

26 August 2021

# Pay and Conditions Circular (M&D) 3/2021

Pay award for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

## Summary

This circular informs employers of the pay arrangements for staff covered by the national medical and dental terms and conditions of service, which apply from 1 April 2021.

This circular includes the newly introduced pay scales for two grades of doctors in England; specialty doctors and specialists. These came into effect on 1 April 2021. The closed 2008 specialty doctor and associate specialist pay scales are now included in section 8 of this circular.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2021. Please implement the new awards as soon as possible.

## Increases to national salary scales from 1 April 2021

1. Salary scales for medical and dental consultants have been increased by 3% to basic pay from 1 April 2021.
2. Salary scales for doctors and dentists in training have already been increased by 2.0% to basic pay from 1 April 2021, as set out in the 2019 Framework Agreement. This was originally notified in Pay Circular 1/2021. The payments for all staff groups are included in this circular for completeness.
3. Salary scales for the staff grade, specialty and associate specialist group of practitioners on pre-2021 contracts have been increased by 3% to basic pay from 1 April 2021. Salary scales for specialty doctors on the 2021 contract and the specialist grade are as set out in Pay Circular 2/2021 and have been included in this circular for completeness.
4. The value of Flexible Pay Premia increased by 2.0% from 1 April 2021 as previously notified in Pay Circular 1/2021.

5. The value of National Clinical Excellence Awards, Local Clinical Excellence Awards, discretionary points and distinction awards remain unchanged.

## Salaried Primary Care Dental Staff

6. The pay scales for salaried primary care dental staff have been increased by 3% to basic pay from 1 April 2021.

## Salaried GPs

7. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 3% to £62,268 and £93,965 respectively from 1 April 2021.

## Dental Foundation Training (DFT) Payments

8. Following dental qualification, it is compulsory for dentists to undertake a year of training with a primary care provider if they intend to work in the NHS. This year is called Dental Foundation Training (previously known as the Vocational Dental Practitioner year). During this period, they are paid an allowance. This allowance is set through the General Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health and social care and included in this circular for information only. The value of this payment for 2021/22 will be updated following the publication of the GDS SFE Directions.

9. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

## Increase to Nodal Point 5 from 1 October 2021

10. The value of Nodal Point 5 of the 2016 salary scales for doctors and dentists in training will increase to £56,077 from 1 October 2021, as set out in the 2019 Framework Agreement. The values for this nodal point and associated allowances, both for 1 April – 30 September 2021 and then from 1 October 2021 onwards, can be found in section 1.

## Enquiries

11. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.

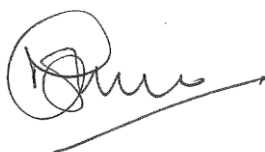
12. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).

13. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).

14. 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>

15. 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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## Contents

<b>Annex A:</b>	Section 1: Doctors and Dentists in training (2016 contract) basic salary and allowances	5
	Section 2: Consultant (2003 contract) basic salary and allowances	12
	Section 3: Specialty Doctor	16
	Section 4: Specialist	17
	Section 5: Salaried GP	17
	Section 6: Salaried Dental Staff	18
	Section 7: Locum appointments	21
	Section 8: Pay for grades closed to new entrants	22
	Section 9: Mileage and transport allowances	26
	Section 10: Other fees, charges and allowances	27
	Section 11: Family planning fees and miscellaneous	29

## Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic salary 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 56,077**
	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 56,077**
	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.

\*\* Uplifted figure applicable from 1 October 2021.

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  
 Nodal Point 5 (£56,077\*\*) 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.

\*\* Uplifted figure applicable from 1 October 2021.

### On-call availability allowance\*

Nodal point	Value (£)	
1	2,305	
2	2,668	
3	3,158	
4	4,002	
5	4,247	4,487**

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

\*\* Uplifted figure applicable from 1 October 2021.

