

# Pay and Conditions Circular (M&D) 1/2016

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

## Summary

This circular informs employers of the pay arrangements for staff covered by the national medical and dental terms and conditions of service, which apply between 1 April 2016 and 31 March 2017 only.

## Action

1. The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2016. Please implement and, where necessary backdate the new awards as soon as possible.

## Increases to national salary scales from 1 April 2016

2. Salary scales for medical and dental consultants, doctors in training and the staff and associate specialist group of practitioners have been increased by 1.0% from 1 April 2016 as the result of the Government accepting the recommendations of the Review Body on Doctors and Dentists Remuneration.
3. The value of Clinical Excellence Awards, discretionary points and distinction awards have been increased by 1.0% from 1 April 2016.

## Salaried Primary Care Dental Staff

4. The pay scales for salaried primary care dental staff have been increased by 1.0% from 1 April 2016.
5. Adjustments to the Indicative Training Allowance (ITA) are determined by the general award to salaries under this contract as determined by the Review Body on Doctors' and Dentists' Remuneration. In light of this pay award, the ITA increases to £785 per annum from 1 April 2016.

## Salaried GPs

6. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 1.0% to £55,965 and £84,453 respectively.

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## GP Registrars

7. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements remains at 45% for contracts made after 31 March 2009.

The supplement for contracts made earlier remain as follows:

- 45 per cent for contracts made from 1 April 2009 until notified otherwise.
- 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.

## Non-consolidated payments

8. Those members of staff who received a 2.0% non-consolidated payment in 2015/16 and who have not since moved on to a new pay scale point will receive a non-consolidated payment equivalent to 1.0% of their basic pay in addition to the main pay award described above. This will be payable in monthly instalments with effect from 1 April 2016 and ending on 31 March 2017.
9. These payments are set out in Annex C.
10. These non-consolidated payments are payable from 1 April 2016 until they cease on 31 March 2017. They will not count for pensionable pay, nor any of the other allowances and additions to pay in the various national terms and conditions of service. They will not, for example, count in the calculation of London Weighting, banding payments, additional programmed activities or on call availability allowance.
11. These changes apply to staff on the following terms and conditions of service:
  - Terms and Conditions of Service Medical and Dental Staff (England) 2002.
  - Terms and Conditions – Consultants (England) 2003.
  - Terms and Conditions of Service – Specialty Doctor (England) April 2008.
  - Terms and Conditions of Service – Associate Specialist (England) April 2008.
  - Salaried Primary Dental Care Services (England) Terms and Conditions of Service January 2008.

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## Dental Foundation Training (DFT) Payments

12. Following dental qualification it is compulsory for dentists to undertake a year of training with a primary care provider if they intend to work in the NHS. This year is called Dental Foundation Training (previously known as the Vocational Dental Practitioner year). During this period they are paid an allowance which is higher than the salary payable at medical foundation training level. This allowance is set through the General Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health.
13. Although not uplifted through this circular the value of the DFT payment is relevant in setting the starting salary at Dental Core Training at year one for those employed on the Terms and Conditions of Service Medical and Dental Staff (England) 2002.
14. When a trainee leaves Dental Foundation Training and enters Dental Core Training year one, their basic pay if employed on the Terms and Conditions of Service Medical and Dental Staff (England) 2002 should be set as follows:
  - If their post has a banding supplement: point 1 of the MN21 scale.
  - If their post is unbanding: protected on the Dental Foundation Training rate.
15. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

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## Effect of amendments

16. Details of the changes made effective by this circular are in Annexes A, B and C.

## Enquiries

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

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

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

20. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives:  
<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>.

21. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health:  
<http://www.info.doh.gov.uk/contactus.nsf/memo?openform>.

Issued by



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## Annex A: Section 1: Summary of basic pay – doctors in training and closed grades

The Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002 are applicable for the grades below. Information on closed grades is only included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales. Information on the 2008 Associate Specialist grade which is also closed is included at Section 4.

Open grades	Grade code (1)	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	22,862	24,289	25,716											
Foundation Doctor Year 2	MN15	28,357	30,211	32,066											
Specialty Registrar (Core training)	MN39	30,302	32,156	34,746	36,312	38,200	40,090								
Specialty Registrar (FT) (2)	MN35	30,302	32,156	34,746	36,312	38,200	40,090								
Specialty Registrar (full)	MN37	30,302	32,156	34,746	36,312	38,200	40,090	41,979	43,868**	45,757**	47,647**				
Dental Core Training (3)	MN21/KA01/LF21	N/A (3)	30,211	32,066	33,920	35,774	37,628**	39,483**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	31,614	33,180	34,746	36,312	38,200	40,090	41,979	43,868**	45,757**	47,647**				
Consultant pre 2003	MC21/KC11/LC01/LC10	63,102	67,617	72,133	76,649	81,798									
Associate Specialist pre 2008	MC01	38,451	42,524	46,596	50,668	54,741	58,813	64,191	68,852	70,787*	73,310*	75,833*	78,357*	80,880*	83,406*
Staff Grade	MH01	34,786	37,547	40,308	43,069	45,831	48,592	51,353	54,114						
		<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>
Staff Grade (4)	MH03/05	34,786	37,547	40,308	43,069	45,831	49,082	51,353*	54,114*	56,876*	59,637*	62,398*	65,161*		
SCMO	KB11	47,089	49,956	52,821	55,686	58,553	61,418	64,283	67,150						
CMO	KB01	33,323	35,128	36,932	38,736	40,540	42,344	44,148	45,953						
Hospital Practitioner	MD01-41	4,598	4,864	5,132	5,398	5,664	5,930	6,196							

\*Discretionary points and optional points - guidance on application of discretionary points is contained in AL(MD)7/95, guidance on application of optional points is contained in AL(MD)4/97.

