

9 April 2009

Pay Circular (M&D) 1/2009

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

To: All employers in the NHS (England)

Summary

This informs employers in the NHS (England) of the changes in the national pay and conditions of service of hospital medical and dental staff and doctors and dentists in public health, the community health service, salaried primary dental care and salaried general practitioners effective from 1 April 2009.

Action

- 1 The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 April 2009. Please implement and, where necessary, backdate the new awards as soon as possible.

Increases to national salary scales from 1 April 2009

- 2 Salary scales for medical and dental consultants, doctors in training and the staff and associate specialist group of practitioners have been increased by 1.5 per cent from 1 April 2009 as a result of the Government accepting the recommendations of the Review Body on Doctors and Dentists Remuneration

This circular provides details of:

- Uplifts to national salary scales for 2009/10
- Uplifts to fees and allowances
- GP Registrar supplements
- Uplifts to the minima and maxima of the Salaried GPs' pay range

Salaried Primary Dental Care Staff

- 3 The pay scales for salaried primary dental care staff for 2009/10 have been increased by 1.5 per cent from 1 April 2009. The rates are set out in Section 9 of the Annex.

Salaried GPs

- 4 The minimum and maximum of the pay range for salaried GPs employed by Primary Care Organisations (PCOs) have been increased by 1.5 per cent from 1 April 2009 to be £53,249 and £80,354 respectively.

GP Registrars

- 5 The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements is 45 per cent of basic pay for contracts made after 31 March 2009.

The supplements for contracts made earlier remain as follows:

- 50 per cent for contracts made between 1 April 2008 and 31 March 2009;
- 55 per cent for contracts made between 1 April 2007 and 31 March 2008;
- 65 per cent for contracts made before 1 April 2007.

The supplement is payable only to GPRs paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.

- 6 A Direction amending *Directions to Strategic Health Authorities concerning GP Registrars 2003* will be issued in due course. The allowances that, subject to the issue of the Direction, will be payable to GP Registrars employed by GP practices are set out in section 10 of the Annex. These are taken from Annex 3 of the draft Direction and are provided for your information pending the issue of the Direction. Ordinarily the Direction takes effect from 1 April each year.

Effect of amendments

- 7 The revised national salaries, fees and allowances set out in the Annex to this pay circular replace those notified in Pay Circular (M&D) 3/2008 and take effect from 1 April 2009.

Enquiries

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

Further copies

- 10 Copies of this circular can be downloaded from: www.nhsemployers.org
- 11 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of changes to pay and conditions for medical and dental staff covered by this circular rested with the Department of Health and were published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 2000 to 2005 are available from the Department of Health website at: www.dh.gov.uk/letters



Bill McMillan
Head of Doctors and Dentists Pay
NHS Employers

Index to the Annex

Section 1 – Basic rates of pay per annum from April 2009	4
Section 2 – Consultant pay progression (appointments before 31 October 2003).....	5
Consultant pay progression (appointments from 31 October 2003)	7
Supplement -	8
Total Salary - Directors of Public Health on old contract	8
Clinical excellence awards.....	8
Distinction awards.....	9
Intensity supplements (old contract).....	9
Section 3 - Specialty Doctor and Associate Specialist (2008) pay scales	10
Emergency rota allowance (CMO/SCMO).....	11
Section 4 - Total salary - full-time training posts.....	12
Total salary - flexible trainees less than 40 hrs/wk (pre-June 2005 contract).....	13
Flexible trainees pay (post-June 2005 pay arrangements).....	14
Section 5 - Other fees, charges and allowances (not primary care dentists)	16
Section 6 - Transport fees and allowances	18
Section 7 - Locum tenens appointments	19
Section 8 - Family planning fees and miscellaneous.....	20
Section 9 - Pay and allowances: salaries primary dental care staff (2008).....	21
Section 10 - Payments in respect of GP registrar training (provisional for information only).....	22
Explanatory notes	24

Annex: Section 1: Basic rates of pay per annum, effective from 1 April 2009

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

		Basic salary (£)													
Grade	Pay Scale Code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	MC21¹/KC11¹/LC01¹/LC10¹	61,859	66,285	70,712	75,138	80,186									
Associate Specialist	MC01	37,321	41,274	45,226	49,178	53,132	57,084	62,304	66,827	68,705 ²	71,154 ²	73,603 ²	76,052 ²	78,501 ²	80,953 ²
Staff Grade Practitioner	MH01¹	33,762	36,443	39,122	41,803	44,483	47,163	49,843	52,523						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03/5³	33,762	36,443	39,122	41,803	44,483	47,639	49,843 ⁴	52,523 ⁴	55,203 ⁴	57,884 ⁴	60,563 ⁴	63,244 ⁴		
SCMO	KB11¹	45,704	48,486	51,267	54,049	56,831	59,612	62,393	65,175						
CMO	KB01¹	32,343	34,094	35,845	37,596	39,347	41,098	42,849	44,602						

