

26 March 2007

## Pay Circular (M&D) 2/2007

### 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 the changes with effect from 1 April 2007 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.

#### Action

- 1 The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 April 2007. Please implement and, where necessary, backdate the new awards as soon as possible.

#### Uplifts to national salary scales for 2007/08

- 2 The circular provides details of:
  - increases to national salary scales for 2007/08
  - uplifts to fees and allowances
  - GP Registrar supplements
  - increases to the top and bottom points of the salary range for salaried GPs.
- 3 The increases to salary scales from 1 April 2007 are:
  - doctors in training will receive an increase of £650, which will be staged where necessary
  - staff and associate specialist group of doctors will receive an increase of £1,000, which will be staged where necessary
  - consultants will receive an increase of £1,000, which will be staged where necessary.
- 4 Where the increase, if paid in full, is greater than a 1.5% increase in salary then the increase will be staged. In this situation a set amount equivalent to a 1.5% of salary will be paid from 1 April 2007 with the remainder being paid from 1 November 2007.

#### London weighting allowances

- 5 There is no increase to the 2006/07 rates for both non-resident and resident staff.

## Uplift to fees and allowances

- 6 The fees and allowances set out in this circular will be uplifted by 1.5% with a further uplift to the final value of 2% from 1 November 2007.

## Consultants

- 7 There is no increase to the 2006/07 rates for clinical excellence awards, distinction awards and discretionary points for consultants.

## GP Registrars

- 8 The GP Registrar (GPR) supplement for doctors entering GPR Vocational Training Scheme (VTS) from hospital training grades will be 55% of basic pay for 2007/08. Where a GPR contracted for a post on the GPR VTS from a hospital training grade before 1 April 2007 their pay will be protected based on a 65% supplement. 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.
- 9 For the sake of completeness pending the issue of Directions amending the Directions to Strategic Health Authorities concerning GP Registrars 2003, the text of annex 3 of the forthcoming Direction showing the allowances payable to GP Registrars employed by GP practices is set out in annex A section 9.

## Salaried GPs

- 10 The top point of the salary range for GPs employed by Primary Care Organisations (PCOs) has been increased by £1,000. The bottom point of the salary range has been uplifted by 1.5% with a further increase to the final value of £1,000 from 1 November 2007. The salary range for 2007/08 is therefore £51,087 to £77,462.

## Effect of amendments

- 11 The revised national salaries, fees and allowances given in annex A to this pay circular replace those notified in Pay Circular (M&D)4/2006 and will take effect from 1 April 2007.
- 12 The revised allowances and salary points for 2007/08 are calculated on the basis of a cumulative uplift on 2003/04 baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2006/07 figures.

## Enquiries

- 13 Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org)
- 14 Employees should direct personal enquiries to their employer.

## Further copies

- 15 Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org)
- 16 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](http://www.dh.gov.uk/letters).