\*\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

1. This grade has been renamed Dental Core Training. It was previously "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Doctors should not be placed on this scale, the SHO grade closed in 2007. All Dental CT1 doctors, whether full time or less than full time, should start on point 1 of this scale (MN21) unless they have previous service at Dental CT or higher. If the post attracts a banding supplement, the trainee's basic pay will decrease on entry to Dental CT1. If the post has no banding supplement, the trainee should have their basic pay protected at £31,044.

2. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

3. Grade codes for Less than Full Time (LTFT) trainees can be found at Annex B.

## Annex A: Section 2: Consultant (2003 contract) basic salary and allowances

Threshold	Years completed as a consultant	Basic salary (£)	Period before eligibility for next threshold	Pay scale code	
				Substantive	Locum
1	0	76,001	1 year	YC72 Point 00	YC73 Point 00
2	1	78,381	1 year	YC72 Point 01	YC73 Point 01
3	2	80,761	1 year	YC72 Point 02	YC73 Point 02
4	3	83,141	1 year	YC72 Point 03	YC73 Point 03
5	4	85,514	5 years	YC72 Point 04	YC73 Point 04
	5	85,514	4 years	YC72 Point 05	YC73 Point 05
	6	85,514	3 years	YC72 Point 06	YC73 Point 06
	7	85,514	2 years	YC72 Point 07	YC73 Point 07
	8	85,514	1 year	YC72 Point 08	YC73 Point 08
6	9	91,166	5 years	YC72 Point 09	YC73 Point 09
	10	91,166	4 years	YC72 Point 10	YC73 Point 10
	11	91,166	3 years	YC72 Point 11	YC73 Point 11
	12	91,166	2 years	YC72 Point 12	YC73 Point 12
	13	91,166	1 year	YC72 Point 13	YC73 Point 13
7	14	96,819	5 years	YC72 Point 14	YC73 Point 14
	15	96,819	4 years	YC72 Point 15	YC73 Point 15
	16	96,819	3 years	YC72 Point 16	YC73 Point 16
	17	96,819	2 years	YC72 Point 17	YC73 Point 17
	18	96,819	1 year	YC72 Point 18	YC73 Point 18
8	19	102,465	-	YC72 Point 19	YC73 Point 19

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

### Clinical Excellence Awards

Awarded by local committees			
Level 1	2,986		
Level 2	5,972		
Level 3	8,958		
Level 4	11,944		
Level 5	14,930		
Level 6	17,916		
Level 7	23,888		
Level 8	29,860		
Level 9	35,832		
		Awarded by ACCEA	
		Level 9 (Bronze)	35,832
		Level 10 (Silver)	47,110
		Level 11 (Gold)	58,888
		Level 12 (Platinum)	76,554

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

## Discretionary Points\*

Pay Scale Code	1	2	3	4	5	6	7	8
MC10/KC10	3,237	6,473	9,709	12,945	16,181	19,417	22,653	25,889

## Distinction Awards\*

<b>A+ award</b>	76,648
<b>A award</b>	56,483
<b>B award</b>	32,278

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

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

<b>Daytime intensity supplement</b>	1,287
<b>Out of hours intensity Band 1 (low intensity)</b>	970
<b>Out of hours intensity Band 2 (medium intensity)</b>	1,932
<b>Out of hours intensity Band 3 (high intensity)</b>	2,889

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

Supplement band	Minimum	Maximum	Exceptional maximum
Band A (Regional Director of Public Health)	13,782	20,006	-
Band B	5,337	10,685	13,782
Band C	4,462	8,892	10,685
Band D	3,557	7,113	8,892

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



## Annex A: Section 2: Pay points for consultants transferring / transferred from the pre-2003 consultant contract to the 2003 consultant contract

Pay progression for consultants appointed before 31 October 2003.