Specialty Registrar (full)	MN37	29,411	31,211	33,724	35,244	37,077	38,911	40,745	42,578 ⁵	44,412 ⁵	46,246 ⁵				
Specialty Registrar (Core training)	MN39	29,411	31,211	33,724	35,244	37,077	38,911								
Specialty Registrar (Fixed term)	MN35	29,411	31,211	33,724	35,244	37,077	38,911								
Specialist Registrar	MN25/KA31/LF25	30,685	32,204	33,724	35,244	37,077	38,911	40,745	42,578 ⁵	44,412 ⁵	46,246 ⁵				
Senior House Officer	MN21/KA01/LF21	27,523	29,323	31,122	32,922	34,722	36,522 ⁵	38,322 ⁵							
House Officer	MN11	22,190	23,575	24,960											
PRHO	MN01	22,190	23,575												
Hospital practitioners/session	MD01-41	4,463	4,721	4,981	5,239	5,497	5,756	6,014							
Foundation House Officer 2	MN15	27,523	29,323	31,122											
Foundation House Officer 1	MN13	22,190	23,575	24,960											

(NB: Endnotes appear on page 24)

Annex: Section 2

Consultant pay and allowances effective from 1 April 2009

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 (2009/10 Rates)	Pay Scale
30 +	On transfer to new contract		£89,370	LC71/MC71
	1 year after transfer	7	£94,911	
	2 years after transfer	8	£100,446	
21-29	On transfer to new contract		£83,829	LC70/MC70
	1 year after transfer	6	£89,370	
	2 years after transfer	7	£94,911	
20	On transfer to new contract		£83,829	LC69/MC69
	1 year after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
19	On transfer to new contract		£83,829	LC68/MC68
	1 year after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
18	On transfer to new contract		£83,829	LC67/MC67
	2 years after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
17	On transfer to new contract		£83,829	LC66/MC66
	2 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
16	On transfer to new contract		£83,829	LC65/MC65
	3 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
15	On transfer to new contract		£83,829	LC64/MC64
	3 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
14	On transfer to new contract		£83,829	LC63/MC63
	3 years after transfer	6	£89,370	
	5 years after transfer	7	£94,911	
13	On transfer to new contract		£83,829	LC62/MC62
	3 years after transfer	6	£89,370	
	5 years after transfer	7	£94,911	
12	On transfer to new contract		£83,829	LC61/MC61
	3 years after transfer	6	£89,370	
	6 years after transfer	7	£94,911	
11	On transfer to new contract		£83,829	LC60/MC60
	4 years after transfer	6	£89,370	
	7 years after transfer	7	£94,911	
10	On transfer to new contract		£83,829	LC59/MC59
	4 years after transfer	6	£89,370	
	8 years after transfer	7	£94,911	
	13 years after transfer	8	£100,446	

Annex: Section 2
Consultant pay and allowances effective from 1 April 2009

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2009/10 Rates)	Pay Scale
9	On transfer to new contract		£83,829	LC58/MC58
	4 years after transfer	6	£89,370	
	9 years after transfer	7	£94,911	
	14 years after transfer	8	£100,446	
8	On transfer to new contract		£83,829	LC57/MC57
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
	15 years after transfer	8	£100,446	
7	On transfer to new contract		£83,829	LC57/MC57
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
	15 years after transfer	8	£100,446	
6	On transfer to new contract		£82,665	LC56/MC56
	1 year after transfer	5	£83,829	
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
	15 years after transfer	8	£100,446	
5	On transfer to new contract		£81,502	LC55/MC55
	1 year after transfer	*	£82,665	
	2 years after transfer	5	£83,829	
	6 years after transfer	6	£89,370	
	11 years after transfer	7	£94,911	
	16 years after transfer	8	£100,446	
4	On transfer to new contract		£76,255	LC54/MC54
	1 year after transfer	3	£79,170	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
	6 years after transfer	6	£89,370	
	11 years after transfer	7	£94,911	
	16 years after transfer	8	£100,446	
3	On transfer to new contract		£75,667	LC53/MC53
	1 year after transfer	*	£78,000	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
	7 years after transfer	6	£89,370	
	12 years after transfer	7	£94,911	
	17 years after transfer	8	£100,446	
2	On transfer to new contract		£75,086	LC52/MC52
	1 year after transfer	2	£76,837	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
	8 years after transfer	6	£89,370	
	13 years after transfer	7	£94,911	
	18 years after transfer	8	£100,446	
1	On transfer to new contract		£74,504	LC51/MC51
	1 year after transfer	*	£75,667	
	2 years after transfer	3	£79,170	
	3 years after transfer	4	£81,502	
	4 years after transfer	5	£83,829	
	9 years after transfer	6	£89,370	
	14 years after transfer	7	£94,911	
	19 years after transfer	8	£100,446	