Gill Bellord  
Head of Pay and Negotiations  
NHS Employers

## Annex A: Section 1: Basic rates of pay per annum, effective from 1 April 2007

### 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 (pre 2003 contract)	<b>MC21/KC11<sup>1</sup></b>	59,512	63,843	68,167	72,434	77,300									
Associate Specialist	<b>MC01</b>	35,502	39,369	43,237	47,104	50,972	54,839	59,946	64,373	66,210 <sup>2</sup>	68,593 <sup>2</sup>	70,954 <sup>2</sup>	73,315 <sup>2</sup>	75,676 <sup>2</sup>	78,039 <sup>2</sup>
Staff Grade Practitioner	<b>MH01<sup>1</sup></b>	32,020	34,643	37,265	39,887	42,510	45,132	47,755	50,377						
Staff Grade Practitioner	<b>MH03/5<sup>3</sup></b>	MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
		32,020	34,643	37,265	39,887	42,510	45,598	47,755 <sup>4</sup>	50,377 <sup>4</sup>	52,999 <sup>4</sup>	55,622 <sup>4</sup>	58,244 <sup>4</sup>	60,867 <sup>4</sup>		
SCMO	<b>KB11<sup>1</sup></b>	43,705	46,427	49,148	51,870	54,592	57,313	60,035	62,756						
CMO	<b>KB01<sup>1</sup></b>	30,632	32,345	34,059	35,772	37,485	39,199	40,912	42,625						
Senior Registrar	<b>MN41/KA21<sup>1</sup></b>	33,825	35,619	37,413	39,207	41,001	42,795	44,581							
Registrar	<b>MN31/KA11<sup>1</sup></b>	29,364	30,851	32,338	33,825	35,619									
Specialist Registrar	<b>MN25/KA31</b>	29,364	30,851	32,338	33,825	35,619	37,413	39,207	41,001 <sup>5</sup>	42,795 <sup>5</sup>	44,581 <sup>5</sup>				
Senior House Officer	<b>MN21/KA01</b>	26,270	28,031	29,792	31,553	33,314	35,076 <sup>5</sup>	36,837 <sup>5</sup>							
House Officer	<b>MN11</b>	21,052	22,407	23,762											
PRHO	<b>MN01</b>	21,052	22,407												
Foundation House Officer 2	<b>MN15</b>	26,270	28,031	29,792											
Foundation House Officer 1	<b>MN13</b>	21,052	22,407	23,762											
Hospital practitioners/sess	<b>MD01-41</b>	4,281	4,529	4,777	5,025	5,273	5,521	5,769							

(NB: Endnotes appear on page 20)

## Annex A: Section 2

### Consultant pay and allowances effective from 1 April 2007

#### 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 (2007/08 Rates)	Pay Scale
30 +	On transfer to new contract		£86,153	MC71
	1 year after transfer	7	£91,495	
	2 years after transfer	8	£96,831	
21-29	On transfer to new contract		£80,812	MC70
	1 year after transfer	6	£86,153	
	2 years after transfer	7	£91,495	
	3 years after transfer	8	£96,831	
20	On transfer to new contract		£80,812	MC69
	1 year after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	4 years after transfer	8	£96,831	
19	On transfer to new contract		£80,812	MC68
	1 year after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	5 years after transfer	8	£96,831	
18	On transfer to new contract		£80,812	MC67
	2 years after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	5 years after transfer	8	£96,831	
17	On transfer to new contract		£80,812	MC66
	2 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	6 years after transfer	8	£96,831	
16	On transfer to new contract		£80,812	MC65
	3 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	7 years after transfer	8	£96,831	
15	On transfer to new contract		£80,812	MC64
	3 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	8 years after transfer	8	£96,831	
14	On transfer to new contract		£80,812	MC63
	3 years after transfer	6	£86,153	
	5 years after transfer	7	£91,495	
	9 years after transfer	8	£96,831	
13	On transfer to new contract		£80,812	MC62
	3 years after transfer	6	£86,153	
	5 years after transfer	7	£91,495	
	10 years after transfer	8	£96,831	
12	On transfer to new contract		£80,812	MC61
	3 years after transfer	6	£86,153	
	6 years after transfer	7	£91,495	
	11 years after transfer	8	£96,831	
11	On transfer to new contract		£80,812	MC60
	4 years after transfer	6	£86,153	
	7 years after transfer	7	£91,495	
	12 years after transfer	8	£96,831	
10	On transfer to new contract		£80,812	MC59
	4 years after transfer	6	£86,153	
	8 years after transfer	7	£91,495	
	13 years after transfer	8	£96,831	

## Annex A: Section 2

### Consultant pay and allowances effective from 1 April 2007

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2007/08 Rates)	Pay Scale
9	On transfer to new contract		£80,812	MC58
	4 years after transfer	6	£86,153	
	9 years after transfer	7	£91,495	
	14 years after transfer	8	£96,831	
8	On transfer to new contract		£80,812	MC57
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
	15 years after transfer	8	£96,831	
7	On transfer to new contract		£80,812	MC57
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
	15 years after transfer	8	£96,831	
6	On transfer to new contract		£79,690	MC56
	1 year after transfer	5	£80,812	
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
5	On transfer to new contract		£78,569	MC55
	1 year after transfer	*	£79,690	
	2 years after transfer	5	£80,812	
	6 years after transfer	6	£86,153	
4	On transfer to new contract		£73,510	MC54
	1 year after transfer	3	£76,320	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
3	On transfer to new contract		£72,944	MC53
	1 year after transfer	*	£75,193	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
2	On transfer to new contract		£72,383	MC52
	1 year after transfer	2	£74,071	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
1	On transfer to new contract		£71,822	MC51
	1 year after transfer	*	£72,944	
	2 years after transfer	3	£76,320	
	3 years after transfer	4	£78,569	
	4 years after transfer	5	£80,812	
	9 years after transfer	6	£86,153	
	14 years after transfer	7	£91,495	
	19 years after transfer	8	£96,831	