Pay Scale	Seniority at transfer	Years after transfer before threshold level changes																			
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
YC51	1	76001	77189*	80761	83141	85514					91166					96819					102465
YC52	2	76595	78381	83141	85514					91166					96819						102465
YC53	3	77189	79568*	83141	85514				91166					96819						102465	
YC54	4	77788	80761	83141	85514			91166					96819						102465		
YC55	5	83141	84327*	85514				91166					96819						102465		
YC56	6	84327	85514				91166					96819						102465			
YC57	7	85514					91166						96819					102465			
YC57	8	85514					91166						96819					102465			
YC58	9	85514				91166					96819						102465				
YC59	10	85514				91166				96819					102465						
YC60	11	85514				91166			96819					102465							
YC61	12	85514			91166			96819						102465							
YC62	13	85514			91166		96819						102465								
YC63	14	85514			91166		96819				102465										
YC64	15	85514			91166	96819				102465											
YC65	16	85514			91166	96819			102465												
YC66	17	85514		91166		96819		102465													
YC67	18	85514		91166	96819		102465														
YC68	19	85514	91166		96819		102465														
YC69	20	85514	91166		96819	102465															
YC70	21-29	85514	91166	96819	102465																
YC71	30 +	91166	96819	102465																	

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

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

## Annex A: Section 3: Specialty Doctor and Salaried GP

### Specialty Doctor pay scale

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC46-01	Min	37,547	1 year
MC46-02	1	40,758	1 year
MC46-03	2	44,931	1 year
MC46-04	3	47,168	1 year
MC46-05	4	50,391	1 year
<b>Threshold 1</b>			
MC46-06	5	53,602	2 years
MC46-07		53,602	1 year
MC46-08	6	56,884	2 years
MC46-09		56,884	1 year
MC46-10	7	60,168	2 years
MC46-11		60,168	1 year
<b>Threshold 2</b>			
MC46-12	8	63,452	3 years
MC46-13		63,452	2 years
MC46-14		63,452	1 year
MC46-15	9	66,734	3 years
MC46-16		66,734	2 years
MC46-17		66,734	1 year
MC46-18	10	70,018	-

### Salaried GP salary range

Minimum	Maximum
55,965	84,453

## Annex A: Section 4: Associate Specialist 2008 contract (CLOSED)

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

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC41-01	Min	52,643	1 year
MC41-02	1	56,875	1 year
MC41-03	2	61,105	1 year
MC41-04	3	66,693	1 year
MC41-05	4	71,535	1 year
<b>Threshold 1</b>			
MC41-06	5	73,544	2 years
MC41-07		73,544	1 year
MC41-08	6	76,166	2 years
MC41-09		76,166	1 year
MC41-10	7	78,788	2 years
MC41-11		78,788	1 year
<b>Threshold 2</b>			
MC41-12	8	81,409	3 years
MC41-13		81,409	2 years
MC41-14		81,409	1 year
MC41-15	9	84,031	3 years
MC41-16		84,031	2 years
MC41-17		84,031	1 year
MC41-18	10	86,655	-

## Annex A: Section 5: Emergency rota allowance (in accordance with paragraph 25a-e)

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

Emergency rota allowance (CMO/SCMO).

Number of duties	Rate per half year
4 to 11	185
12 to 17	370
18 to 23	555
24 to 29	740
30 to 35	925
36 to 41	1,109
42 to 47	1,294
48 to 53	1,479
54 to 59	1,664
60 to 65	1,849
66 to 71	2,034
72 or more	2,218

## Annex A: Section 6: Salaried Dental Staff

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

	Salary Point	Salary (£)
<b>Band A LD01</b>	1	38,476
	2	42,751
	3	49,164
	4	52,370
	5	55,576
	6	57,714
<b>Band B LD11</b>	7	59,851
	8	61,989
	9	65,195
	10	66,798
	11	68,401
	12	70,004
<b>Band C LD21</b>	13	71,608
	14	73,745
	15	75,883
	16	78,020
	17	80,158
	18	82,295

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

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

Standard complexity maximum pay point 16  
 Medium complexity maximum pay point 17  
 High complexity maximum pay point 18

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

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

## Indicative Training Allowance for Salaried Primary Care Dental Staff

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

Year	Annual value (£)
From 1 April 2011	769
From 1 April 2012	769
From 1 April 2013	777
From 1 April 2014	777
From 1 April 2015	777
From 1 April 2016	785

## Training supplement for Band A Salaried Primary Care Dentists

The training supplement for Band A dentists with responsibility for the supervision of a Dental Foundation Trainee (formally vocational dental practitioner), or an undergraduate dental student, is £1,988 a year.

## Dental Foundation Training (for information only)

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

Year	Annual value (£)
From 1 April 2013	30,132
From 1 April 2014	30,432
From 1 April 2015	30,732
From 1 April 2016	31,044

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

Information explaining pay arrangements for Dental Foundation Trainees progressing to Dental Core Training can be found on NHS Employers website at the following address: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars/dental-trainees-in-hospital-posts>.

## Annex A: Section 7: Locum appointments

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

	Rate (£) per week	Rate (£) per notional half day
<b>Specialty Doctor MC47</b>	861.70	86.17
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1,171.90	117.19
<b>Associate Specialist MC03 (CLOSED)</b>	1,010.79	91.89
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>	-	90.11
<b>Hospital Practitioner MD02 (CLOSED)</b>	-	103.51
<b>Staff Grade MH02 (CLOSED)</b>	852.50	85.25

### Foundation Doctor, Dental Core Training, Specialty Registrar and Specialist Registrar:

The system below is for Locum Appointment for Service (LAS) posts. Locum Appointment for Training (LAT) posts are excluded from this arrangement as their arrangements are the same as substantive trainees.

