



14 March 2005

To: All NHS Managers
Department of Health

Dear Colleague,

Pay Circular (M&D) 1/2005

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

With the establishment of NHS Employers the responsibility to inform the NHS of uplifts and increases in pay for hospital medical and dental staff and doctors in public health medicine and the community health service now lies with NHS Employers rather than the Department of Health. This information will therefore no longer appear in Advance Letters (Medical and Dental) but instead will be included in new NHS Employers Pay Circulars (M&D).

This circular informs NHS employers of the changes with effect from 1 April 2005 in the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service.

This information is being provided to the NHS in a formal communication similar in style to that previously provided by the Department of Health. Whilst we believe this appropriate for this detailed information, NHS Employers is keen to ensure that it is providing the service local NHS Organisations want. Comments and suggestions about additional or alternative information that could be provided to you regarding the pay awards/rates would be welcome.

The circular provides details of:

- uplifts to national salary scales for 2005/06;
- uplifts to London weighting allowances;
- uplifts to fees and allowances;
- Guidance on Additional Programmed Activities for consultants on the 2003 contract; and
- GP Registrar supplements and trainees on Foundation programmes (F1, F2) undertaking placements in general practice.

Uplifts to national salary scales for 2005/06

The uplifts to salary scales from 1 April 2005 are 3.225% for consultants on the 2003 contract and for staff grades and associate specialist/non-consultant career grade doctors. The salary scales for Consultants on the pre 2003 contract and doctors in training are uplifted by 3%.

Salaried GPs

The salary range for salaried GPs employed by Primary Care Organisations (PCOs) increased by 3.225%. The salary range for 2005/06 is therefore: £49,248 to £74,816.

Increases to London weighting allowances

There is an increase of 3% to the current London Zone rates for non-resident and resident staff.

The London Allowance rate for extra-territorially managed units and the fringe zone remains unchanged.

Uplift to fees and allowances

The uplifts to fees and allowances set out in this letter vary between 3% and 3.225%, in line with the uplifts to salary scales for different staff groups. Where a particular fee or allowance is payable to more than one staff group, the uplift has been set at the highest applicable rate.

Consultant Pay and Allowances

Table 1 in Annex A, Section 2 has been redesigned to make it easier to work out progression through pay thresholds.

Additional Programmed Activities – 2003 Consultant Contract

Employers should note that the value of an Additional Programmed Activity should be regarded as 10% of basic salary. Where a consultant holds discretionary points or a local clinical excellence award, there will be a pro rata increase in the payment for an Additional Programmed Activity. Where a consultant holds a distinction award or a higher clinical excellence award, the pro rata increase in the payment for an Additional Programmed Activity will be based on the maximum level of discretionary points or local clinical excellence as the case may be. Guidance setting out best practice which should be applied to extra or Additional Programmed Activities and examples of contract wording that employers may wish to adopt can be found at: www.modern.nhs.uk/scripts/default.asp?site_id=51

GP Registrars

The GP Registrar supplement for doctors entering GPR VTS from hospital training grades, will remain at 65%. The supplement is payable only to GPRs on a pay point of a training grade; separate provision is made for doctors entering VTS from other backgrounds. Trainees on Foundation programmes (F1, F2) undertaking placements in general practice should be paid under the normal provisions of their host trust contract of employment and banded according to their hours of work, on-call and out-of-hours duties.

Effect of amendments

The revised national rates and charges in the pages attached as annex A to this pay circular replace those notified in AL(MD)1/2004 and will take effect from 1 April 2005.

Action

The revised national salaries, fees and allowances apply in full with effect from 1 April 2005. Please implement and, where appropriate, backdate the new awards as soon as possible.

Enquiries

Employees should direct personal enquiries to their employer.

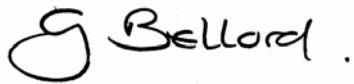
Employers should direct enquiries to: doctorsanddentistsenquiries@nhsemployers.org

Further copies

Copies of this circular can be downloaded from: www.nhsemployers.org

Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: www.dh.gov.uk/letters

Yours faithfully

A handwritten signature in black ink that reads "G Bellord .". The letter "G" is large and stylized, followed by the name "Bellord" in a cursive script, and a period at the end.