### 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	Nodal point 5**
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,322	5,002	5,921	7,503	7,962	8,412**
<1 in 2 – 1 in 3	10%	2,881	3,335	3,947	5,002	5,308	5,608**
<1 in 3 – 1 in 4	7.50%	2,161	2,501	2,961	3,752	3,981	4,206**
<1 in 4 – 1 in 5	6%	1,729	2,001	2,369	3,002	3,185	3,365**

<1 in 5 – 1 in 6	5%	1,441	1,668	1,974	2,501	2,654	2,804**
<1 in 6 – 1 in 7	4%	1,153	1,334	1,579	2,001	2,124	2,244**
<1 in 7 – 1 in 8	3%	865	1,001	1,185	1,501	1,593	1,683**
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

\*\* Uplifted figure applicable from 1 October 2021.

## 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 Schedule 15 Section 2 will not receive the FPP but will instead be paid as per the provisions of that section.

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	
			6	43,828	Pay Point 5	Pay Point 6	Pay Point 6	
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>
	ST2 / SpR2	MS02	2	35,155	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
			3	37,986	Pay Point 2	Pay Point 3	Pay Point 3	
	ST3 / SpR3	MS03	4	39,698	Pay Point 3	Pay Point 4	Pay Point 4	OF2 (level 4) <i>Non-accredited</i>
			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: Consultant (2003 contract) basic salary and allowances**

Threshold	Years completed as a consultant	Basic salary (£)	Period before eligibility for next threshold	Pay scale code	
				Substantive	Locum
1	0	84,559	1 year	YC72 Point 00	YC73 Point 00
2	1	87,207	1 year	YC72 Point 01	YC73 Point 01
3	2	89,855	1 year	YC72 Point 02	YC73 Point 02
4	3	92,503	1 year	YC72 Point 03	YC73 Point 03
5	4	95,144	5 years	YC72 Point 04	YC73 Point 04
	5	95,144	4 years	YC72 Point 05	YC73 Point 05
	6	95,144	3 years	YC72 Point 06	YC73 Point 06
	7	95,144	2 years	YC72 Point 07	YC73 Point 07
	8	95,144	1 year	YC72 Point 08	YC73 Point 08
6	9	101,432	5 years	YC72 Point 09	YC73 Point 09
	10	101,432	4 years	YC72 Point 10	YC73 Point 10
	11	101,432	3 years	YC72 Point 11	YC73 Point 11
	12	101,432	2 years	YC72 Point 12	YC73 Point 12
	13	101,432	1 year	YC72 Point 13	YC73 Point 13
7	14	107,721	5 years	YC72 Point 14	YC73 Point 14
	15	107,721	4 years	YC72 Point 15	YC73 Point 15
	16	107,721	3 years	YC72 Point 16	YC73 Point 16
	17	107,721	2 years	YC72 Point 17	YC73 Point 17
	18	107,721	1 year	YC72 Point 18	YC73 Point 18
8	19	114,003	-	YC72 Point 19	YC73 Point 19

Applicable ESR pay codes for this group of staff also include YC, YM, YK, and YL.

## Clinical Excellence Awards (CEAs)

### Existing Local CEAs

Local clinical excellence awards granted prior to 1 April 2018 under existing local clinical excellence awards schemes in place as at 31 March 2018.

<b>Awarded by local committees</b>	
Level 1	3,016
Level 2	6,032
Level 3	9,048
Level 4	12,064
Level 5	15,080
Level 6	18,096
Level 7	24,128
Level 8	30,160
Level 9	36,192

The Clinical Excellence Awards policy framework can be found on the [GOV.UK](https://www.gov.uk) website.

### New Local CEAs

Local clinical excellence awards granted between 1 April 2018 and 31 March 2022.

<b>Awarded by local committees</b>	
Unit Value of an employer-based award (equivalent to one point)	3,092

### National CEAs

The National Clinical Excellence Awards policy framework can be found on the Department of Health and Social Care website.

<b>Awarded by ACCEA</b>	
Level 9 (Bronze)	36,192
Level 10 (Silver)	47,582
Level 11 (Gold)	59,477
Level 12 (Platinum)	77,320

### Discretionary Points\*

<b>Pay Scale Code</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
MC10/KC10	3,268	6,536	9,804	13,072	16,340	19,608	22,876	26,144

## Distinction Awards\*

<b>A+ award</b>	77,415
<b>A award</b>	57,048
<b>B award</b>	32,601

\*Information on Discretionary Points and Distinction Awards is included for those consultants in receipt of Discretionary Points and/or Distinction Awards which have not been subsumed by a new award under the current Clinical Excellence Awards scheme.