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

Band LA, LB and LC calculated using the mid-point (unrounded) of the current salary scale. 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.

### Hourly rates (£): Bands LA, LB, LC

Band	Basic rate	No band	LC	LB	LA
<b>Foundation Doctor Year 1</b>	11.65	12.24	16.31	17.48	20.97
<b>Foundation Doctor Year 2</b>	14.49	14.49	20.29	21.74	26.09
<b>Dental Core Training</b>	16.27	16.27	22.78	24.41	29.29
<b>Specialty Registrar (higher)</b>	18.77	18.77	26.28	28.16	33.79
<b>Specialty Registrar (lower)</b>	17.04	17.04	23.86	25.56	30.68
<b>Specialist Registrar (CLOSED)</b>	18.77	18.77	26.28	28.16	33.79

### Weekly rates (£): Band LL

Band	Basic rate	No band	1C (x1.2)	1B (x1.4)	1A/2B (x1.5)	2A (x1.8)	3 (x2)
<b>Foundation Doctor Year 1</b>	559.20	587.16	671.04	782.88	838.80	1,006.56	1,118.40
<b>Foundation Doctor Year 2</b>	695.52	695.52	834.63	973.73	1,043.28	1,251.94	1,391.04
<b>Dental Core Training</b>	780.96	780.96	937.16	1,093.35	1,171.44	1,405.73	1,561.92
<b>Specialty Registrar (higher)</b>	900.96	900.96	1,081.16	1,261.35	1,351.44	1,621.73	1,801.92
<b>Specialty Registrar (lower)</b>	817.92	817.92	981.51	1,145.09	1,226.88	1,472.26	1,635.84
<b>Specialist Registrar (CLOSED)</b>	900.96	900.96	1,081.16	1,261.35	1,351.44	1,621.73	1,801.92

## Annex A: Section 8: Mileage and transport allowances

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

Motor cars with three or four wheels:

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

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

3. Standard rates:

Motor cars with three of four wheels:

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

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

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

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

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

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

- A. The current rates of:

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

Crown Cars, while used solely on NHS business, are not required to be taxed or insured for the purposes of the Road Traffic Act 1972. Any private mileage requires that the vehicle be taxed and insured.

- B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

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

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

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

## Annex A: Section 9: Other fees, charges and allowances

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

<b>Para/Schedule</b>	<b>Nature of fee</b>	<b>Payable for each:</b>	<b>Rate (£)</b>
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	3.71
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,266.21
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	671
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	8,261
	Lower rate	Year	4,131
	12 hours per day Monday to Friday	Year	2,954
91.b	Payment for each notional half-day of clinical work per week:	Year	4,699
91.b	Payment for one hour or less of clinical work per week	Year	1,252
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,503
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	26.99
94 & 105	Payment to part-time medical and dental offices: per weekly notional half day	Year	4,699
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	42,287
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,252
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,503
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	25.46
104	Maximum payment per session (i.e. three times hourly rate)	session	76.36

<b>Para/Schedule</b>	<b>Nature of fee</b>	<b>Charge or Allowance</b>	
		<b>Payable for each:</b>	<b>Rate (£)</b>
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	item of service	84.20
	Intermediate Rate	item of service	42.11
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	252.62
145 / Sch 10	Combined fee for completion of form CVI	item of service	128.41
	For re-examination (provided previous form CVI available)	item of service	109.71
146	Lower rate	item of service	21.08
155	Exceptional consultation by a consultant		157.73
157	Exceptional consultation by a general practitioner		52.06
165 / Sch 11	Fees for lectures to nurses, etc		0.00
	Consultants	lecture	61.09
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	48.41
	Other grades	lecture	35.57
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	77.39



## Annex A: Section 10: Family planning fees and miscellaneous

The following fees and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included solely for the convenience of users. Employers should note the principles outlined in the relevant Terms and Conditions the doctor is employed under governing receipt of additional fees.

<b>Family planning fees</b>	Operating fee (£)	Anaesthetist's fee (£)
Fee per case of male sterilisation performed:		
a. as a separate procedure	121.16	59.79
b. during the course of another procedure	81.91	39.63
Fee per case of female sterilisation performed:		
a. as a separate procedure	163.81	80.01
b. during the course of another procedure	109.57	53.30
Fee for the reversal of male sterilisation	186.29	93.09
Fee for the reversal of female sterilisation	260.56	130.56
Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):		
a. as a separate procedure	81.91	59.79
b. during the course of another procedure	54.19	39.63
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	260.56	130.56
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	22.44
Radiological services provided in connection with NHS family planning cases	Case	22.44
Notional half-day special family planning session	Session	139.30

<b>Miscellaneous</b>		
Junior hospital doctors in "peripheral" hospitals, allowance per year		2,416.87
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:		
Full day		130.49
Half day		65.25
Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):		
Full day		199.36
Half day		99.69