Gill Bellord
Head of Pay and Negotiations
NHS Employers

ANNEX A: SECTION 1: BASIC RATES OF PAY PER ANNUM, Effective from 1 April 2005

Terms and conditions of service of hospital medical and dental staff and public health and community doctors

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2003 Consultant Contract		1	2	3	4	5	6	7	8						
Consultant appointed on or after 31 October 2003	MC72	£69,298	£71,498	£73,699	£75,899	£78,094	£83,320	£88,547	£93,768						
Consultant appointed before 31 October 2003	MC51	See Section 2: Table 1 (attached) for updated transitional salary scales.													
Existing / Old Terms and Conditions		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Old Contract)	MC21/KC11¹	57,370	61,545	65,721	69,896	74,658									
Associate Specialist	MC01	34,158	37,879	41,600	45,321	49,042	52,763	57,676	61,935	63,703 ²	66,009 ²	68,315 ²	70,620 ²	72,926 ²	75,233 ²
Staff Grade Practitioner	MH01¹	30,808	33,331	35,854	38,377	40,900	43,423	45,946	48,469						
Staff Grade Practitioner	MH03/5³	MH03	MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05	MH05
		30,808	33,331	35,854	38,377	40,900	43,871	45,946 ⁴	48,469 ⁴	50,992 ⁴	53,515 ⁴	56,038 ⁴	58,562 ⁴		
SCMO	KB11¹	42,050	44,669	47,287	49,906	52,524	55,143	57,761	60,380						
CMO	KB01¹	29,472	31,120	32,769	34,417	36,066	37,714	39,363	41,011						
Senior Registrar	MN41/KA21¹	32,607	34,337	36,067	37,796	39,526 ⁵	41,255 ⁵	42,985 ⁵							
Registrar	MN31/KA11¹	28,307	29,741	31,174	32,607	34,337									
Specialist Registrar	MN25/KA31	28,307	29,741	31,174	32,607	34,337	36,067	37,796	39,526 ⁵	41,255 ⁵	42,985 ⁵				
Senior House Officer	MN21/KA01	25,324	27,022	28,720	30,418	32,116	33,813 ⁵	35,511 ⁵							
House Officer	MN11	20,295	21,601	22,907											
PRHO	MN01	20,295	21,601												
Hospital practitioners/session	MD01-41	4,119	4,358	4,596	4,835	5,073	5,312	5,550							

(NB: Endnotes appear on page 17)

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Basic Salary for Consultants appointed before 31 October 2003 – Transitional arrangements (See Schedule 13 of Terms and Conditions - Consultants 2003)

Table 1: Salary on Commencement (Transitional arrangements)

Seniority at Transfer		Salary Threshold ⁶ (at 2005/06 Rates)
30+	Salary on transfer to the new contract	£83,320
	1 year after transfer	£88,547
	2 years after transfer	£93,768
21-29	Salary on transfer	£78,094
	1 year after transfer	£83,320
	2 years after transfer	£88,547
	3 years after transfer	£93,768
20	Salary on transfer	£78,094
	1 year after transfer	£83,320
	3 years after transfer	£88,547
	4 years after transfer	£93,768
19	Salary on transfer	£78,094
	1 year after transfer	£83,320
	3 years after transfer	£88,547
	5 years after transfer	£93,768
18	Salary on transfer	£78,094
	2 years after transfer	£83,320
	3 years after transfer	£88,547
	5 years after transfer	£93,768
17	Salary on transfer	£78,094
	2 years after transfer	£83,320
	4 years after transfer	£88,547
	6 years after transfer	£93,768
16	Salary on transfer	£78,094
	3 years after transfer	£83,320
	4 years after transfer	£88,547
	7 years after transfer	£93,768
15	Salary on transfer	£78,094
	3 years after transfer	£83,320
	4 years after transfer	£88,547
	8 years after transfer	£93,768
14	Salary on transfer	£78,094
	3 years after transfer	£83,320
	5 years after transfer	£88,547
	9 years after transfer	£93,768
13	Salary on transfer	£78,094
	3 years after transfer	£83,320
	5 years after transfer	£88,547
	10 years after transfer	£93,768
12	Salary on transfer	£78,094
	3 years after transfer	£83,320
	6 years after transfer	£88,547
	11 years after transfer	£93,768
11	Salary on transfer	£78,094
	4 years after transfer	£83,320
	7 years after transfer	£88,547
	12 years after transfer	£93,768
10	Salary on transfer	£78,094
	4 years after transfer	£83,320
	8 years after transfer	£88,547
	13 years after transfer	£93,768