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

Annex: Section 2
Consultant pay and allowances effective from 1 April 2009

Annex B

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

Threshold	Years completed as a consultant	Basic salary	Period before eligibility for next threshold	Payroll point
1	0	£74,504	1 year	MC72/LC72 Point 00
2	1	£76,837	1 year	MC72/LC72 Point 01
3	2	£79,170	1 year	MC72/LC72 Point 02
4	3	£81,502	1 year	MC72/LC72 Point 03
5	4	£83,829	5 years	MC72/LC72 Point 04
	5	£83,829	4 years	MC72/LC72 Point 05
	6	£83,829	3 years	MC72/LC72 Point 06
	7	£83,829	2 years	MC72/LC72 Point 07
	8	£83,829	1 year	MC72/LC72 Point 08
6	9	£89,370	5 years	MC72/LC72 Point 09
	10	£89,370	4 years	MC72/LC72 Point 10
	11	£89,370	3 years	MC72/LC72 Point 11
	12	£89,370	2 years	MC72/LC72 Point 12
	13	£89,370	1 year	MC72/LC72 Point 13
7	14	£94,911	5 years	MC72/LC72 Point 14
	15	£94,911	4 years	MC72/LC72 Point 15
	16	£94,911	3 years	MC72/LC72 Point 16
	17	£94,911	2 years	MC72/LC72 Point 17
	18	£94,911	1 year	MC72/LC72 Point 18
8	19	£100,446	-	MC72/LC72 Point 19

Annex: Section 2

Consultant pay and allowances effective from 1 April 2009

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

Table 2: Value of supplement (either contract)⁶

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£13,511	£19,612	
Band B	£5,232	£10,474	£13,511
Band C	£4,374	£8,717	£10,474
Band D	£3,487	£6,972	£8,717

(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	£93,697	£99,798	
Band B	KE21 ¹	£85,418	£90,660	£93,697
Band C	KE11 ¹	£84,560	£88,903	£90,660
Band D	KE01 ¹	£83,673	£87,158	£88,903

(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		Awarded by ACCEA	
Level 1	£2,957		
Level 2	£5,914		
Level 3	£8,871		
Level 4	£11,828		
Level 5	£14,785		
Level 6	£17,742		
Level 7	£23,656		
Level 8	£29,570		
Level 9	£35,484	Level 9 (Bronze)	£35,484
		Level 10 (Silver)	£46,644
		Level 11 (Gold)	£58,305
		Level 12 (Platinum)	£75,796

Table 5: Discretionary Points for Consultants (either contract)

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,204	£6,408	£9,612	£12,816	£16,020	£19,224	£22,428	£25,632

Annex: Section 2
Consultant pay and allowances effective from 1 April 2009

Table 6: Distinction Awards for Consultants (either contract)

Level of Award	
A+ awards	£75,889
A awards	£55,924
B awards	£31,959

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

Banding	
Daytime Intensity Supplement (paid yearly)	£1,274
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£960
Band 2 (medium intensity)	£1,913
Band 3 (high intensity)	£2,860

Annex: Section 3
Specialty Doctor & Associate Specialist (2008) Pay Scales 2009/10

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step
	Specialty Doctor (MC46)	Associate Specialist (2008) (MC41)		
Min	£36,443	£51,095	1 year	MC46-01 / MC41-01
1	£39,559	£55,202	1 year	MC46-02 / MC41-02
2	£43,610	£59,308	1 year	MC46-03 / MC41-03
3	£45,781	£64,731	1 year	MC46-04 / MC41-04
4	£48,909	£69,432	1 year	MC46-05 / MC41-05
5	£52,025	£71,381	2 years	MC46-06 / MC41-06
	£52,025	£71,381	1 year	MC46-07 / MC41-07
6	£55,211	£73,926	2 years	MC46-08 / MC41-08
	£55,211	£73,926	1 year	MC46-09 / MC41-09
7	£58,399	£76,471	2 years	MC46-10 / MC41-10
	£58,399	£76,471	1 year	MC46-11 / MC41-11
8	£61,586	£79,015	3 years	MC46-12 / MC41-12
	£61,586	£79,015	2 years	MC46-13 / MC41-13
	£61,586	£79,015	1 year	MC46-14 / MC41-14
9	£64,772	£81,560	3 years	MC46-15 / MC41-15
	£64,772	£81,560	2 years	MC46-16 / MC41-16
	£64,772	£81,560	1 year	MC46-17 / MC41-17
10	£67,959	£84,106		MC46-18 / MC41-18

Threshold 1

Threshold 2

* New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Associate Specialist (England) (2008) and Terms and Conditions – Specialty Doctor (England)