\* 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 effective from 1 April 2007

#### Annex B

Pay progression for consultants appointed on or after 31<sup>st</sup> October 2003

Threshold	Years completed as a consultant	Basic salary 2007/08	Period before eligibility for next threshold	Payroll point
1	0	£71,822	1 year	MC72 Point 00
2	1	£74,071	1 year	MC72 Point 01
3	2	£76,320	1 year	MC72 Point 02
4	3	£78,569	1 year	MC72 Point 03
5	4	£80,812	5 years	MC72 Point 04
	5	£80,812	4 years	MC72 Point 05
	6	£80,812	3 years	MC72 Point 06
	7	£80,812	2 years	MC72 Point 07
	8	£80,812	1 year	MC72 Point 08
6	9	£86,153	5 years	MC72 Point 09
	10	£86,153	4 years	MC72 Point 10
	11	£86,153	3 years	MC72 Point 11
	12	£86,153	2 years	MC72 Point 12
	13	£86,153	1 year	MC72 Point 13
7	14	£91,495	5 years	MC72 Point 14
	15	£91,495	4 years	MC72 Point 15
	16	£91,495	3 years	MC72 Point 16
	17	£91,495	2 years	MC72 Point 17
	18	£91,495	1 year	MC72 Point 18
8	19	£96,831	-	MC72 Point 19

## Annex A: Section 2 Consultant pay and allowances effective from 1 April 2007

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

**Table 2: Value of supplement (either contract)<sup>6</sup>**

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£12,960	£18,813	
Band B	£5,019	£10,048	£12,960
Band C	£4,195	£8,362	£10,048
Band D	£3,344	£6,688	£8,362

(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)<sup>6</sup>**

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	KE31 <sup>1</sup>	£90,260	£96,113	
Band B	KE21 <sup>1</sup>	£82,319	£87,348	£90,260
Band C	KE11 <sup>1</sup>	£81,495	£85,662	£87,348
Band D	KE01 <sup>1</sup>	£80,644	£83,988	£85,662

(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)<sup>7</sup>**

Awarded by Local Committees		Awarded by ACCEA	
Level 1	£2,850		
Level 2	£5,700		
Level 3	£8,550		
Level 4	£11,400		
Level 5	£14,250		
Level 6	£17,100		
Level 7	£22,800		
Level 8	£28,500		
Level 9	£34,200	Level 9 (Bronze)	£34,200
		Level 10 (Silver)	£44,965
		Level 11 (Gold)	£56,206
		Level 12 (Platinum)	£73,068

**Table 5: Discretionary Points for Consultants (either contract)**

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,088	£6,176	£9,264	£12,352	£15,440	£18,528	£21,616	£24,704



Annex A: Section 2  
Consultant pay and allowances effective from 1 April 2007

**Table 6: Distinction Awards for Consultants (either contract)**

<b>Level of Award</b>	
A+ awards	£73,158
A awards	£53,911
B awards	£30,808

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

<b>Banding</b>	
Daytime Intensity Supplement (paid yearly)	£1,222
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£920
Band 2 (medium intensity)	£1,835
Band 3 (high intensity)	£2,744

Annex A: Section 3  
Public health pay and allowances

Protected salary scale (Para 25a – e)

**Table 1: Emergency rota allowance (CMO/SCMO)**

<b>Number of Duties</b>	<b>Rate per half year (£)</b>
4 to 11	£171
12 to 17	£342
18 to 23	£513
24 to 29	£684
30 to 35	£855
36 to 41	£1,026
42 to 47	£1,197
48 to 53	£1,368
54 to 59	£1,539
60 to 65	£1,710
66 to 71	£1,881
72 or more	£2,052