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Seniority at Transfer		Salary Threshold ⁶ (at 2005/06 Rates)	
9	Salary on transfer	£78,094	
	4 years after transfer	£83,320	
	9 years after transfer	£88,547	
	14 years after transfer	£93,768	
8	Salary on transfer	£78,094	
	5 years after transfer	£83,320	
	10 years after transfer	£88,547	
	15 years after transfer	£93,768	
7	Salary on transfer	£78,094	
	5 years after transfer	£83,320	
	10 years after transfer	£88,547	
	15 years after transfer	£93,768	
6	Salary on transfer	£76,996	
	1 year after transfer	£78,094	
	5 years after transfer	£83,320	
	10 years after transfer	£88,547	
5	Salary on transfer	£75,899	
	1 year after transfer	£76,996	
	2 years after transfer	£78,094	
	6 years after transfer	£83,320	
5	11 years after transfer	£88,547	
	16 years after transfer	£93,768	
	4	Salary on transfer	£70,949
		1 year after transfer	£73,699
2 years after transfer		£75,899	
3 years after transfer		£78,094	
6 years after transfer		£83,320	
11 years after transfer		£88,547	
16 years after transfer		£93,768	
3	Salary on transfer *	£70,395	
	1 year after transfer	£72,596	
	2 years after transfer	£75,899	
	3 years after transfer	£78,094	
	7 years after transfer	£83,320	
	12 years after transfer	£88,547	
	17 years after transfer	£93,768	
2	Salary on transfer	£69,847	
	1 year after transfer	£71,498	
	2 years after transfer	£75,899	
	3 years after transfer	£78,094	
	8 years after transfer	£83,320	
	13 years after transfer	£88,547	
	18 years after transfer	£93,768	
1	Salary on transfer *	£69,298	
	1 year after transfer	£70,395	
	2 years after transfer	£73,699	
	3 years after transfer	£75,899	
	4 years after transfer	£78,094	
	9 years after transfer	£83,320	
	14 years after transfer	£88,547	
19 years after transfer	£93,768		

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

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

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

Table 2: Value of supplement (either contract)

Supplement Band ⁷	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£12,494	£18,136	
Band B	£4,838	£9,686	£12,494
Band C	£4,044	£8,061	£9,686
Band D	£3,224	£6,447	£8,061

(NB: Table 4 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)

Supplement Band ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	KE31 ¹	£87,152	£92,794	
Band B	KE21 ¹	£79,496	£84,344	£87,152
Band C	KE11 ¹	£78,702	£82,719	£84,344
Band D	KE01 ¹	£77,882	£81,105	£82,719

(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 ⁸ (either contract)	Awarded by Local Committees		Awarded by ACCEA	
	Level 1	£2,789		
	Level 2	£5,578		
	Level 3	£8,367		
	Level 4	£11,156		
	Level 5	£13,945		
	Level 6	£16,734		
	Level 7	£22,312		
	Level 8	£27,890		
	Level 9	£33,468	Level 9 (Bronze)	£33,468
			Level 10 (Silver)	£43,997
			Level 11 (Gold)	£54,996
			Level 12 (Platinum)	£71,495

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Table 5

Discretionary Points for Consultants (either contract)	Pay Scale Code	1	2	3	4	5	6	7	8
	MC10/KC10	£3,021	£6,042	£9,063	£12,084	£15,105	£18,126	£21,147	£24,168

Table 6

Distinction Awards for Consultants (either contract)	Level of Award	
	A+ awards	£71,583
	A awards	£52,750
	B awards	£30,145

Table 7

Intensity Supplements for Consultants (old contract only)	Banding	
	Daytime Intensity Supplement (paid yearly)	£1,178
	Out of Hours Intensity (paid yearly):	
	Band 1 (low intensity)	£887
	Band 2 (medium intensity)	£1,769
	Band 3 (high intensity)	£2,645

ANNEX A: SECTION 3
PUBLIC HEALTH PAY AND ALLOWANCES

Protected salary scale (paragraph 25a–e)

Table 1: Emergency rota allowance (CMO/SCMO)

Number of Duties	Rate per half year (£)
4-11	£166
12-17	£332
18-23	£498
24-29	£664
30-35	£830
36-41	£996
42-47	£1,162
48-53	£1,328
54-59	£1,494
60-65	£1,660
66-71	£1,826
72 or more	£1,992