## Intensity Supplements (paid yearly) – pre 2003 consultant contract only

<b>Daytime intensity supplement</b>	1,432
<b>Out of hours intensity Band 1 (low intensity)</b>	1,079
<b>Out of hours intensity Band 2 (medium intensity)</b>	2,150
<b>Out of hours intensity Band 3 (high intensity)</b>	3,214

## Additional supplement for Directors of Public Health (Chief Officer Supplement) including those who are consultants in dental public health

<b>Supplement band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional maximum</b>
Band A (Regional Director of Public Health)	15,334	22,259	
Band B	5,938	11,888	15,334
Band C	4,964	9,894	11,888
Band D	3,958	7,913	9,894

This supplement is payable under both the pre 2003 and the current contract. Further information for the current contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the pre 2003 contract in HSG(92)12. Note pay scales KE01 – KE31 are now closed, no further appointments should be made to them.

## Pay points for consultants transferring / transferred from the pre-2003 consultant contract to the 2003 consultant contract

Pay progression for consultants appointed before 31 October 2003.

Pay Scale	Seniority at transfer	Years after transfer before threshold level changes																			
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
YC51	1	84,559	85,880	89,855	92,503	95,144					101,432					107,721					114,003
YC52	2	85,220	87,207	92,503	95,144					101,432					107,721					114,003	
YC53	3	85,880	88,528	92,503	95,144					101,432					107,721					114,003	
YC54	4	86,547	89,855	92,503	95,144					101,432					107,721					114,003	
YC55	5	92,503	93,823	95,144						101,432					107,721					114,003	
YC56	6	93,823	95,144							101,432					107,721					114,003	
YC57	7	95,144								101,432					107,721					114,003	
YC57	8	95,144								101,432					107,721					114,003	
YC58	9	95,144								101,432					107,721					114,003	
YC59	10	95,144								101,432					107,721					114,003	
YC60	11	95,144								101,432					107,721					114,003	
YC61	12	95,144								101,432					107,721					114,003	
YC62	13	95,144								101,432					107,721					114,003	
YC63	14	95,144								101,432					107,721					114,003	
YC64	15	95,144								101,432					107,721					114,003	
YC65	16	95,144								101,432					107,721					114,003	
YC66	17	95,144								101,432					107,721					114,003	
YC67	18	95,144								101,432					107,721					114,003	
YC68	19	95,144								101,432					107,721					114,003	
YC69	20	95,144								101,432					107,721					114,003	
YC70	21-29	95,144								101,432					107,721					114,003	
YC71	30 +	101,432								107,721					114,003						

\*For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes. Applicable pay codes for this group of staff also include YC, YM, YK and YL.

## Annex A: Section 3: Specialty Doctor (2021 contract) basic pay

### Specialty Doctor pay scale

(Closed 2008 Specialty Doctor grade moved to section 8, page 24)

Pay scale code	Scale Value (2021 – 2022)	Basic Salary (£)
MC75 – 01	<b>Min</b>	45,124
MC75 – 02		45,124
MC75 – 03	<b>1</b>	49,745
MC75 – 04	<b>2</b>	55,790
MC75 – 05		55,790
MC75 – 06	<b>3</b>	58,756
MC75 – 07	<b>4</b>	62,978
MC75 – 08		62,978
MC75 – 09		62,978
MC75 – 10	<b>5</b>	66,614
MC75 – 11		66,614
MC75 – 12	<b>6</b>	70,249
MC75 – 13		70,249
MC75 – 14		70,249
MC75 – 15	<b>7</b>	73,883
MC75 – 16		73,883
MC75 – 17		73,883
MC75 – 18	<b>8</b>	77,519



## Annex A: Section 4: Specialist basic pay

### Specialist pay scale

(Closed 2008 Associate Specialist grade moved to section 8, page 25)

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	79,894
MC70 – 02		79,894
MC70 – 03		79,894
MC70 – 04	1	85,286
MC70 – 05		85,286
MC70 – 06		85,286
MC70 – 07	2	90,677