**Annex B: Section 1: Banding supplements and total salaries - full time staff**

Grade	Point	No Band (5% FY1 only)		Band 1C (20%)		Band 1B (40%)		Band 1A & 2B (50%)		Band 2A (80%)		Band 3 (100%)	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	1,144	24,006	4,573	27,435	9,145	32,007	11,431	34,293	18,290	41,152	22,862	45,724
	1	1,215	25,504	4,858	29,147	9,716	34,005	12,145	36,434	19,432	43,721	24,289	48,578
	2	1,286	27,002	5,144	30,860	10,287	36,003	12,858	38,574	20,573	46,289	25,716	51,432
Foundation Doctor Year 2	Min	N/A	28,357	5,672	34,029	11,343	39,700	14,179	42,536	22,686	51,043	28,357	56,714
	1	N/A	30,211	6,043	36,254	12,085	42,296	15,106	45,317	24,169	54,380	30,211	60,422
	2	N/A	32,066	6,414	38,480	12,827	44,893	16,033	48,099	25,653	57,719	32,066	64,132
Specialty Registrar	Min	N/A	30,302	6,061	36,363	12,121	42,423	15,151	45,453	24,242	54,544	30,302	60,604
	1	N/A	32,156	6,432	38,588	12,863	45,019	16,078	48,234	25,725	57,881	32,156	64,312
	2	N/A	34,746	6,950	41,696	13,899	48,645	17,373	52,119	27,797	62,543	34,746	69,492
	3	N/A	36,312	7,263	43,575	14,525	50,837	18,156	54,468	29,050	65,362	36,312	72,624
	4	N/A	38,200	7,640	45,840	15,280	53,480	19,100	57,300	30,560	68,760	38,200	76,400
	5	N/A	40,090	8,018	48,108	16,036	56,126	20,045	60,135	32,072	72,162	40,090	80,180
	6	N/A	41,979	8,396	50,375	16,792	58,771	20,990	62,969	33,584	75,563	41,979	83,958
	7	N/A	43,868	8,774	52,642	17,548	61,416	21,934	65,802	35,095	78,963	43,868	87,736
	8	N/A	45,757	9,152	54,909	18,303	64,060	22,879	68,636	36,606	82,363	45,757	91,514
9	N/A	47,647	9,530	57,177	19,059	66,706	23,824	71,471	38,118	85,765	47,647	95,294	
Dental Core Training	Min	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	1	N/A	30,211	6,043	36,254	12,085	42,296	15,106	45,317	24,169	54,380	30,211	60,422
	2	N/A	32,066	6,414	38,480	12,827	44,893	16,033	48,099	25,653	57,719	32,066	64,132
	3	N/A	33,920	6,784	40,704	13,568	47,488	16,960	50,880	27,136	61,056	33,920	67,840
	4	N/A	35,774	7,155	42,929	14,310	50,084	17,887	53,661	28,620	64,394	35,774	71,548
	5	N/A	37,628	7,526	45,154	15,052	52,680	18,814	56,442	30,103	67,731	37,628	75,256
6	N/A	39,483	7,897	47,380	15,794	55,277	19,742	59,225	31,587	71,070	39,483	78,966	

## Annex B: Section 2: Basic pay for Less than Full Time (LTFT) trainees

Guidance on the pay system for Less than Full Time (LTFT) trainees can be found at: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars/less-than-full-time-training>.

Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Foundation Doctor Year 1 (MT57)</b>	<b>F5</b>	11,431	12,145	12,858	-	-	-	-	-	-	-
	<b>F6</b>	13,718	14,574	15,430	-	-	-	-	-	-	-
	<b>F7</b>	16,004	17,003	18,002	-	-	-	-	-	-	-
	<b>F8</b>	18,290	19,432	20,573	-	-	-	-	-	-	-
	<b>F9</b>	20,576	21,861	23,145	-	-	-	-	-	-	-
<b>Foundation Doctor Year 2 (MT58)</b>	<b>F5</b>	14,179	15,106	16,033	-	-	-	-	-	-	-
	<b>F6</b>	17,015	18,127	19,240	-	-	-	-	-	-	-
	<b>F7</b>	19,850	21,148	22,447	-	-	-	-	-	-	-
	<b>F8</b>	22,686	24,169	25,653	-	-	-	-	-	-	-
	<b>F9</b>	25,522	27,190	28,860	-	-	-	-	-	-	-
<b>Specialty Registrar full (MT59)</b>	<b>F5</b>	15,151	16,078	17,373	18,156	19,100	20,045	20,990	21,934*	22,879*	23,824*
	<b>F6</b>	18,182	19,294	20,848	21,788	22,920	24,054	25,188	26,321*	27,455*	28,589*
	<b>F7</b>	21,212	22,510	24,323	25,419	26,740	28,063	29,386	30,708*	32,030*	33,353*
	<b>F8</b>	24,242	25,725	27,797	29,050	30,560	32,072	33,584	35,095*	36,606*	38,118*
	<b>F9</b>	27,272	28,941	31,272	32,681	34,380	36,081	37,782	39,482*	41,182*	42,883*
<b>Specialty Registrar Core Training and FT (MT59)</b>	<b>F5</b>	15,151	16,078	17,373	18,156	19,100	20,045	-	-	-	-
	<b>F6</b>	18,182	19,294	20,848	21,788	22,920	24,054	-	-	-	-
	<b>F7</b>	21,212	22,510	24,323	25,419	26,740	28,063	-	-	-	-
	<b>F8</b>	24,242	25,725	27,797	29,050	30,560	32,072	-	-	-	-
	<b>F9</b>	27,272	28,941	31,272	32,681	34,380	36,081	-	-	-	-
<b>Dental Core Training (MT53)</b>	<b>F5</b>	N/A	15,106	16,033	16,960	17,887	18,814*	19,742*	-	-	-
	<b>F6</b>	N/A	18,127	19,240	20,352	21,465	22,577*	23,690*	-	-	-
	<b>F7</b>	N/A	21,148	22,447	23,744	25,042	26,340*	27,639*	-	-	-
	<b>F8</b>	N/A	24,169	25,653	27,136	28,620	30,103*	31,587*	-	-	-
	<b>F9</b>	N/A	27,190	28,860	30,528	32,197	33,866*	35,535*	-	-	-

