

20 July 2006

Pay Circular (M&D) 3/2006

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

To: All NHS employers

Summary

This Pay Circular informs NHS employers of changes, with effect from the date of this Circular, to the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service.

Action

- 1 Doctors on Foundation training programmes are to be called Foundation House Officer 1 and Foundation House Officer 2. The new pay scales and pay codes should be used with immediate effect for all new appointments to these grades.
- 2 Employers should also ensure that trainees in Foundation programmes currently paid under pay codes MN01 (PRHO) and MN21 (SHO) are moved onto the new codes (attached at annex A) at the earliest opportunity; it is not anticipated that any adjustment of actual pay will be necessary. Senior House Officers in Foundation House Officer 2 posts already paid at a point higher than the third point of the new scale will transfer to the new code under existing pay protection arrangements. Senior House Officers **not** in Foundation Programme posts should not be moved to the new code and will continue to be paid under their existing pay code.
- 3 Advance Letter (MD) 2/2001 is now cancelled and its contents are replaced by the amended guidance attached at Annex B. Employers are asked to take note of this guidance when deciding whether public transport rate should apply.

Training grades closing to new entrants

- 4 Doctors appointed to higher specialist training as Specialist Registrars before 1st January 2007 will be able to complete their training in that grade (subject to satisfactory progress). The Specialist Registrar grade will be closed to new entrants from 1st January 2007.
- 5 No new appointments should be made to the Senior House Officer grade after 31st July 2007 when entry to this grade will close. Contracts already issued to Senior House Officers that extend beyond that date will be honoured.

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Terms and Conditions of Service for trainees on the Foundation Programme

- 6 Existing Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service shall be taken to also refer to trainees in Foundation Programmes.

New pay scales for trainees on the Foundation Programme

- 7 Following discussion in the Joint Negotiating Committee (Juniors) (JNC(J)) for Hospital, Medical and Dental Staff, agreement has been reached on pay scales to be used when employing trainees on the Foundation Programme. These scales, headed Foundation House Officer 1 and 2, (FHO1 and FHO2) are included in the table attached as Annex A Section 1, which replaces the table of the same name issued as part of Pay Circular (M&D) 1/2006.

Guidance on the payment of mileage allowances

- 8 Advance Letter (MD) 2/2001 offered guidance on the payment of mileage allowances; since its issue there has remained some uncertainty over payments to doctors in training on rotation in respect of excess travel. Following discussion in JNC(J) the guidance has been amended to remove doubt in this area. The amended guidance which replaces that as issued in Advance Letter (MD) 2/2001 is attached as Annex B to this circular.

Enquiries

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

Further copies

- 11 Copies of this circular can be downloaded from: www.nhsemployers.org
- 12 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts and increases in pay for medical and dental staff covered by this circular rested with the Department of Health and was published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: www.dh.gov.uk/letters



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Annex A: Section 1: Basic rates of pay per annum, effective from 1 April 2006

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

		Basic salary (£)														
Grade	Pay Scale Code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	
Consultant (Old Contract)	MC21/KC11 ¹	57944	62161	66378	70595	75404										
Associate Specialist	MC01	34977	38788	42598	46408	50219	54029	59061	63422	65232 ²	67593 ²	69954 ²	72315 ²	74676 ²	77039 ²	
Staff Grade Practitioner	MH01 ¹	31547	34131	36714	39298	41882	44465	47049	49632							
		MH03	MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03/5 ³	31547	34131	36714	39298	41882	44924	47049 ⁴	49632 ⁴	52216 ⁴	54800 ⁴	57383 ⁴	59968 ⁴			
SCMO	KB11 ¹	43059	45741	48422	51103	53785	56466	59147	61829							
CMO	KB01 ¹	30179	31867	33555	35243	36931	38619	40307	41996							
Senior Registrar	MN41/KA21 ¹	33325	35092	36860	38628	40395	42163	43931								
Registrar	MN31/KA11 ¹	28930	30395	31860	33325	35092										
Specialist Registrar	MN25/KA31	28930	30395	31860	33325	35092	36860	38628	40395 ⁵	42163 ⁵	43931 ⁵					
Senior House Officer	MN21/KA01	25882	27617	29352	31087	32822	34557 ⁵	36292 ⁵								
House Officer	MN11	20741	22076	23411												
PRHO	MN01	20741	22076													
Hospital practitioners/session	MD01-41	4218	4462	4706	4951	5195	5439	5683								
Foundation House Officer 2	MN15	25882	27617	29352												
Foundation House Officer 1	MN13	20741	22076	23411												

(NB: Endnotes appear on page 5)

Annex B

Guidance on the payment of car mileage allowances

Guidance on the payment of Mileage Allowances

The following guidance should be used where mileage allowance is payable.

The public transport rate should be paid where travel by a public service is appropriate but the practitioner prefers to use a private means of transport instead. In all other circumstances, the standard or regular user rates apply.

Employers should use the following criteria in deciding whether the public transport rate should apply:

- the nature of the practitioner's duties;
- the length and complexity of journeys (including the number of changes and likely waiting times);
- the availability of public transport;
- personal safety;
- the time of day;
- relative journey times (public transport compared with private vehicle);
- any other relevant factors, for example, equipment or luggage to be carried.

In particular, employers should take into account the variable times at which practitioners start and finish work when public transport may not be a viable way of travelling.

If a practitioner needs to use private transport because public transport does not provide a reliable or reasonable way to get to or from work at shift start and end times or because they are travelling on an official journey, the standard or regular user mileage rates should apply (see paragraphs 298 and 290 respectively).

Doctors in training claiming excess mileage as a result of working at a hospital on rotation should receive reimbursement at public transport rate, except for journeys where the use of private transport is necessary or in circumstances as described in the paragraph above; in such circumstances and for those journeys, the standard or regular user mileage rates shall apply.

For general guidance, a journey by public transport which takes over 1 hour or which requires 3 or more changes would be considered unreasonable and the standard or regular user mileage rates shall apply.

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.