Annex: 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	£179
12 to 17	£358
18 to 23	£537
24 to 29	£716
30 to 35	£895
36 to 41	£1,074
42 to 47	£1,253
48 to 53	£1,432
54 to 59	£1,611
60 to 65	£1,790
66 to 71	£1,969
72 or more	£2,148

Annex: Section 4
Doctors and dentists in training

Table 1: Total Salaries for Full-Time Training Posts from 1 April 2009⁸

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/ FHO1	Min	£22,190	£26,628	£31,066	£33,285	£39,942	£44,380
	1	£23,575	£28,290	£33,005	£35,363	£42,435	£47,150
	2	£24,960	£29,952	£34,944	£37,440	£44,928	£49,920
FHO2	Min	£27,523	£33,028	£38,533	£41,285	£49,542	£55,046
	1	£29,323	£35,188	£41,053	£43,985	£52,782	£58,646
	2	£31,122	£37,347	£43,571	£46,683	£56,020	£62,244
SHO	Min	£27,523	£33,028	£38,533	£41,285	£49,542	£55,046
	1	£29,323	£35,188	£41,053	£43,985	£52,782	£58,646
	2	£31,122	£37,347	£43,571	£46,683	£56,020	£62,244
	3	£32,922	£39,507	£46,091	£49,383	£59,260	£65,844
	4	£34,722	£41,667	£48,611	£52,083	£62,500	£69,444
	5	£36,522	£43,827	£51,131	£54,783	£65,740	£73,044
SpR	Min	£30,685	£36,822	£42,959	£46,028	£55,233	£61,370
	1	£32,204	£38,645	£45,086	£48,306	£57,968	£64,408
	2	£33,724	£40,469	£47,214	£50,586	£60,704	£67,448
	3	£35,244	£42,293	£49,342	£52,866	£63,440	£70,488
	4	£37,077	£44,493	£51,908	£55,616	£66,739	£74,154
	5	£38,911	£46,694	£54,476	£58,367	£70,040	£77,822
	6	£40,745	£48,894	£57,043	£61,118	£73,341	£81,490
	7	£42,578	£51,094	£59,610	£63,867	£76,641	£85,156
	8	£44,412	£53,295	£62,177	£66,618	£79,942	£88,824
StR	Min	£29,411	£35,294	£41,176	£44,117	£52,940	£58,822
	1	£31,211	£37,454	£43,696	£46,817	£56,180	£62,422
	2	£33,724	£40,469	£47,214	£50,586	£60,704	£67,448
	3	£35,244	£42,293	£49,342	£52,866	£63,440	£70,488
	4	£37,077	£44,493	£51,908	£55,616	£66,739	£74,154
	5	£38,911	£46,694	£54,476	£58,367	£70,040	£77,822
	6	£40,745	£48,894	£57,043	£61,118	£73,341	£81,490
	7	£42,578	£51,094	£59,610	£63,867	£76,641	£85,156
	8	£44,412	£53,295	£62,177	£66,618	£79,942	£88,824
StR (FT) & (CT)	Min	£29,411	£35,294	£41,176	£44,117	£52,940	£58,822
	1	£31,211	£37,454	£43,696	£46,817	£56,180	£62,422
	2	£33,724	£40,469	£47,214	£50,586	£60,704	£67,448
	3	£35,244	£42,293	£49,342	£52,866	£63,440	£70,488
	4	£37,077	£44,493	£51,908	£55,616	£66,739	£74,154
5	£38,911	£46,694	£54,476	£58,367	£70,040	£77,822	

Annex: Section 4
Doctors and dentists in training

**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	£22,190	£23,300	£27,738
	1	£23,575	£24,754	£29,469
	2	£24,960	£26,208	£31,200
SHO	Min	£27,523	£28,900	£34,404
	1	£29,323	£30,790	£36,654
	2	£31,122	£32,679	£38,903
	3	£32,922	£34,569	£41,153
	4	£34,722	£36,459	£43,403
	5	£36,522	£38,349	£45,653
	6	£38,322	£40,239	£47,903
SpR	Min	£30,685	£32,220	£38,357
	1	£32,204	£33,815	£40,255
	2	£33,724	£35,411	£42,155
	3	£35,244	£37,007	£44,055
	4	£37,077	£38,931	£46,347
	5	£38,911	£40,857	£48,639
	6	£40,745	£42,783	£50,932
	7	£42,578	£44,707	£53,223
	8	£44,412	£46,633	£55,515
9	£46,246	£48,559	£57,808	