\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

**Annex B: Section 2: Banding supplements and total salaries for Less than Full Time (LTFT) trainees**

<b>(5% supplement) Foundation Doctor Year 1 only</b>											
<b>Grade</b>	<b>Point</b>	<b>F5</b>		<b>F6</b>		<b>F7</b>		<b>F8</b>		<b>F9</b>	
		<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>
<b>Foundation Doctor Year 1</b>	<b>Min</b>	572	12,003	686	14,404	801	16,805	915	19,205	1,029	21,605
	<b>1</b>	608	12,753	729	15,303	851	17,854	972	20,404	1,094	22,955
	<b>2</b>	643	13,501	772	16,202	901	18,903	1,029	21,602	1,158	24,303

<b>FC (20% supplement)</b>											
<b>Grade</b>	<b>Point</b>	<b>F5</b>		<b>F6</b>		<b>F7</b>		<b>F8</b>		<b>F9</b>	
		<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>	<b>Banding</b>	<b>Total salary</b>
<b>Foundation Doctor Year 1</b>	<b>Min</b>	2,287	13,718	2,744	16,462	3,201	19,205	3,658	21,948	4,116	24,692
	<b>1</b>	2,429	14,574	2,915	17,489	3,401	20,404	3,887	23,319	4,373	26,234
	<b>2</b>	2,572	15,430	3,086	18,516	3,601	21,603	4,115	24,688	4,629	27,774
<b>Foundation Doctor Year 2</b>	<b>Min</b>	2,836	17,015	3,403	20,418	3,970	23,820	4,538	27,224	5,105	30,627
	<b>1</b>	3,022	18,128	3,626	21,753	4,230	25,378	4,834	29,003	5,438	32,628
	<b>2</b>	3,207	19,240	3,848	23,088	4,490	26,937	5,131	30,784	5,772	34,632
<b>Specialty Registrar</b>	<b>Min</b>	3,031	18,182	3,637	21,819	4,243	25,455	4,849	29,091	5,455	32,727
	<b>1</b>	3,216	19,294	3,859	23,153	4,502	27,012	5,145	30,870	5,789	34,730
	<b>2</b>	3,475	20,848	4,170	25,018	4,865	29,188	5,560	33,357	6,255	37,527
	<b>3</b>	3,632	21,788	4,358	26,146	5,084	30,503	5,810	34,860	6,537	39,218
	<b>4</b>	3,820	22,920	4,584	27,504	5,348	32,088	6,112	36,672	6,876	41,256
	<b>5</b>	4,009	24,054	4,811	28,865	5,613	33,676	6,415	38,487	7,217	43,298
	<b>6</b>	4,198	25,188	5,038	30,226	5,878	35,264	6,717	40,301	7,557	45,339
	<b>7</b>	4,387	26,321	5,265	31,586	6,142	36,850	7,019	42,114	7,897	47,379
	<b>8</b>	4,576	27,455	5,491	32,946	6,406	38,436	7,322	43,928	8,237	49,419
<b>Dental Core Training</b>	<b>Min</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	<b>1</b>	3,022	18,128	3,626	21,753	4,230	25,378	4,834	29,003	5,438	32,628
	<b>2</b>	3,207	19,240	3,848	23,088	4,490	26,937	5,131	30,784	5,772	34,632
	<b>3</b>	3,392	20,352	4,071	24,423	4,749	28,493	5,428	32,564	6,106	36,634
	<b>4</b>	3,578	21,465	4,293	25,758	5,009	30,051	5,724	34,344	6,440	38,637
	<b>5</b>	3,763	22,577	4,516	27,093	5,268	31,608	6,021	36,124	6,774	40,640
	<b>6</b>	3,949	23,691	4,738	28,428	5,528	33,167	6,318	37,905	7,107	42,642

