

12 March 2021

# Pay and Conditions Circular (M&D) 1/2021

## Pay award for doctors and dentists in training

### Summary

This circular informs employers of the pay arrangements applicable from 1 April 2021 for doctors and dentists in training employed on national medical and dental terms and conditions of service.

### Action

The revised national salaries, fees and allowances set out in this circular apply in full to doctors and dentists in training with effect from 1 April 2021. Please implement the new awards from that date.

### Increases to national salary scales from 1 April 2021

Salary scales for doctors and dentists in training will be increased by 2.0% to basic pay from 1 April 2021, as set out in the 2019 Framework Agreement.

### Inclusion of pay rates for other grades

Section 2 includes some pay rates for other closed grades. These have not been uplifted and have been included only to ensure that the tables remain consistent with past circulars. Any further increases to salaries will be notified following the government decision on the recommendations of the Doctors' and Dentists' Review Body.

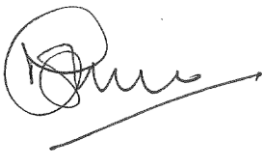
### Enquiries

1. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
2. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
3. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
4. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of

Health and Social Care. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives: <http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>

5. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: <https://contactus.dhsc.gov.uk/>

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal line extending to the right.

Paul Wallace  
Director of Employment Relations and Reward

NHS Employers

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## Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances

### Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	28,808
Foundation Doctor Year 2	FY2	MF02	2	33,345
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	39,467
	CT2	MC52		
	CT3	MC53	4	50,017
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	39,467
	ST2 / SpR2	MS02	4	50,017
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05	5	53,077
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
ST8 / SpR8	MS08			

### Dentists\* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	CT1	MC51	3	39,467
	CT2	MC52		
	CT3	MC53	4	50,017
Dental Specialty Training  <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS11	4	50,017
	ST2	MS12		
	ST3	MS13		
	ST4	MS14	5	53,077
	ST5	MS15		
	ST6	MS16		
	ST7	MS17		
ST8	MS18			

\*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

Nodal point 1 (£28,808) local appointment grade code – MT01  
 Nodal point 2 (£33,345) local appointment grade code –MT02  
 Nodal point 3 (£39,467) local appointment grade code – MT03  
 Nodal point 4 (£50,017) local appointment grade code – MT04  
 Nodal Point 5 (£53,077) local appointment grade code -MT05

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

### On-call availability allowance\*

Nodal point	Value (£)
1	2,305
2	2,668
3	3,158
4	4,002
5	4,247

\* payable only to doctors working on-call rotas, as defined in paragraphs 9-13 of Schedule 2 of the 2016 TCS.

### LTFT allowance

A doctor who is training less-than-full time will be paid an annual allowance of £1,000. This allowance will be paid on top of the doctor's salary and will be spread over the year, paid in monthly instalments.

Those trainees who are in receipt of the £1,500 transitional LTFT allowance, which was introduced under the terms of the 2016 contract, will continue to receive this as per Schedule 15, but will not receive the £1,000 permanent allowance on top of this. Once their entitlement to the transitional £1,500 allowance ends, they will then be eligible to receive the £1,000 allowance.

### Weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4	Nodal point 5
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,322	5,002	5,921	7,503	7,962
<1 in 2 – 1 in 3	10%	2,881	3,335	3,947	5,002	5,308
<1 in 3 – 1 in 4	7.50%	2,161	2,501	2,961	3,752	3,981
<1 in 4 – 1 in 5	6%	1,729	2,001	2,369	3,002	3,185
<1 in 5 – 1 in 6	5%	1,441	1,668	1,974	2,501	2,654
<1 in 6 – 1 in 7	4%	1,153	1,334	1,579	2,001	2,124
<1 in 7 – 1 in 8	3%	865	1,001	1,185	1,501	1,593

<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance	No allowance
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The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

## Flexible pay premia

Table 1:

Name of premium	Applicable training programme		Eligibility	Full time annual value (£)
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	8,965	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,645	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,645
			4 year higher training programme:	2,734
Dual qualification – OMFS	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
	Oral and Maxillofacial Surgery, as per paragraph 42-44 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Histopathology	Histopathology	Payable to ST1 and above only	4,374	
Academia	As per paragraphs 36-41 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,374	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	7,289
4 years	5,467
5 years	4,374
6 years	3,645
7 years	3,124
8 years	2,734

### Note.

This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an

eligible training programme part way through their training programme or transferring to the 2016 TCS part way through their training programme will not be entitled to the full FPP amount.