## Annex A: Section 4 Doctors in training

**Table 1: Total Salaries for Full-Time Training Posts from 1st April 2007<sup>8</sup>**

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/FHO1	Min	£21,052	£25,263	£29,473	£31,578	£37,894	£42,104
	1	£22,407	£26,889	£31,370	£33,611	£40,333	£44,814
	2	£23,762	£28,515	£33,267	£35,643	£42,772	£47,524
FHO2	Min	£26,270	£31,524	£36,778	£39,405	£47,286	£52,540
	1	£28,031	£33,638	£39,244	£42,047	£50,456	£56,062
	2	£29,792	£35,751	£41,709	£44,688	£53,626	£59,584
SHO	Min	£26,270	£31,524	£36,778	£39,405	£47,286	£52,540
	1	£28,031	£33,638	£39,244	£42,047	£50,456	£56,062
	2	£29,792	£35,751	£41,709	£44,688	£53,626	£59,584
	3	£31,553	£37,864	£44,175	£47,330	£56,796	£63,106
	4	£33,314	£39,977	£46,640	£49,971	£59,966	£66,628
	5	£35,076	£42,092	£49,107	£52,614	£63,137	£70,152
	6	£36,837	£44,205	£51,572	£55,256	£66,307	£73,674
SpR	Min	£29,364	£35,237	£41,110	£44,046	£52,856	£58,728
	1	£30,851	£37,022	£43,192	£46,277	£55,532	£61,702
	2	£32,338	£38,806	£45,274	£48,507	£58,209	£64,676
	3	£33,825	£40,590	£47,355	£50,738	£60,885	£67,650
	4	£35,619	£42,743	£49,867	£53,429	£64,115	£71,238
	5	£37,413	£44,896	£52,379	£56,120	£67,344	£74,826
	6	£39,207	£47,049	£54,890	£58,811	£70,573	£78,414
	7	£41,001	£49,202	£57,402	£61,502	£73,802	£82,002
	8	£42,795	£51,354	£59,913	£64,193	£77,031	£85,590
9	£44,581	£53,498	£62,414	£66,872	£80,246	£89,162	

**Table 2: Total salaries for flexible trainees working less than 40 hours per week<sup>9</sup>  
(Pre-June 2005 pay arrangements)**

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	£21,052	£22,105	£26,315
	1	£22,407	£23,528	£28,009
	2	£23,762	£24,951	£29,703
SHO	Min	£26,270	£27,584	£32,838
	1	£28,031	£29,433	£35,039
	2	£29,792	£31,282	£37,240
	3	£31,553	£33,131	£39,442
	4	£33,314	£34,980	£41,643
	5	£35,076	£36,830	£43,845
SpR	Min	£29,364	£30,833	£36,705
	1	£30,851	£32,394	£38,564
	2	£32,338	£33,955	£40,423
	3	£33,825	£35,517	£42,282
	4	£35,619	£37,400	£44,524
	5	£37,413	£39,284	£46,767
	6	£39,207	£41,168	£49,009
	7	£41,001	£43,052	£51,252
	8	£42,795	£44,935	£53,494
9	£44,581	£46,811	£55,727	

**Annex A: Section 4: Table 3  
Doctors in training – flexible Trainees  
Post June 2005 pay arrangements<sup>10</sup>**

<b>PRHO / FHO1</b>			
<b>Basic</b>			
<b>Point</b>	<b>0</b>	<b>1</b>	<b>2*</b>
<b>F5</b>	10,526	11,204	11,881
<b>F6</b>	12,632	13,445	14,258
<b>F7</b>	14,737	15,685	16,634
<b>F8</b>	16,842	17,926	19,010
<b>F9</b>	18,947	20,167	21,386
<b>FC (20% supplement)</b>			
	<b>0</b>	<b>1</b>	<b>2*</b>
<b>F5</b>	12,632	13,445	14,258
<b>F6</b>	15,159	16,134	17,110
<b>F7</b>	17,685	18,822	19,961
<b>F8</b>	20,211	21,512	22,812
<b>F9</b>	22,737	24,201	25,664
<b>FB (40% supplement)</b>			
	<b>0</b>	<b>1</b>	<b>2*</b>
<b>F5</b>	14,737	15,686	16,634
<b>F6</b>	17,685	18,823	19,962
<b>F7</b>	20,632	21,959	23,288
<b>F8</b>	23,579	25,097	26,614
<b>F9</b>	26,526	28,234	29,941
<b>FA (50% supplement)</b>			
	<b>0</b>	<b>1</b>	<b>2*</b>
<b>F5</b>	15,789	16,806	17,822
<b>F6</b>	18,948	20,168	21,387
<b>F7</b>	22,106	23,528	24,951
<b>F8</b>	25,263	26,889	28,515
<b>F9</b>	28,421	30,251	32,079
<b>(* Not PRHO)</b>			