## Annex A: Section 5: Salaried GP

### Salaried GP salary range

Minimum	Maximum
62,268	93,965

## Annex A: Section 6: Salaried Dental Staff

### Terms and Conditions for Salaried Primary Care Dental Staff (2008)

	Salary Point	Salary (£)
<b>Band A LD01</b>	1	43,019
	2	47,799
	3	54,969
	4	58,554
	5	62,139
	6	64,529
<b>Band B LD11</b>	7	66,919
	8	69,309
	9	72,894
	10	74,686
	11	76,479
	12	78,271
<b>Band C LD21</b>	13	80,063
	14	82,453
	15	84,843
	16	87,233
	17	89,623
	18	92,013

- Salary point 7 is the entry level to Band B but is also the Extended Competency Point at the top of Band A.
- Salary point 13 is the entry level to Band C but is also the Extended Competency Point at the top of Band B.
- Salary points 13-15 represents those available to current Assistant Clinical Directors under the new pay spine.

Maximum salary points for band C managerial dentist posts are identified by complexity levels as follows:

Standard complexity maximum pay point 16

Medium complexity maximum pay point 17

High complexity maximum pay point 18

Service complexity, for band C managerial dentists, is represented as follows within the pay scale:

<b>Service complexity</b>				
		Standard	Medium	High
<b>Pay point range</b>	13			
	14			
	15			
	16			
	17			
	18			

## Training supplement for Band A Salaried Primary Care Dentists

The training supplement for Band A dentists with responsibility for the supervision of a Dental Foundation Trainee (formally vocational dental practitioner), or an undergraduate dental student, will be confirmed following publication of the Dental Statement of Financial Entitlements by the Department of Health and Social Care.

## Indicative Training Allowance for Salaried Primary Care Dental Staff (for information only)

Adjustments to the Indicative Training Allowance (ITA) are determined by the general award to salaries under this contract as determined by the Review Body on Doctors' and Dentists' Remuneration. The values of the ITA since 1 April 2011 are as follows:

Year	Annual value (£)
From 1 April 2011	769
From 1 April 2012	769
From 1 April 2013	777
From 1 April 2014	777
From 1 April 2015	777
From 1 April 2016	785
From 1 April 2017	793
From 1 Oct 2018	809
From 1 April 2019	829
From 1 April 2020	852
From 1 April 2021	TBC

## Dental Foundation Training (for information only)

This allowance is set through the Primary Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health and Social Care and is shown here for information only. The values of the DFT payment since 1 April 2013 are as follows:

Year	Annual value (£)
From 1 April 2013	30,132
From 1 April 2014	30,432
From 1 April 2015	30,732
From 1 April 2016	31,044
From 1 April 2017	31,355
From 1 Oct 2018	31,992
From 1 April 2019	32,796
From 1 April 2020	33,720
From 1 April 2021	TBC*

Dental Foundation Trainees in the salaried primary dental care services should be employed in accordance with the details set out in schedule 17 of their terms and conditions, available at the NHS Employers website.

\*These payments will be confirmed in changes to the statement of financial entitlement for dental contracts. At the time of publication, the 2020 Amendment to the Primary Dental Services Statements of Financial Entitlements Directions has not been published.

## Annex A: Section 7: Locum appointments

Locum consultants should be employed on the 2003 consultant contract. Basic salary should be determined using Schedule 22 of the Terms and Conditions, and the consultant placed on the appropriate point of the YM73 scale set out in this document. Weekly consultant locum rates are calculated by dividing the appropriate point on the scale by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity, divide the weekly rate by 10.

### Locum tenens rates for SAS doctors

SAS locums providing short-term cover can be paid the rates in the table below.

	Rate (£) per week	Rate (£) per programmed activity / notional half day
<b>Specialty Doctor MC76</b>	954.10	95.41
<b>Specialist MC71</b>	1,532.30	153.23
<b>Specialty Doctor MC47 (CLOSED)</b>	973.00	97.30
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1,323.20	132.32
<b>Associate Specialist MC03 (CLOSED)</b>	1,141.25	103.75
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>		101.74
<b>Hospital Practitioner MD02 (CLOSED)</b>		116.88
<b>Staff Grade MH02 (CLOSED)</b>	962.50	96.25

## Annex A: Section 8: Pay for grades closed to new entrants

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.