**ANNEX A: SECTION 4: TABLE 1
DOCTORS IN TRAINING**

Total salaries for full-time training posts⁹ from 1 April 2005

Grade	Point	Basic salary (£)	+ 20% Band 1C (£)	+ 40% Band 1B (£)	+ 50% Band 1A & 2B (£)	+ 80% Band 2A (£)	+ 100% Band 3 (£)
PRHO	Min	£20,295	£24,354	£28,413	£30,443	£36,531	£40,590
PRHO	1	£21,601	£25,922	£30,242	£32,402	£38,882	£43,202
PRHO	2	£22,907	£27,489	£32,070	£34,361	£41,233	£45,814
SHO	Min	£25,324	£30,389	£35,454	£37,986	£45,584	£50,648
SHO	1	£27,022	£32,427	£37,831	£40,533	£48,640	£54,044
SHO	2	£28,720	£34,464	£40,208	£43,080	£51,696	£57,440
SHO	3	£30,418	£36,502	£42,586	£45,627	£54,753	£60,836
SHO	4	£32,116	£38,540	£44,963	£48,174	£57,809	£64,232
SHO	5 ⁵	£33,813	£40,576	£47,339	£50,720	£60,864	£67,626
SHO	6 ⁵	£35,511	£42,614	£49,716	£53,267	£63,920	£71,022
SpR	Min	£28,307	£33,969	£39,630	£42,461	£50,953	£56,614
SpR	1	£29,741	£35,690	£41,638	£44,612	£53,534	£59,482
SpR	2	£31,174	£37,409	£43,644	£46,761	£56,114	£62,348
SpR	3	£32,607	£39,129	£45,650	£48,911	£58,693	£65,214
SpR	4	£34,337	£41,205	£48,072	£51,506	£61,807	£68,674
SpR	5	£36,067	£43,281	£50,494	£54,101	£64,921	£72,134
SpR	6	£37,796	£45,356	£52,915	£56,694	£68,033	£75,592
SpR	7 ⁵	£39,526	£47,432	£55,337	£59,289	£71,147	£79,052
SpR	8 ⁵	£41,255	£49,506	£57,757	£61,883	£74,259	£82,510
SpR	9 ⁵	£42,985	£51,582	£60,179	£64,478	£77,373	£85,970

**ANNEX A: SECTION 4: TABLE 2
DOCTORS IN TRAINING**

Total salaries for flexible trainee¹⁰ working less than 40 hours per week⁹ from 1 April 2005

Grade		Basic salary (£)	+5% Band FB (£)	+25% Band FA (£)
PRHO	Min	£20,295	£21,310	£25,369
PRHO	1	£21,601	£22,682	£27,002
PRHO	2	£22,907	£24,053	£28,634
SHO	Min	£25,324	£26,591	£31,655
SHO	1	£27,022	£28,374	£33,778
SHO	2	£28,720	£30,156	£35,900
SHO	3	£30,418	£31,939	£38,023
SHO	4	£32,116	£33,722	£40,145
SHO	5 ⁵	£33,813	£35,504	£42,267
SHO	6 ⁵	£35,511	£37,287	£44,389
SpR	Min	£28,307	£29,723	£35,384
SpR	1	£29,741	£31,229	£37,177
SpR	2	£31,174	£32,733	£38,968
SpR	3	£32,607	£34,238	£40,759
SpR	4	£34,040	£35,742	£42,550
SpR	5	£35,473	£37,246	£44,341
SpR	6	£36,906	£38,750	£46,132
SpR	7 ⁵	£38,339	£40,254	£47,923
SpR	8 ⁵	£39,772	£41,758	£49,714
SpR	9 ⁵	£41,205	£43,262	£51,505
SpR		£42,638	£44,766	£53,296

ANNEX A: SECTION 5
OTHER FEES, CHARGES AND ALLOWANCES

Para ¹¹ / Schedule ¹²	Nature of fee	Charge or allowance		
		Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	3.31	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	4,717.54	
			Non- resident staff	Resident staff
55 to 57 / Sch 16	London Weighting:		(£)	(£)
	London Zone from 1 April 2005	year	2,162 ²¹	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		£600
91.a	Payment for provision of a casualty service:			
	Higher rate	year		£7,400
	Lower rate	year		£3,700
	12 hrs per day Mon-Fri	year		£2,646
91.b	Payment for each notional half-day of clinical work per week:	year		£4,209
91.b	Payment for one hour or less of clinical work per week	year		£1,120
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. twice hourly rate)	year		£2,240
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen		£24.17
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year		£4,209
"	Maximum annual payment (i.e. for 9 sessions)	year		£37,881
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year		£1,120
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year		£2,240
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour		£22.80
"	Maximum payment per session (i.e. three times hourly rate)	session		£68.40