<b>FHO2</b>		
<b>Basic</b>		
<b>0</b>	<b>1</b>	<b>2</b>
13,135	14,016	14,896
15,762	16,819	17,876
18,389	19,622	20,855
21,016	22,425	23,834
23,643	25,228	26,813
<b>FC (20% supplement)</b>		
<b>0</b>	<b>1</b>	<b>2</b>
15,762	16,820	17,876
18,915	20,183	21,452
22,067	23,547	25,026
25,220	26,910	28,601
28,372	30,274	32,176
<b>FB (40% supplement)</b>		
<b>0</b>	<b>1</b>	<b>2</b>
18,389	19,623	20,855
22,067	23,547	25,027
25,745	27,471	29,197
29,423	31,395	33,368
33,101	35,320	37,539
<b>FA (50% supplement)</b>		
<b>0</b>	<b>1</b>	<b>2</b>
19,703	21,024	22,344
23,643	25,229	26,814
27,584	29,433	31,283
31,524	33,638	35,751
35,465	37,842	40,220

<b>SHO</b>						
<b>Basic</b>						
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
13,135	14,016	14,896	15,777	16,657	17,538	18,419
15,762	16,819	17,876	18,932	19,989	21,046	22,103
18,389	19,622	20,855	22,088	23,320	24,554	25,786
21,016	22,425	23,834	25,243	26,652	28,061	29,470
23,643	25,228	26,813	28,398	29,983	31,569	33,154
<b>FC (20% supplement)</b>						
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
15,762	16,820	17,876	18,933	19,989	21,046	22,103
18,915	20,183	21,452	22,719	23,987	25,256	26,524
22,067	23,547	25,026	26,506	27,984	29,465	30,944
25,220	26,910	28,601	30,292	31,983	33,674	35,364
28,372	30,274	32,176	34,078	35,980	37,883	39,785
<b>FB (40% supplement)</b>						
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
18,389	19,623	20,855	22,088	23,320	24,554	25,787
22,067	23,547	25,027	26,505	27,985	29,465	30,945
25,745	27,471	29,197	30,924	32,648	34,376	36,101
29,423	31,395	33,368	35,341	37,313	39,286	41,258
33,101	35,320	37,539	39,758	41,977	44,197	46,416
<b>FA (50% supplement)</b>						
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
19,703	21,024	22,344	23,666	24,986	26,307	27,629
23,643	25,229	26,814	28,398	29,984	31,569	33,155
27,584	29,433	31,283	33,132	34,980	36,831	38,679
31,524	33,638	35,751	37,865	39,978	42,092	44,205
35,465	37,842	40,220	42,597	44,975	47,354	49,731

