Standard rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(p)	34.0	43.0	53.0	53.0
3,501 - 9,000 miles	(p)	23.0	28.2	33.5	41.0
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4 Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	16.2	25.3		
Over 5,000 miles	(p)	6.1	9.0		

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p per mile

Crown Cars: Private Use¹⁶

A The current rates of:

£

Road Fund Licence	e.g.	155
Insurance for Private Use ¹⁷ (National call-off contract)	e.g.	88
Including cover for private use:	e.g.	128
Handling charge		95

B Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

$$\frac{\left(\text{Cost of Contract Hire at maximum quoted mileage} \right) - \left(\text{Cost of Contract Hire at minimum quoted mileage} \right)}{1000}$$

plus total excess costs for non-base vehicle, where appropriate,

plus VAT on total charge to practitioner (A+B).

Annex A: Section 7 Locum tenens appointments

Consultant										
Locum consultants should be employed on the 2003 contract. Basic salary for individual locum consultants should be determined using Schedule 22 of the Terms and Conditions ¹⁸ , and the consultant placed on the appropriate point of the scale of annual salaries below.										
Code	0	1	2	3	4	5	6	7	8	9
MC73-0	£70,822	£71,383	£71,944	£72,510	£73,071	£74,193	£75,320	£77,569	£78,690	£79,812
MC73-1	£85,153	£90,495	£95,831							
				Rate (£) : Per Week				Rate (£) : Per notional half day		
Associate Specialist				926.64				84.24		
Part-time Medical or Dental Officer (paragraphs 94 - 105)								82.66		
Hospital Practitioner								94.94		
Staff Grade				778.43				77.85		

House Officer, Senior House Officer, Specialist Registrar, Registrar, & Senior Registrar :

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ¹⁹
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ¹⁹
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ¹⁹
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²⁰

Hourly Rates (£) : Bands LA, LB, LC				
Band	Basic Hourly rate	LC	LB	LA
HO / FHO1	10.59	14.83	15.89	19.07
FHO2	13.25	18.55	19.88	23.85
SHO	14.91	20.88	22.37	26.84
SpR	17.25	24.15	25.88	31.05

Weekly Rates (£) : Band LL							
Band	Basic Weekly Rate²⁰	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	508.05	609.66	711.27	762.08	762.08	914.49	1016.10
FHO2	635.56	762.68	889.79	953.34	953.34	1144.01	1271.12
SHO	715.42	858.51	1001.59	1073.13	1073.13	1287.76	1430.84
SpR	827.94	993.53	1159.12	1241.91	1241.91	1490.30	1655.88

(NB: Junior doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointments for Training (LAT) are excluded from this arrangement).

Annex A: Section 8 Family planning fees and miscellaneous

Effective from 1 April 2006 (fees under 3.ii. and 3.iii. effective from 1 November 2006)

The following fees and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included in this handbook solely for the convenience of users. For consultants on the 2003 contract, employers should note the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees.

	Family planning fees	Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£111.13	£54.83
	b. during the course of another procedure	£75.13	£36.34
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£150.25	£73.38
	b. during the course of another procedure	£100.50	£48.89
iii.	Fee for the reversal of male sterilisation	£170.87	£85.38
iv.	Fee for the reversal of female sterilisation	£239.01	£119.75
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£75.13	£54.83
	b. during the course of another procedure	£49.71	£36.34
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£239.01	£119.75
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£20.57
vii.	Radiological services provided in connection with NHS family planning cases	Case	£20.57
viii.	Notional half-day special family planning session	Session	£127.77
3.	Miscellaneous		
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,239.20
ii.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£120.88
		Half day	£60.44
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£184.70
		Half day	£92.35

Annex A: Section 9 Payments in respect of the GP Registrar Scheme

The following table, taken from annex 3 of the forthcoming Direction to Strategic Health Authorities in respect of GP Registrars, is included for the sake of completeness. It shows the rate of allowances applicable to the GP Registrar Scheme, subject to the issue by the Department of Health of Directions to Strategic Health Authorities confirming the details. This information must be considered as for information only until the issue of the Direction authorising payment at the attached rates.