FB (40% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	4,573	16,004	5,488	19,206	6,402	22,406	7,316	25,606	8,231	28,807
	1	4,858	17,003	5,830	20,404	6,802	23,805	7,773	27,205	8,745	30,606
	2	5,144	18,002	6,172	21,602	7,201	25,203	8,230	28,803	9,258	32,403
Foundation Doctor Year 2	Min	5,672	19,851	6,806	23,821	7,940	27,790	9,075	31,761	10,209	35,731
	1	6,043	21,149	7,251	25,378	8,460	29,608	9,668	33,837	10,876	38,066
	2	6,414	22,447	7,696	26,936	8,979	31,426	10,262	35,915	11,544	40,404
Specialty Registrar	Min	6,061	21,212	7,273	25,455	8,485	29,697	9,697	33,939	10,909	38,181
	1	6,432	22,510	7,718	27,012	9,004	31,514	10,290	36,015	11,577	40,518
	2	6,950	24,323	8,340	29,188	9,730	34,053	11,119	38,916	12,509	43,781
	3	7,263	25,419	8,716	30,504	10,168	35,587	11,620	40,670	13,073	45,754
	4	7,640	26,740	9,168	32,088	10,696	37,436	12,224	42,784	13,752	48,132
	5	8,018	28,063	9,622	33,676	11,226	39,289	12,829	44,901	14,433	50,514
	6	8,396	29,386	10,076	35,264	11,755	41,141	13,434	47,018	15,113	52,895
	7	8,774	30,708	10,529	36,850	12,284	42,992	14,038	49,133	15,793	55,275
	8	9,152	32,031	10,982	38,437	12,812	44,842	14,643	51,249	16,473	57,655
Dental Core Training	9	9,530	33,354	11,436	40,025	13,342	46,695	15,248	53,366	17,154	60,037
	Min	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	1	6,043	21,149	7,251	25,378	8,460	29,608	9,668	33,837	10,876	38,066
	2	6,414	22,447	7,696	26,936	8,979	31,426	10,262	35,915	11,544	40,404
	3	6,784	23,744	8,141	28,493	9,498	33,242	10,855	37,991	12,212	42,740
	4	7,155	25,042	8,586	30,051	10,017	35,059	11,448	40,068	12,879	45,076
	5	7,526	26,340	9,031	31,608	10,536	36,876	12,042	42,145	13,547	47,413
6	7,897	27,639	9,476	33,166	11,056	38,695	12,635	44,222	14,214	49,749	

FA (50% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	5,716	17,147	6,859	20,577	8,002	24,006	9,145	27,435	10,288	30,864
	1	6,073	18,218	7,287	21,861	8,502	25,505	9,716	29,148	10,931	32,792
	2	6,429	19,287	7,715	23,145	9,001	27,003	10,287	30,860	11,573	34,718
Foundation Doctor Year 2	Min	7,090	21,269	8,508	25,523	9,925	29,775	11,343	34,029	12,761	38,283
	1	7,553	22,659	9,064	27,191	10,574	31,722	12,085	36,254	13,595	40,785
	2	8,017	24,050	9,620	28,860	11,224	33,671	12,827	38,480	14,430	43,290
Specialty Registrar	Min	7,576	22,727	9,091	27,273	10,606	31,818	12,121	36,363	13,636	40,908
	1	8,039	24,117	9,647	28,941	11,255	33,765	12,863	38,588	14,471	43,412
	2	8,687	26,060	10,424	31,272	12,162	36,485	13,899	41,696	15,636	46,908
	3	9,078	27,234	10,894	32,682	12,710	38,129	14,525	43,575	16,341	49,022
	4	9,550	28,650	11,460	34,380	13,370	40,110	15,280	45,840	17,190	51,570
	5	10,023	30,068	12,027	36,081	14,032	42,095	16,036	48,108	18,041	54,122
	6	10,495	31,485	12,594	37,782	14,693	44,079	16,792	50,376	18,891	56,673
	7	10,967	32,901	13,161	39,482	15,354	46,062	17,548	52,643	19,741	59,223
	8	11,440	34,319	13,728	41,183	16,015	48,045	18,303	54,909	20,591	61,773
Dental Core Training	Min	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	1	7,553	22,659	9,064	27,191	10,574	31,722	12,085	36,254	13,595	40,785
	2	8,017	24,050	9,620	28,860	11,224	33,671	12,827	38,480	14,430	43,290
	3	8,480	25,440	10,176	30,528	11,872	35,616	13,568	40,704	15,264	45,792
	4	8,944	26,831	10,733	32,198	12,521	37,563	14,310	42,930	16,099	48,296
	5	9,407	28,221	11,289	33,866	13,170	39,510	15,052	45,155	16,933	50,799
	6	9,871	29,613	11,845	35,535	13,820	41,459	15,794	47,381	17,768	53,303

## Annex B: Section 2: Basic pay and banding supplements for Less than Full Time (LTFT) Specialist Registrars (SpR) – CLOSED

### Basic pay (LTFT)

Grade	F number	Min	1	2	3	4	5	6	7	8	9
Specialist Registrar (MT55)	F5	15,807	16,590	17,373	18,156	19,100	20,045	20,990	21,934	22,879	23,824
	F6	18,969	19,908	20,848	21,788	22,920	24,054	25,188	26,321	27,455	28,589
	F7	22,130	23,226	24,323	25,419	26,740	28,063	29,386	30,708	32,030	33,353
	F8	25,292	26,544	27,797	29,050	30,560	32,072	33,584	35,095	36,606	38,118
	F9	28,453	29,862	31,272	32,681	34,380	36,081	37,782	39,482	41,182	42,883