<b>SpR</b>									
<b>Basic</b>									
<b>0</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>	<b>9</b>
14,682	15,426	16,169	16,913	17,810	18,707	19,604	20,501	21,398	22,291
17,619	18,511	19,403	20,295	21,372	22,448	23,525	24,601	25,677	26,749
20,555	21,596	22,637	23,678	24,934	26,190	27,445	28,701	29,957	31,207
23,492	24,681	25,871	27,060	28,496	29,931	31,366	32,801	34,236	35,665
26,428	27,766	29,105	30,443	32,058	33,672	35,287	36,901	38,516	40,123
<b>FC (20% supplement)</b>									
<b>0</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>	<b>9</b>
17,619	18,512	19,403	20,296	21,372	22,449	23,525	24,602	25,678	26,750
21,143	22,214	23,284	24,354	25,647	26,938	28,230	29,522	30,813	32,099
24,666	25,916	27,165	28,414	29,921	31,428	32,934	34,442	35,949	37,449
28,191	29,618	31,046	32,472	34,196	35,918	37,640	39,362	41,084	42,798
31,714	33,320	34,926	36,532	38,470	40,407	42,345	44,282	46,220	48,148
<b>FB (40% supplement)</b>									
<b>0</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>	<b>9</b>
20,555	21,597	22,637	23,679	24,934	26,190	27,446	28,702	29,958	31,208
24,667	25,916	27,165	28,413	29,921	31,428	32,935	34,442	35,948	37,449
28,777	30,235	31,692	33,150	34,908	36,666	38,423	40,182	41,940	43,690
32,889	34,554	36,220	37,884	39,895	41,904	43,913	45,922	47,931	49,931
37,000	38,873	40,747	42,621	44,882	47,141	49,402	51,662	53,923	56,173
<b>FA (50% supplement)</b>									
<b>0</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>	<b>9</b>
22,023	23,139	24,254	25,370	26,715	28,061	29,406	30,752	32,097	33,437
26,429	27,767	29,105	30,443	32,058	33,672	35,288	36,902	38,516	40,124
30,833	32,394	33,956	35,517	37,401	39,285	41,168	43,052	44,936	46,811
35,238	37,022	38,807	40,590	42,744	44,897	47,049	49,202	51,354	53,498
39,642	41,649	43,658	45,665	48,087	50,508	52,931	55,352	57,774	60,185

## Annex A: Section 5 Other fees, charges and allowances

Para <sup>11</sup> / Sched <sup>12</sup>	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.44	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£4,903.22	
55 to 57 / Sch 16	<b>London Weighting:</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		£527	£147
	Fringe Zone 1 July 1981		£149	£38
88	<b>Staff Fund</b>			
	Payment for each eligible bed	year	£624	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£7,691	
	Lower rate	year	£3,846	
	12 hrs per day Mon-Fri	year	£2,750	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,375	
91.b	Payment for one hour or less of clinical work per week	year	£1,164	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,328	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£25.13	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,375	
"	Maximum annual payment (i.e. for 9 sessions)	year	£39,375	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,164	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,328	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£23.69	
"	Maximum payment per session (i.e. three times hourly rate)	session	£71.07	

## Annex A: Section 5 Other fees, charges and allowances

Para <sup>11</sup> / Sched <sup>12</sup>	Nature of fee	Charge or Allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	item of service	£78.38
	Intermediate Rate	"	£39.19
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£235.14
145 / Sch 10	Combined fee for completion of form CVI	item of service	£119.54
	For re-examination (provided previous form CVI available)	"	£102.14
146	Lower rate	items of service	£19.62
155	Exceptional consultation by a consultant		£146.85
157	Exceptional consultation by a general practitioner		£48.46
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£56.87
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£45.07
	Other grades	"	£33.09
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£72.05

## Annex A: Section 6 Transport fees and allowances

### Mileage Allowance<sup>13</sup>

1 Public transport rate: 23p per mile.

2 Regular user rates:

Motor cars with three or four wheels: <sup>14</sup>

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Lump sum	(£)	399	475	580	580
Up to 9,000 miles	(p)	27	33.5	40	40
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 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(p)	34	43	53	53
3,501 - 9,000 miles	(p)	23	28.2	33.5	41
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:<sup>15</sup>

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		

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p per mile

### Crown Cars: Private Use<sup>16</sup>

A The current rates of:

£

Road Fund Licence	e.g.	155
Insurance for Private Use <sup>17</sup> (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

<b>Consultant</b>										
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 <sup>18</sup> , 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
<b>MC73-0</b>	£71,822	£72,383	£72,944	£73,510	£74,071	£75,193	£76,320	£78,569	£79,690	£80,812
<b>MC73-1</b>	£86,153	£91,495	£96,831							