a.	<u>Training grant</u>			£7,179	
b.	<u>Allowance for additional motor vehicle</u>				
	(1) for one year's full-time training			£4,598.10	
	(2) for 2 year's part-time training (for each year)			£3,016.30	
c.	<u>Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance</u>				
	<u>Col B : GP Registrar Supplement</u>				
	<u>Col C : Col A + Col B = total allowance payable to GP Registrar</u>				
		A	B	C	
		£	£	£	
1	House Officer†	25,882	16,824	42,706	*
2	1st year SHO	25,882	16,824	42,706	*
3	2nd year SHO	27,617	17,952	45,569	*
4	3rd year SHO	29,352	19,079	48,431	*
5	4th year SHO	31,087	20,207	51,294	*
6	5th year SHO	32,822	21,335	54,157	*
7	6th year SHO	34,557	22,463	57,020	*
8	SHO maximum	36,292	23,590	59,882	*
9	1st year SpR	28,930	18,805	47,735	*
10	2nd year SpR	30,395	19,757	50,152	*
11	3rd year SpR	31,860	20,709	52,569	*
12	4th year SpR	33,325	21,662	54,987	*
13	5th year SpR (Registrar Maximum)‡	35,092	22,810	57,902	*
14	6th year SpR	36,860	23,959	60,819	*
15	7th year SpR	38,628	25,109	63,737	*
16	8th year SpR	40,395	26,257	66,652	*
17	9th year SpR	42,163	27,406	69,569	*
18	10th year SpR	43,931	28,556	72,487	#
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis			
	(SHO = Senior House Officer, SpR = Specialist Registrar)				
	‡	Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.			
	†	See Paragraph 2)b)i) of Schedule 1 to these Directions.			
	*	Incremental dates as in last hospital post			
	#	Mark-time basis			
d.	<u>London Weighting</u>	(1) London Zone		£2,162	
		(2) The fringe area		£149	
e.	<u>GP Registrar's subscription to a professional defence organisation.</u>				
	See paragraph 7 of Schedule 1 to these Directions. ”				
	(Rates from 1st April 2006)				

Explanatory Notes

- ¹ These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.
 - ² Discretionary point - guidance on the application of discretionary points for associate specialists is contained in AL(MD)7/95.
 - ³ This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.
 - ⁴ Optional point - guidance on the application of optional points for staff grades is contained in AL(MD)4/97.
 - ⁵ To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.
 - ⁶ Payable under both the old contract and 2003 consultant contract. Further information for the new contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the old consultant contract in HSG (92)12. The KE01 – KE31 scales are now closed payscales, and no further appointments should be made to them.
 - ⁷ Clinical excellence awards policy framework can be found at:
<http://www.dh.gov.uk/assetRoot/04/08/42/35/04084235.pdf>
 - ⁸ Guidance on the pay system for full-time and flexible trainees (pre-June 2005 pay arrangements) can be found in AL(MD)1/01.
 - ⁹ Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.
 - ¹⁰ Guidance on the pay system for flexible trainees (post-June 2005 pay arrangements) can be found at:
<http://www.nhsemployers.org/pay-conditions/pay-conditions-468.cfm>
 - ¹¹ Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales).
 - ¹² Schedule references taken from Terms and Conditions - Consultants 2003.
 - ¹³ For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.
 - ¹⁴ A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
 - ¹⁵ Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
 - ¹⁶ Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.
 - ¹⁷ Crown Cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.
 - ¹⁸ For consultants see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.
 - ¹⁹ Calculated using the mid-point (unrounded) of the current salary scale.
 - ²⁰ The basic weekly rate shown for Band LL is calculated as: (((mid point of the current salary scale x 1.2) / 365) x 7). The banding multiplier, where applicable, is then applied to this figure.
-