Annex: Section 4
Doctors and dentists 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
F5	11,095	11,788	12,480	13,762	14,662	15,561	13,762	14,662	15,561	16,461	17,361	18,261	19,161	15,343	16,102	16,862	17,622	18,539	19,456	20,373	21,289	22,206	23,123
F6	13,314	14,145	14,976	16,514	17,594	18,674	16,514	17,594	18,674	19,754	20,834	21,914	22,994	18,411	19,323	20,235	21,147	22,247	23,347	24,447	25,547	26,648	27,748
F7	15,533	16,503	17,472	19,267	20,527	21,786	19,267	20,527	21,786	23,046	24,306	25,566	26,826	21,480	22,543	23,607	24,671	25,954	27,238	28,522	29,805	31,089	32,373
F8	17,752	18,860	19,968	22,019	23,459	24,898	22,019	23,459	24,898	26,338	27,778	29,218	30,658	24,548	25,764	26,980	28,196	29,662	31,129	32,596	34,063	35,530	36,997
F9	19,971	21,218	22,464	24,771	26,391	28,010	24,771	26,391	28,010	29,630	31,250	32,870	34,490	27,617	28,984	30,352	31,720	33,370	35,020	36,671	38,321	39,971	41,622
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	13,314	14,146	14,976	16,515	17,595	18,674	16,515	17,595	18,674	19,754	20,834	21,914	22,994	18,412	19,323	20,235	21,147	22,247	23,348	24,448	25,547	26,648	27,748
F6	15,977	16,974	17,972	19,817	21,113	22,409	19,817	21,113	22,409	23,705	25,001	26,297	27,593	22,094	23,188	24,282	25,377	26,697	28,017	29,337	30,657	31,978	33,298
F7	18,640	19,804	20,967	23,121	24,633	26,144	23,121	24,633	26,144	27,656	29,168	30,680	32,192	25,776	27,052	28,329	29,606	31,145	32,686	34,227	35,766	37,307	38,848
F8	21,303	22,632	23,962	26,423	28,151	29,878	26,423	28,151	29,878	31,606	33,334	35,062	36,790	29,458	30,917	32,376	33,836	35,595	37,355	39,116	40,876	42,636	44,397
F9	23,966	25,462	26,957	29,726	31,670	33,612	29,726	31,670	33,612	35,556	37,500	39,444	41,388	33,141	34,781	36,423	38,064	40,044	42,024	44,006	45,986	47,966	49,947
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	15,533	16,504	17,472	19,267	20,527	21,786	19,267	20,527	21,786	23,046	24,306	25,566	26,826	21,481	22,543	23,607	24,671	25,955	27,239	28,523	29,805	31,089	32,373
F6	18,640	19,803	20,967	23,120	24,632	26,144	23,120	24,632	26,144	27,656	29,168	30,680	32,192	25,776	27,053	28,329	29,606	31,146	32,686	34,226	35,766	37,308	38,848
F7	21,747	23,105	24,461	26,974	28,738	30,501	26,974	28,738	30,501	32,265	34,029	35,793	37,557	30,072	31,561	33,050	34,540	36,336	38,134	39,931	41,727	43,525	45,323
F8	24,853	26,404	27,956	30,827	32,843	34,858	30,827	32,843	34,858	36,874	38,890	40,906	42,922	34,368	36,070	37,772	39,475	41,527	43,581	45,635	47,689	49,742	51,796
F9	27,960	29,706	31,450	34,680	36,948	39,214	34,680	36,948	39,214	41,482	43,750	46,018	48,286	38,664	40,578	42,493	44,408	46,718	49,028	51,340	53,650	55,960	58,271
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	16,643	17,682	18,720	20,643	21,993	23,342	20,643	21,993	23,342	24,692	26,042	27,392	28,742	23,015	24,153	25,293	26,433	27,809	29,184	30,560	31,934	33,309	34,685
F6	19,971	21,218	22,464	24,771	26,391	28,011	24,771	26,391	28,011	29,631	31,251	32,871	34,491	27,617	28,985	30,353	31,721	33,371	35,021	36,671	38,321	39,972	41,622
F7	23,300	24,755	26,208	28,901	30,791	32,679	28,901	30,791	32,679	34,569	36,459	38,349	40,239	32,220	33,815	35,411	37,007	38,931	40,857	42,783	44,708	46,634	48,560
F8	26,628	28,290	29,952	33,029	35,189	37,347	33,029	35,189	37,347	39,507	41,667	43,827	45,987	36,822	38,646	40,470	42,294	44,493	46,694	48,894	51,095	53,295	55,496
F9	29,957	31,827	33,696	37,157	39,587	42,015	37,157	39,587	42,015	44,445	46,875	49,305	51,735	41,426	43,476	45,528	47,580	50,055	52,530	55,007	57,482	59,957	62,433

(* Not PRHO)

Annex: Section 4
 Doctors and dentists in training – flexible Trainees
 Post June 2005 pay arrangements¹⁰