The FPP values listed in table 2 above are payable to Emergency Medicine (from ST4 and above) and dual qualified OMFS trainees (from ST3 and above). The total amount (£21,867) is divided over the eligible years of training, meaning that if a trainee is due to receive their certificate of completion of training (CCT) following completion of their ST6 year, they should receive £7,289 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premium is applied to the full length of the training programme. The total amount is evenly distributed between the two applicable parts of the programme so that £10,935 is available in core training and £10,935 in higher training. The length of training in each applicable part of the programme will be used to determine the annual value the trainee should receive, as set out in table 1 above.

The Histopathology pay premium is applied to any trainee entering the eligible training programmes of histopathology, forensic histopathology, diagnostic neuropathology, and paediatric and perinatal pathology at ST1 from August 2018 onwards.

Trainees will continue to be paid this annual amount until they exit this training programme, so if a trainee's CCT date is put back by a year, they should receive the annual amount for that additional year. LTFT trainees will receive the FPP amount pro-rata.

Trainees who transition or join the programme part-way through may only receive part of the FPP; for example, those who transition into ST5 of a programme where the annual FPP is £7,289 would receive £7,289 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £21,867.

Trainees who are pay protected under Section 2 will not receive the FPP and continue to be paid under the 2002 pay scales.

Note – doctors paid according to Schedule 15 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 28-35, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes.

## Pay points for doctors in training transferring from Scotland, Wales, NI and Defence

Pay points for doctors in training transferring from Scotland are available [here](#).

Pay points for doctors in training transferring from Wales are available [here](#).

Pay points for doctors in training transferring from NI are available [here](#).

Pay points for doctors in training transferring from defence medical training programmes are available [here](#)

Please note that these figures may be updated following the publication of updated pay scales for all four UK countries.

As per the 2016 TCS, Schedule 15 paragraph 1, doctors moving from Health Education England and Defence Medical training programmes, as well as those in the devolved nations are eligible for transitional pay protection. The table on the next page is to be used for the purposes of calculating the basic salary of the total cash floor amount for doctors transitioning from training programmes set out in paragraph 5 for section 1 pay protection, or the basic salary for section 2 pay protection. The doctor's basic salary on the day before transition shall be protected at the value of the equivalent 2002 TCS value for *England* of the incremental pay point they moved from, as above. Defence medical trainees are to have their pay protected at the value of their salary the day before they took up training on the 2016 TCS.

As described in the TCS, in order to provide equity for trainees within a cohort, pay protection should be applicable until either the doctor exits training, or until four years of continuous employment have elapsed from the point that the doctor is first employed on these TCS, or four years from the date at which that trainee *would have* transferred with their relevant cohort of trainees had they been in England, whichever is the sooner. Those who have not received this protection to date will need to have their pay backdated accordingly.



				ENGLAND	SCOTLAND	WALES	NI	DEFENCE
				Value (£)				
Grade	Stage of training	Grade code	Pay point	for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	24,994	Pay Point Min	Pay Point 1	Pay Point 1	OF1
			2	26,554	Pay Point 1	Pay Point 2	Pay Point 2	
			3	28,114	Pay Point 2	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	31,001	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 1) <i>Non-accredited</i>
			2	33,029	Pay Point 1	Pay Point 2	Pay Point 2	
			3	35,056	Pay Point 2	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	33,128	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non-accredited</i>
			2	35,155	Pay Point 1	Pay Point 2	Pay Point 2	
			3	37,986	Pay Point 2	Pay Point 3	Pay Point 3	
			4	39,698	Pay Point 3	Pay Point 4	Pay Point 4	
	CT2	MC52						
	CT3	MC53	5	41,763	Pay Point 4	Pay Point 5	Pay Point 5	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	33,128	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
			2	35,155	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
	ST2 / SpR2	MS02	3	37,986	Pay Point 2	Pay Point 3	Pay Point 3	OF2 (level 4) <i>Non-accredited</i>
			4	39,698	Pay Point 3	Pay Point 4	Pay Point 4	
	ST3 / SpR3	MS03	5	41,763	Pay Point 4	Pay Point 5	Pay Point 5	
			6	43,828	Pay Point 5	Pay Point 6	Pay Point 6	
			7	45,894	Pay Point 6	Pay Point 7	Pay Point 7	
			8	47,959	Pay Point 7 <sup>^</sup>	Pay Point 8	Pay Point 8	
			9	50,025	Pay Point 8 <sup>^</sup>	Pay Point 9	Pay Point 9	
			10	52,090	Pay Point 9 <sup>^</sup>	Pay Point 10	Pay Point 10	
	ST4 / SpR4	MS04					OF2 (level 5) <i>Non-accredited</i>	
	ST5 / SpR5	MS05					OF3-OF5 (level 1)	
ST6 / SpR6	MS06					OF3-OF5 (level 2)		
ST7 / SpR7	MS07					OF3-OF5 (level 3)		
ST8 / SpR8	MS08					OF3-OF5 (level 4)		

**Penalty rates and fines**

i) Penalty rates and fines for hours worked at the basic hourly rate.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	63.56	23.83	39.73
2	73.56	27.59	45.97
3	87.04	32.64	54.40
4	110.32	41.38	68.94
5	117.08	43.91	73.17

ii) Penalty rates and fines for hours worked at the enhanced hourly rate.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	87.08	32.64	54.44
2	100.78	37.79	62.99
3	119.25	44.72	74.53
4	151.14	56.68	94.46
5	160.40	60.15	100.25

For information on which hours attract a 37% enhancement see schedule 2 paragraphs 16-18 of the 2016 TCS.