	Rate (£) : Per Week	Rate (£)/notional half day
<b>Associate Specialist</b>	940.45	85.50
<b>P/T Medical/Dental Officer (paras 94-105)</b>		83.91
<b>Hospital Practitioner</b>		96.36
<b>Staff Grade</b>	790.10	79.01

### House Officer, Senior House Officer, Specialist Registrar, Registrar, & Senior Registrar :

Band	Working Arrangement	Supplement
<b>LA</b>	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate <sup>19</sup>
<b>LB</b>	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate <sup>19</sup>
<b>LC</b>	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate <sup>19</sup>
<b>LL</b>	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) <sup>20</sup>

Hourly Rates (£) : Bands LA, LB, LC				
Band	Basic rate	LC	LB	LA
<b>HO / FHO1</b>	10.75	15.05	16.13	19.35
<b>FHO2</b>	13.44	18.82	20.16	24.20
<b>SHO</b>	15.13	21.19	22.70	27.24
<b>SpR</b>	17.51	24.52	26.27	31.52

Weekly Rates (£) : Band LL							
Band	Basic Rate <sup>20</sup>	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
<b>HO / FHO1</b>	515.67	618.81	721.94	773.51	773.51	928.21	1031.34
<b>FHO2</b>	645.09	774.11	903.13	967.64	967.64	1161.17	1290.18
<b>SHO</b>	726.15	871.38	1016.61	1089.23	1089.23	1307.07	1452.30
<b>SpR</b>	840.36	1008.44	1176.51	1260.54	1260.54	1512.65	1680.72

(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 2007

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.

	<b>Family planning fees</b>	Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£112.80	£55.66
	b. during the course of another procedure	£76.25	£36.88
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£152.50	£74.48
	b. during the course of another procedure	£102.00	£49.62
iii.	Fee for the reversal of male sterilisation	£173.44	£86.67
iv.	Fee for the reversal of female sterilisation	£242.60	£121.55
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£76.25	£55.66
	b. during the course of another procedure	£50.45	£36.88
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£242.60	£121.55
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£20.88
vii.	Radiological services provided in connection with NHS family planning cases	Case	£20.88
viii.	Notional half-day special family planning session	Session	£129.69
<b>3.</b>	<b>Miscellaneous</b>		
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,272.78
ii.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£122.70
		Half day	£61.35
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£187.47
		Half day	£93.74

## Annex A: Section 9 Payments in respect of the GP Registrar Scheme

The following tables, taken from annex 3 of the forthcoming Direction to Strategic Health Authorities in respect of GP Registrars, are included for the sake of completeness. They 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.

### Rates from 1 April 2007 for contracts of employment entered into on or after 1 April 2007

a.	<u>Training grant</u>			£7,287	
b.	<u>Allowance for additional motor vehicle</u>				
	(1) for one year's full-time training			£4,598.10	
	(2) for 2 year's part-time training (for each year)			£3,016.30	
c.	<u>Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance</u>				
	<u>Col B : GP Registrar Supplement</u>				
	<u>Col C : Col A + Col B = total allowance payable to GP Registrar</u>				
		<b>A</b>	<b>B</b>	<b>C</b>	
		£	£	£	
1	House Officer†	26,270	14,449	40,719	*
2	1st year SHO	26,270	14,449	40,719	*
3	2nd year SHO	28,031	15,418	43,449	*
4	3rd year SHO	29,792	16,386	46,178	*
5	4th year SHO	31,553	17,355	48,908	*
6	5th year SHO	33,314	18,323	51,637	*
7	6th year SHO	35,076	19,292	54,368	*
8	SHO maximum	36,837	20,261	57,098	*
9	1st year SpR	29,364	16,151	45,515	*
10	2nd year SpR	30,851	16,969	47,820	*
11	3rd year SpR	32,338	17,786	50,124	*
12	4th year SpR	33,825	18,604	52,429	*
13	5th year SpR (Registrar Maximum)‡	35,619	19,591	55,210	*
14	6th year SpR	37,413	20,578	57,991	*
15	7th year SpR	39,207	21,564	60,771	*
16	8th year SpR	41,001	22,551	63,552	*
17	9th year SpR	42,795	23,538	66,333	*
18	10th year SpR	44,581	24,520	69,101	#
19	Consultant		The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis		

(SHO = Senior House Officer, SpR = Specialist Registrar)

‡ 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 top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

† See Paragraph 2(b)i) of Schedule 1 to these Directions.