StR

Basic

Point	0	1	2	3	4	5	6	7	8	9
F5	14,706	15,606	16,862	17,622	18,539	19,456	20,373	21,289	22,206	23,123
F6	17,647	18,727	20,235	21,147	22,247	23,347	24,447	25,547	26,648	27,748
F7	20,588	21,848	23,607	24,671	25,954	27,238	28,522	29,805	31,089	32,373
F8	23,529	24,969	26,980	28,196	29,662	31,129	32,596	34,063	35,530	36,997
F9	26,470	28,090	30,352	31,720	33,370	35,020	36,671	38,321	39,971	41,622

FC (20% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	17,648	18,728	20,235	21,147	22,247	23,348	24,448	25,547	26,648	27,748
F6	21,177	22,473	24,282	25,377	26,697	28,017	29,337	30,657	31,978	33,298
F7	24,706	26,218	28,329	29,606	31,145	32,686	34,227	35,766	37,307	38,848
F8	28,235	29,963	32,376	33,836	35,595	37,355	39,116	40,876	42,636	44,397
F9	31,764	33,708	36,423	38,064	40,044	42,024	44,006	45,986	47,966	49,947

FB (40% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	20,589	21,849	23,607	24,671	25,955	27,239	28,523	29,805	31,089	32,373
F6	24,706	26,218	28,329	29,606	31,146	32,686	34,226	35,766	37,308	38,848
F7	28,824	30,588	33,050	34,540	36,336	38,134	39,931	41,727	43,525	45,323
F8	32,941	34,957	37,772	39,475	41,527	43,581	45,635	47,689	49,742	51,796
F9	37,058	39,326	42,493	44,408	46,718	49,028	51,340	53,650	55,960	58,271

FA (50% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	22,059	23,409	25,293	26,433	27,809	29,184	30,560	31,934	33,309	34,685
F6	26,471	28,091	30,353	31,721	33,371	35,021	36,671	38,321	39,972	41,622
F7	30,882	32,772	35,411	37,007	38,931	40,857	42,783	44,708	46,634	48,560
F8	35,294	37,454	40,470	42,294	44,493	46,694	48,894	51,095	53,295	55,496
F9	39,705	42,135	45,528	47,580	50,055	52,530	55,007	57,482	59,957	62,433

StR (Fixed Term)/(Core Training)

Basic

	0	1	2	3	4	5	Point
	14,706	15,606	16,862	17,622	18,539	19,456	F5
	17,647	18,727	20,235	21,147	22,247	23,347	F6
	20,588	21,848	23,607	24,671	25,954	27,238	F7
	23,529	24,969	26,980	28,196	29,662	31,129	F8
	26,470	28,090	30,352	31,720	33,370	35,020	F9

FC (20% supplement)

	0	1	2	3	4	5	
	17,648	18,728	20,235	21,147	22,247	23,348	F5
	21,177	22,473	24,282	25,377	26,697	28,017	F6
	24,706	26,218	28,329	29,606	31,145	32,686	F7
	28,235	29,963	32,376	33,836	35,595	37,355	F8
	31,764	33,708	36,423	38,064	40,044	42,024	F9

FB (40% supplement)

	0	1	2	3	4	5	
	20,589	21,849	23,607	24,671	25,955	27,239	F5
	24,706	26,218	28,329	29,606	31,146	32,686	F6
	28,824	30,588	33,050	34,540	36,336	38,134	F7
	32,941	34,957	37,772	39,475	41,527	43,581	F8
	37,058	39,326	42,493	44,408	46,718	49,028	F9

FA (50% supplement)

	0	1	2	3	4	5	
	22,059	23,409	25,293	26,433	27,809	29,184	F5
	26,471	28,091	30,353	31,721	33,371	35,021	F6
	30,882	32,772	35,411	37,007	38,931	40,857	F7
	35,294	37,454	40,470	42,294	44,493	46,694	F8
	39,705	42,135	45,528	47,580	50,055	52,530	F9

Annex: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

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	£3.59	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£5,111.32	
			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	£651	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£8,018	
	Lower rate	year	£4,009	
	12 hrs per day Mon-Fri	year	£2,867	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,561	
91.b	Payment for one hour or less of clinical work per week	year	£1,214	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,428	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£26.20	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,561	
"	Maximum annual payment (i.e. for 9 sessions)	year	£41,049	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,214	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,428	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£24.70	
"	Maximum payment per session (i.e. three times hourly rate)	session	£74.10	

Annex: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

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	£81.72
	Intermediate Rate	"	£40.86
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£245.16
145 / Sch 10	Combined fee for completion of form CVI	item of service	£124.62
	For re-examination (provided previous form CVI available)	"	£106.48
146	Lower rate	items of service	£20.46
155	Exceptional consultation by a consultant		£153.08
157	Exceptional consultation by a general practitioner		£50.52
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£59.29
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£46.99
	Other grades	"	£34.50
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£75.11