Penalty rates are now fixed and are based on the NHSI locum rates as set out in pay circular 3/2018.

## Annex A: Section 2: Basic pay – closed grades and grades succeeded in the 2016 TCS for Doctors and Dentists in Training

The Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002 are applicable for the grades below. Information on closed grades is only included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales. Information on the 2008 Associate Specialist grade which is also closed is included at Section 4 of this document.

Succeeded by 2016 TCS	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	24,994	26,554	28,114											
Foundation Doctor Year 2	MN15	31,001	33,029	35,056											
Specialty Registrar (Core training)	MN39	33,128	35,155	37,986	39,698	41,763	43,828								
Specialty Registrar (FT)	MN35	33,128	35,155	37,986	39,698	41,763	43,828								
Specialty Registrar (full)	MN37	33,128	35,155	37,986	39,698	41,763	43,828	45,894	47,959**	50,025**	52,090**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	33,029	35,056	37,083	39,110	41,137**	43,165**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	34,563	36,274	37,986	39,698	41,763	43,828	45,894	47,959**	50,025**	52,090**				
Consultant pre 2003	MC21/KC11/LC01/LC10	68,163	73,040	77,919	82,796	88,358									
Associate Specialist pre 2008	MC01	42,149	46,614	51,077	55,541	60,006	64,469	70,364	75,473	77,594*	80,360*	83,126*	85,892*	88,658*	91,426*
Staff Grade	MH01	38,131	41,158	44,184	47,211	50,238	53,265	56,292	59,318						
		<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	
Staff Grade (2)	MH03/05	38,131	41,158	44,184	47,211	50,238	53,802	56,292*	59,318*	62,345*	65,372*	68,398*	71,427*		
SCMO	KB11	51,617	54,759	57,900	61,041	64,183	67,324	70,465	73,607						
CMO	KB01	36,528	38,505	40,483	42,461	44,438	46,416	48,393	50,372						
Hospital Practitioner	MD01-41	5,040	5,332	5,625	5,917	6,208	6,500	6,792							

\*Discretionary points and optional points - guidance on application of discretionary points is contained in AL(MD)7/95, guidance on application of optional points is contained in AL(MD)4/97.

\*\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

1. This scale is closed to new entrants and was previously listed as "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Dental Core Training now falls under the 2016 TCS. Doctors should not be placed on this scale as the SHO grade closed in 2007.
2. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

### LTFT Doctors and Dentists in Training (pre-2016 contract)

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	24,994	26,554	28,114
F5	MT57	12,497	13,277	14,057
F6	MT57	14,997	15,933	16,869
F7	MT57	17,496	18,588	19,680
F8	MT57	19,996	21,244	22,492
F9	MT57	22,495	23,899	25,303

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	31,001	33,029	35,056
F5	MT58	15,501	16,515	17,528
F6	MT58	18,601	19,818	21,034
F7	MT58	21,701	23,121	24,540
F8	MT58	24,801	26,424	28,045
F9	MT58	27,901	29,727	31,551

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	33,128	35,155	37,986	39,698	41,763	43,828
F5	MT60	16,564	17,578	18,993	19,849	20,882	21,914
F6	MT60	19,877	21,093	22,792	23,819	25,058	26,297
F7	MT60	23,190	24,609	26,591	27,789	29,235	30,680
F8	MT60	26,503	28,124	30,389	31,759	33,411	35,063
F9	MT60	29,816	31,640	34,188	35,729	37,587	39,446

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	33,128	35,155	37,986	39,698	41,763	43,828	45,894	47,959	50,025	52,090
F5	MT59	16,564	17,578	18,993	19,849	20,882	21,914	22,947	23,980	25,013	26,045
F6	MT59	19,877	21,093	22,792	23,819	25,058	26,297	27,537	28,776	30,015	31,254
F7	MT59	23,190	24,609	26,591	27,789	29,235	30,680	32,126	33,572	35,018	36,463
F8	MT59	26,503	28,124	30,389	31,759	33,411	35,063	36,716	38,368	40,020	41,672
F9	MT59	29,816	31,640	34,188	35,729	37,587	39,446	41,305	43,164	45,023	46,881