\* Incremental dates as in last hospital post

# Mark-time basis

d.	<u>London Weighting</u>	(1) London Zone	£2,162
		(2) The fringe area	£149
e.	<u>GP Registrar's subscription to a professional defence organisation.</u>		
	See paragraph 7 of Schedule 1 to these Directions. ”		

(Rates from 1st April 2007 for contracts of employment entered into on or after 1st April 2007)

## Annex A: Section 9 Payments in respect of the GP Registrar Scheme

### Rates from 1 April 2007 for contracts of employment entered into before 1 April 2007

- a. Training grant £7,287
- b. Allowance for additional motor vehicle
- (1) for one year's full-time training £4,598.10
- (2) for 2 year's part-time training (for each year) £3,016.30
- c. Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance  
Col B : GP Registrar Supplement  
Col C : Col A + Col B = total allowance payable to GP Registrar

		A	B	C	
		£	£	£	
1	House Officer†	26,270	17,076	43,346	*
2	1st year SHO	26,270	17,076	43,346	*
3	2nd year SHO	28,031	18,221	46,252	*
4	3rd year SHO	29,792	19,365	49,157	*
5	4th year SHO	31,553	20,510	52,063	*
6	5th year SHO	33,314	21,655	54,969	*
7	6th year SHO	35,076	22,800	57,876	*
8	SHO maximum	36,837	23,945	60,782	*
9	1st year SpR	29,364	19,087	48,451	*
10	2nd year SpR	30,851	20,054	50,905	*
11	3rd year SpR	32,338	21,020	53,358	*
12	4th year SpR	33,825	21,987	55,812	*
13	5th year SpR (Registrar Maximum)‡	35,619	23,153	58,772	*
14	6th year SpR	37,413	24,319	61,732	*
15	7th year SpR	39,207	25,485	64,692	*
16	8th year SpR	41,001	26,651	67,652	*
17	9th year SpR	42,795	27,817	70,612	*
18	10th year SpR	44,581	28,978	73,559	#
19	Consultant	The current salary for the scale point of the last NHS hospital appointment, on a mark-time basis			

(SHO = Senior House Officer, SpR = Specialist Registrar)

‡ 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 top point of the Registrar scale is equivalent to 5th Year Specialist Registrar.

† See Paragraph 2(b)i) of Schedule 1 to these Directions.

\* Incremental dates as in last hospital post

# Mark-time basis

- d. London Weighting
- (1) London Zone £2,162
- (2) The fringe area £149
- e. GP Registrar's subscription to a professional defence organisation.  
See paragraph 7 of Schedule 1 to these Directions. ”

(Rates from 1st April 2007 for contracts of employment entered into before 1st April 2007)

## Explanatory Notes

- <sup>1</sup> 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.
  - <sup>2</sup> Discretionary point - guidance on the application of discretionary points for associate specialists is contained in AL(MD)7/95.
  - <sup>3</sup> This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.
  - <sup>4</sup> Optional point - guidance on the application of optional points for staff grades is contained in AL(MD)4/97.
  - <sup>5</sup> To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.
  - <sup>6</sup> 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.
  - <sup>7</sup> Clinical excellence awards policy framework can be found at:  
<http://www.dh.gov.uk/assetRoot/04/08/42/35/04084235.pdf>
  - <sup>8</sup> Guidance on the pay system for full-time and flexible trainees (pre-June 2005 pay arrangements) can be found in AL(MD)1/01.
  - <sup>9</sup> Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.
  - <sup>10</sup> 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>
  - <sup>11</sup> 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).
  - <sup>12</sup> Schedule references taken from Terms and Conditions - Consultants 2003.
  - <sup>13</sup> For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.
  - <sup>14</sup> A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
  - <sup>15</sup> Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
  - <sup>16</sup> 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.
  - <sup>17</sup> 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.
  - <sup>18</sup> 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.
  - <sup>19</sup> Calculated using the mid-point (unrounded) of the current salary scale.
  - <sup>20</sup> 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.
-