Annex: Section 6 Transport fees and allowances

Mileage Allowance¹³

1 Public transport rate: 24p 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	(£)	508	626	760	760
Up to 9,000 miles	(p)	29.7	36.9	44	44
9,001 - 15,000 miles	(p)	17.8	20.1	22.6	22.6
Thereafter	(p)	17.8	20.1	22.6	22.6

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)	37.4	47.3	58.3	58.3
3,501 - 9,000 miles	(p)	23.0	28.2	33.5	41.0
9,001 - 15,000 miles	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4 Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	17.8	27.8		
Over 5,000 miles	(p)	6.7	9.9		

5 Passenger allowance:

Each passenger: 5p per mile

6 Pedal cycles: For local agreement, subject to a minimum of 10p 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: 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	£74,504	£75,086	£75,667	£76,255	£76,837	£78,000	£79,170	£81,502	£82,665	£83,829
MC73-1	£89,370	£94,911	£100,446							
				Rate (£) : Per Week				Rate (£)/notional half day		
Specialty Doctor				£836.40				£83.64		
Associate Specialist (2008)				£1,140.00				£114.00		
Associate Specialist				£981.09				£89.19		
P/T Medical/Dental Officer (paras 94-105)								£87.48		
Hospital Practitioner								£100.47		
Staff Grade				£827.40				£82.74		

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 rate	LC	LB	LA
HO / FHO1	11.31	15.84	16.97	20.36
FHO2	14.06	19.69	21.09	25.31
SHO	15.79	22.11	23.69	28.43
SpR	18.22	25.51	27.33	32.80
StR (Higher)	18.22	25.51	27.33	32.80
StR (Lower)	16.54	23.16	24.81	29.78

Weekly Rates (£) : Band LL							
Band	Basic Rate ²⁰	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	542.88	651.46	760.04	814.32	814.32	977.19	1085.76
FHO2	674.88	809.86	944.84	1012.32	1012.32	1214.79	1349.76
SHO	757.92	909.51	1061.09	1136.88	1136.88	1364.26	1515.84
SpR	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR (Higher)	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR (Lower)	793.92	952.71	1111.49	1190.88	1190.88	1429.06	1587.84

(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: Section 8 Family planning fees and miscellaneous

Effective from 1 April 2009

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	£117.60	£58.02
b. during the course of another procedure	£79.50	£38.46
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£158.99	£77.65
b. during the course of another procedure	£106.34	£51.73
iii. Fee for the reversal of male sterilisation	£180.80	£90.35
iv. Fee for the reversal of female sterilisation	£252.90	£126.71
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
a. as a separate procedure	£79.50	£58.02
b. during the course of another procedure	£52.60	£38.46
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£252.90	£126.71
vi. Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£21.77
vii. Radiological services provided in connection with NHS family planning cases	Case	£21.77
viii. Notional half-day special family planning session	Session	£135.20
 3. Miscellaneous		
i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,369.25
ii. Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£127.91
	Half day	£63.96
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£195.43
	Half day	£97.72

Annex: Section 9
 Pay and allowances: Salaried Primary Dental Care Staff
 Terms and Conditions for Salaried Primary Dental Care Staff (2008)

	Salary Point	Salary 2009/10 (£)
Band A	1	37,344
	2	41,494
	3	47,718
	4	50,830
	5	53,942
	6	56,016
Band B	7 ^a	58,091
	8	60,166
	9	63,278
	10	64,834
	11	66,390
	12	67,946
Band C	13 ^{bc}	69,502
	14 ^c	71,576
	15 ^c	73,651
	16	75,726
	17	77,800
	18	79,875

- a) Salary point 7 is the entry level to Band B but is also the Extended Competency Point at the top of Band A.
- b) Salary point 13 is the entry level to Band C but is also the Extended Competency Point at the top of Band B.
- c) Salary points 13-15 represents those available to current Assistant Clinical Directors under the new pay spine.
- d) 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
- e) Service complexity, for band C managerial dentists, is represented as follows within the pay scale:

		Service complexity		
		Standard	Medium	High
Pay point range	13			
	14			
	15			
	16			
	17			
	18			

Annex: Section 9
 Pay and allowances: Salaried Primary Dental Care Staff
 Terms and Conditions for Salaried Primary Dental Care Staff (2008)

Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a vocational dental practitioner or undergraduate dental student should be increased from £1,901 to £1,930 a year.

Vocational Dental Practitioners

Vocational dental practitioners (VDPs) 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. From 1st April 2009 the full-time salary will be £29,829 per annum for newly appointed VDPs. Existing VDPs should receive pay protection until they complete their vocational training period.

London Weighting

		Non-resident staff	Resident staff
		(£)	(£)
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

Annex: Section 10 Payments in respect of the GP Registrar Scheme (provisional for Information only)

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.