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	70,208	75,231	80,256	85,280	91,009									
Associate Specialist pre 2008	MC01	43,413	48,012	52,610	57,207	61,806	66,403	72,475	77,738	79,922*	82,771*	85,620*	88,469*	91,318*	94,169*
Staff Grade	MH01	39,274	42,393	45,509	48,627	51,746	54,862	57,981	61,097						
		<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	39,274	42,393	45,509	48,627	51,746	55,416	57,981*	61,097*	64,215*	67,334*	70,450*	73,570*		
SCMO	KB11	53,166	56,402	59,637	62,872	66,109	69,344	72,579	75,815						
CMO	KB01	37,624	39,661	41,697	43,734	45,771	47,808	49,845	51,883						
Hospital Practitioner	MD01-41	5,192	5,492	5,794	6,094	6,395	6,695	6,996							

\*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

**Specialty Doctor 2008 contract (CLOSED to new entrants from April 2021)**

<b>Pay scale code</b>	<b>Scale value</b>	<b>Basic salary</b>	<b>Period before eligibility for next pay point</b>
MC46-01	Min	42,393	1 year
MC46-02	1	46,017	1 year
MC46-03	2	50,730	1 year
MC46-04	3	53,255	1 year
MC46-05	4	56,894	1 year
<b>Threshold 1</b>			
MC46-06	5	60,519	2 years
MC46-07		60,519	1 year
MC46-08	6	64,225	2 years
MC46-09		64,225	1 year
MC46-10	7	67,933	2 years
MC46-11		67,933	1 year
<b>Threshold 2</b>			
MC46-12	8	71,640	3 years
MC46-13		71,640	2 years
MC46-14		71,640	1 year
MC46-15	9	75,346	3 years
MC46-16		75,346	2 years
MC46-17		75,346	1 year
MC46-18	10	79,054	-



**Associate Specialist 2008 contract (CLOSED to new entrants from 1 April 2008)**

This grade closed on 1 April 2008, and no new entrants should be placed on this grade. Doctors on the pre 2008 Associate Specialist contract can elect to transfer to the 2008 Associate Specialist contract.

<b>Pay scale code</b>	<b>Scale value</b>	<b>Basic salary</b>	<b>Period before eligibility for next pay point</b>
MC41-01	Min	59,436	1 year
MC41-02	1	64,215	1 year
MC41-03	2	68,991	1 year
MC41-04	3	75,299	1 year
MC41-05	4	80,767	1 year
<b>Threshold 1</b>			
MC41-06	5	83,035	2 years
MC41-07		83,035	1 year
MC41-08	6	85,995	2 years
MC41-09		85,995	1 year
MC41-10	7	88,955	2 years
MC41-11		88,955	1 year
<b>Threshold 2</b>			
MC41-12	8	91,915	3 years
MC41-13		91,915	2 years
MC41-14		91,915	1 year
MC41-15	9	94,875	3 years
MC41-16		94,875	2 years
MC41-17		94,875	1 year
MC41-18	10	97,838	-

## Annex A: Section 9: Mileage and transport allowances (excluding the 2016 contract)

Note – the rates below are not relevant for practitioners employed on the 2016 contract. These practitioners are reimbursed at the rates set out in Section 17 of the NHS Terms and Conditions of Service Handbook.

1. Public transport rate: 24 pence per mile.
2. Regular user rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	Over 1,501
<b>Lump sum</b>	(£)	508	626	760
<b>Up to 9,000 miles</b>	(pence)	29.7	36.9	44
<b>Over 9,001 miles</b>	(pence)	17.8	20.1	22.6

A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

3. Standard rates:

Motor cars with three of four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	1,501 - 2,000	Over 2,000
<b>Up to 3,500 miles</b>	(pence)	37.4	47.3	58.3	58.3
<b>3,501 - 9,000 miles</b>	(pence)	23	28.2	33.5	41
<b>9,001 - 15,000 miles</b>	(pence)	17.8	20.1	22.7	25.5
<b>Over 15,001 miles</b>	(pence)	17.8	20.1	22.6	22.6

4. Other motor vehicles (Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles):

Engine capacity	(cc)	Up to 125	Over 125
<b>Up to 5,000 miles</b>	(pence)	17.8	27.8
<b>Over 5,000 miles</b>	(pence)	6.7	9.9

5. Passenger allowance: 5 pence per mile for each passenger.
6. Pedal cycles: For local agreement, subject to a minimum of 10 pence per mile.