ANNEX A: SECTION 5
OTHER FEES, CHARGES AND ALLOWANCES

Para ¹¹ / Schedule ¹²	Nature of fee	Charge or allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	£75.55
	Intermediate Rate	"	£37.78
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£226.65
145 / Sch 10	Combined fee for completion of form BD8	Item of service	£115.24
	For re-examination (provided previous form BD8 available)	"	£98.46
146	Lower rate	Items of service	£18.92
155	Exceptional consultation by a consultant	consultation	£141.56
157	Exceptional consultation by a general practitioner	"	£46.62
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£54.83
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£43.36
	Other grades	"	£31.90
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£69.32

**ANNEX A: SECTION 6
TRANSPORT ALLOWANCES**

Transport fees and allowances¹³

Mileage Allowance

1 Public transport rate: 23p per mile.

2 Regular user rates:

Motor cars with three or four wheels:¹⁴

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

3 Standard rates:

Motor cars with three or four wheels:

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

4 Other motor vehicles:¹⁵

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

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p per mile

Crown Cars: Private Use¹⁶

A	The current rates of:		£
.	Road Fund Licence	e.g.	155
	Insurance for Private Use ¹⁷ (National call-off contract)	e.g.	88
	Including cover for private use:	e.g.	128
	Handling charge		95
B	Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:		
.			

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

Plus total excess costs for non-base vehicle, where appropriate.

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

ANNEX A: SECTION 7
LOCUM TENENS APPOINTMENTS

	Rate (£): Per Week	Rate (£): Per Notional ½ day
Locum consultants should be employed on the new (2003) contract. Details on remuneration for locum consultants can be found at Schedule 22 of the Terms and Conditions ¹⁸		
Associate Specialist	904.86	82.26
Part-time Medical or Dental Officer (paragraphs 94 – 105)		80.72
Hospital Practitioner		92.71
Staff Grade	760.20	76.02

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				
	Basic Hourly Rate	LC	LB	LA
HO	10.36	14.51	15.54	18.65
SHO	14.59	20.43	21.89	26.27
SpR	16.88	23.64	25.32	30.39

Weekly Rates (£) : Band LL							
Band	Basic Weekly Rate ²⁰	1C	1B	1A	2B	2A	3
	X1	x1.2	x1.4	x1.5	x1.5	x1.8	X2.0
HO	497.11	596.54	695.96	745.67	745.67	894.8	994.22
SHO	700.02	840.03	980.03	1050.03	1050.03	1260.04	1400.04
SpR	810.12	972.15	1134.17	1215.18	1215.18	1458.22	1620.24

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

ANNEX A: SECTION 8
FAMILY PLANNING FEES AND MISCELLANEOUS

Effective from 1 April 2005

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 new (2003) contract, employers should note the principles in Schedule 13 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	£108.53	£53.54
b. during the course of another procedure	£73.36	£35.48
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£146.72	£71.66
b. during the course of another procedure	£98.14	£47.74
iii. Fee for the reversal of male sterilisation	£166.86	£83.38
iv. Fee for the reversal of female sterilisation	£233.41	£116.94
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
a. as a separate procedure	£73.36	£53.54
b. during the course of another procedure	£48.54	£35.48
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£233.41	£116.94
vi. Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£20.09
vii. Radiological services provided in connection with NHS family planning cases	Case	£20.09
viii. Notional half-day special family planning session	Session	£124.77
3. Miscellaneous		
i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,190.99
ii. Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£118.27
	Half day	£59.14
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£180.72
	Half day	£90.36

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 Movement through thresholds is dependent upon the consultant's fulfilment of specified criteria. Please refer to Schedule 15 of the terms and conditions of service for further information.

⁷ 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.

⁸ Clinical excellence awards policy framework can be found at www.dh.gov.uk/assetRoot/04/06/99/56/04069956.pdf

⁹ Guidance on the pay system for full-time and flexible trainees can be found in AL(MD)1/01.

¹⁰ Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.

¹¹ Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales).

¹² Schedule references taken from Terms and Conditions - Consultants 2003.

¹³ For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.

¹⁴ A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

¹⁵ Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.

¹⁶ Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

¹⁷ Crown Cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.

¹⁸ For consultants see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.

¹⁹ Calculated using the mid-point (unrounded) of the current salary scale.

²⁰ The basic weekly rate shown for Band LL is calculated as: (((mid point of the current salary scale x 1.2) / 365) x 7). The banding multiplier, where applicable, is then applied to this figure.

²¹ The figure for London weighting, non-resident staff differs from that in the Review Body on Doctors' and Dentists Remuneration 34th Report. This is due to a rounding error in the Review Body's calculations. The figure in this circular of £2,162 should be used. The Review Body have confirmed this is the correct amount.