Formal contract for practice placement made:												
	Basic Salary From Apr '09 (all contracts)	Pre-April 2007 Supplement 65%		April '07 - July '07 Supplement 55%		August '07 - March '08 Supplement 55%		April '08 - March '09 Supplement 50%		April '09 - March '10 Supplement 45%		
		GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	
a)	Scale point											
	SHO minimum	£27,523	£17,890	£45,413	£15,138	£42,661	n/a	n/a	n/a	n/a	n/a	
	SHO point 01	£29,323	£19,060	£48,383	£16,128	£45,451	n/a	n/a	n/a	n/a	n/a	
	SHO point 02	£31,122	£20,230	£51,352	£17,118	£48,240	n/a	n/a	n/a	n/a	n/a	
	SHO point 03	£32,922	£21,400	£54,322	£18,108	£51,030	n/a	n/a	n/a	n/a	n/a	
	SHO point 04	£34,722	£22,570	£57,292	£19,098	£53,820	n/a	n/a	n/a	n/a	n/a	
	SHO point 05	£36,522	£23,740	£60,262	£20,088	£56,610	n/a	n/a	n/a	n/a	n/a	
	SHO point 06	£38,322	£24,910	£63,232	£21,078	£59,400	n/a	n/a	n/a	n/a	n/a	
b)	SpR minimum	£30,685	£19,946	£50,631	£16,877	£47,562	£16,877	£47,562	£15,343	£46,028	£13,809	£44,494
	SpR point 01	£32,204	£20,933	£53,137	£17,713	£49,917	£17,713	£49,917	£16,102	£48,306	£14,492	£46,696
	SpR point 02	£33,724	£21,921	£55,645	£18,549	£52,273	£18,549	£52,273	£16,862	£50,586	£15,176	£48,900
	SpR point 03	£35,244	£22,909	£58,153	£19,385	£54,629	£19,385	£54,629	£17,622	£52,866	£15,860	£51,104
	SpR point 04	£37,077	£24,101	£61,178	£20,393	£57,470	£20,393	£57,470	£18,539	£55,616	£16,685	£53,762
	SpR point 05	£38,911	£25,293	£64,204	£21,402	£60,313	£21,402	£60,313	£19,456	£58,367	£17,510	£56,421
	SpR point 06	£40,745	£26,485	£67,230	£22,410	£63,155	£22,410	£63,155	£20,373	£61,118	£18,336	£59,081
	SpR point 07	£42,578	£27,676	£70,254	£23,418	£65,996	£23,418	£65,996	£21,289	£63,867	£19,161	£61,739
	SpR point 08	£44,412	£28,868	£73,280	£24,427	£68,839	£24,427	£68,839	£22,206	£66,618	£19,986	£64,398
	SpR point 09	£46,246	£30,060	£76,306	£25,436	£71,682	£25,436	£71,682	£23,123	£69,369	£20,811	£67,057
c)	StR minimum	£29,411	n/a	n/a	n/a	n/a	£16,177	£45,588	£14,706	£44,117	£13,235	£42,646
	StR point 01	£31,211	n/a	n/a	n/a	n/a	£17,167	£48,378	£15,606	£46,817	£14,045	£45,256
	StR point 02	£33,724	n/a	n/a	n/a	n/a	£18,549	£52,273	£16,862	£50,586	£15,176	£48,900
	StR point 03	£35,244	n/a	n/a	n/a	n/a	£19,385	£54,629	£17,622	£52,866	£15,860	£51,104
	StR point 04	£37,077	n/a	n/a	n/a	n/a	£20,393	£57,470	£18,539	£55,616	£16,685	£53,762
	StR point 05	£38,911	n/a	n/a	n/a	n/a	£21,402	£60,313	£19,456	£58,367	£17,510	£56,421
	StR point 06	£40,745	n/a	n/a	n/a	n/a	£22,410	£63,155	£20,373	£61,118	£18,336	£59,081
	StR point 07	£42,578	n/a	n/a	n/a	n/a	£23,418	£65,996	£21,289	£63,867	£19,161	£61,739
	StR point 08	£44,412	n/a	n/a	n/a	n/a	£24,427	£68,839	£22,206	£66,618	£19,986	£64,398
	StR point 09	£46,246	n/a	n/a	n/a	n/a	£25,436	£71,682	£23,123	£69,369	£20,811	£67,057
d)	Consultant / Career Grade	As determined under the provisions of Paragraph 2)c) of Schedule 1 to the Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1st August 2007.										

* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

Mark-time basis

† Doctors on the first incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (03) of the Specialty Registrar scale.

‡ 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 maximum of the Registrar scale is equivalent to 5th Year Specialist/Specialty Registrar (scale point 04).

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: ((hourly rate x 40) x 1.2). The banding multiplier, where applicable, is then applied to this figure.
-