### Lease Cars (Crown Cars), private use:

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.

- A. The current rates of:

<b>Road fund licence, e.g.</b>	£155
<b>Insurance for private use (national call-off contract), e.g.</b>	£88
<b>Including cover for private use, e.g.</b>	£128
<b>Handling charge</b>	£95

Crown Cars, while used solely on NHS business, are not required 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.

- 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 10: Other fees, charges and allowances

<b>London weighting:</b>	<b>Payable for each:</b>	<b>Non-resident staff (£)</b>	<b>Resident staff (£)</b>
London Zone from 1 April 2005	Year	2,162	602
Extra-territorially managed Units from 1 July 1979	Year	527	147
Fringe Zone 1 July 1981	Year	149	38

<b>Para / Schedule</b>	<b>Nature of fee</b>	<b>Payable for each:</b>	<b>Rate (£)</b>
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	4.14
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,888.07
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	750
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	9,236
	Lower rate	Year	4,618
	12 hours per day Monday to Friday	Year	3,302
91.b	Payment for each notional half-day of clinical work per week:	Year	5,254
91.b	Payment for one hour or less of clinical work per week	Year	1,399
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,797
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	30.18
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	5,305
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	47,745
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,412
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,824
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	28.46
104	Maximum payment per session (i.e. three times hourly rate)	session	85.38

<b>Para / Schedule</b>	<b>Nature of fee</b>	<b>Charge or Allowance</b>	
		<b>Payable for each:</b>	<b>Rate (£)</b>
141 & 142 / Sch 11	<b>Domiciliary consultations</b>		
	Standard Rate	item of service	94.15
	Intermediate Rate	item of service	47.08
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	282.46
145 / Sch 10	Combined fee for completion of form CVI	item of service	143.59
	For re-examination (provided previous form CVI available)	item of service	122.67
146	Lower rate	item of service	23.58
155	Exceptional consultation by a consultant		176.36
157	Exceptional consultation by a general practitioner		58.22
165 / Sch 11	<b>Fees for lectures to nurses, etc</b>		
	Consultants	lecture	68.32
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	54.14
	Other grades	lecture	39.78
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	86.54

## Emergency rota allowance (in accordance with paragraph 25a-e)

Protected salary scale (Para 25a – e of the Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002).

Emergency rota allowance (CMO/SCMO).

<b>Number of duties</b>	<b>Rate per half year</b>
4 to 11	208
12 to 17	416
18 to 23	624
24 to 29	832
30 to 35	1,040
36 to 41	1,248
42 to 47	1,456
48 to 53	1,664
54 to 59	1,872
60 to 65	2,080
66 to 71	2,288
72 or more	2,496

## Annex A: Section 11: Family planning fees and miscellaneous

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 solely for the convenience of users. Employers should note the principles outlined in the relevant Terms and Conditions the doctor is employed under governing receipt of additional fees.

<b>Family planning fees</b>	Operating fee (£)	Anaesthetist's fee (£)
Fee per case of male sterilisation performed:		
a. as a separate procedure	135.47	66.84
b. during the course of another procedure	91.58	44.30
<b>Fee per case of female sterilisation performed:</b>		
a. as a separate procedure	183.15	89.45
b. during the course of another procedure	122.50	59.59
Fee for the reversal of male sterilisation	208.28	104.07
Fee for the reversal of female sterilisation	291.33	145.97
<b>Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):</b>		
a. as a separate procedure	91.58	66.84
b. during the course of another procedure	60.59	44.30
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	291.33	145.97
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	25.08
Radiological services provided in connection with NHS family planning cases	Case	25.08
Notional half-day special family planning session	Session	155.75

<b>Miscellaneous</b>		
Junior hospital doctors in "peripheral" hospitals, allowance per year		2,702.27
<b>Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:</b>		
Full day		145.89
Half day		72.95
<b>Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):</b>		
Full day		222.90
Half day		111.46