\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

### Banding supplements (LTFT)

FC (20% banding supplement)											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
Specialist Registrar (MT55)	F5	3,162	3,318	3,475	3,632	3,820	4,009	4,198	4,387	4,576	4,765
	F6	3,794	3,982	4,170	4,358	4,584	4,811	5,038	5,265	5,491	5,718
	F7	4,426	4,646	4,865	5,084	5,348	5,613	5,878	6,142	6,406	6,671
	F8	5,059	5,309	5,560	5,810	6,112	6,415	6,717	7,019	7,322	7,624
	F9	5,691	5,973	6,255	6,537	6,876	7,217	7,557	7,897	8,237	8,577
FB (40% banding supplement)											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
Specialist Registrar (MT55)	F5	6,323	6,636	6,950	7,263	7,640	8,018	8,396	8,774	9,152	9,530
	F6	7,588	7,964	8,340	8,716	9,168	9,622	10,076	10,529	10,982	11,436
	F7	8,852	9,291	9,730	10,168	10,696	11,226	11,755	12,284	12,812	13,342
	F8	10,117	10,618	11,119	11,620	12,224	12,829	13,434	14,038	14,643	15,248
	F9	11,382	11,945	12,509	13,073	13,752	14,433	15,113	15,793	16,473	17,154
FA (50% banding supplement)											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
Specialist Registrar (MT55)	F5	7,904	8,295	8,687	9,078	9,550	10,023	10,495	10,967	11,440	11,912
	F6	9,485	9,954	10,424	10,894	11,460	12,027	12,594	13,161	13,728	14,295
	F7	11,065	11,613	12,162	12,710	13,370	14,032	14,693	15,354	16,015	16,677
	F8	12,646	13,272	13,899	14,525	15,280	16,036	16,792	17,548	18,303	19,059
	F9	14,227	14,931	15,636	16,341	17,190	18,041	18,891	19,741	20,591	21,442

## Annex C: Non-consolidated payments from 1 April 2016 – 31 March 2017

1. Staff who received a 2.0% non-consolidated payment in 2015/16 and who have not since moved on to a new pay scale point will receive a non-consolidated payment equivalent to 1.0% of their 2015/16 basic pay, in addition to the uplifts to pay values detailed in this document in Annex A and B. The value of the non-consolidated amount is shown in table 1 below. This non-consolidated payment will be payable in monthly instalments with effect from 1 April 2016 and ending on 31 March 2017.
2. These payments apply from the 1 April 2016 until 31 March 2017. They will not count for pensionable pay nor any of the other allowances and additions to pay. They will not, for example, count in the calculation of London Weighting, banding payments, additional programmed activities or on call availability allowance.

### Supplementary notes:

3. For Associate Specialists on the pre 2008 contract Discretionary Points (consolidated payments in addition to the maximum of the associate specialist salary scale) can be paid depending on performance and at the discretion of the employer. The non-consolidated sum should be awarded to all Associate Specialists on MC01 from point 7 through to point 13 subject to meeting the definition in paragraph 1 of this annex.
4. For Staff Grade Practitioners on MH03/05 Optional points (consolidated payments in addition to the maximum of the scale) can be paid depending on performance and at the discretion of the employer. The non-consolidated sum should be awarded to all Staff Grade Practitioners on MH03/05 from point 5 through to point 11 subject to meeting the definition in paragraph 1 of this annex.
5. For Salaried Primary Care Dental Staff the non-consolidated sum should be awarded to staff at the top of their band as well as staff with extended competency points, subject to meeting the definition in paragraph 1 of this annex.
6. Maximum salary points for band C Managerial Dentist posts are identified by complexity levels which are set locally. Therefore the maximum pay scale point for these staff differs depending on the complexity level of the specific role.

### Annex C: Table 1

Grade	Pay scale code	Top pay scale point	Basic 2015/16 salary (£)	Non-consolidated 1% effective from 1 April 2016 - 31 March 2017 (£)
Consultant (2003 contract)	YC51-73, YM51-73, YK51-73, YL51-73	8	101,451	1,015
Specialty Doctor	MC46	10	69,325	694
Specialty Registrar (full) including GPRs in practice placements	MN37	9	47,175	472
Specialty Registrar (Core Training)	MN39	5	39,693	397
Specialty Registrar (FT)	MN35	5	39,693	397
Specialist Registrar including GPRs in practice placements	MN25/KA31/LF25	9	47,175	472
Foundation Doctor Year 2	MN15	2	31,748	318
Foundation Doctor Year 1	MN13	2	25,461	255
Dental Core Training	MN21/KA01/LF21	6	39,092	391



Grade	Pay scale code	Top pay scale point	Basic 2015/16 salary (£)	Non-consolidated 1% effective from 1 April 2016 - 31 March 2017 (£)	
Consultant (pre 2003 contract)	MC21/KC11/LC01/LC10	4	80,988	810	
Associate Specialist pre 2008	MC01	7	68,171	682	
Associate Specialist pre 2008	MC01	8	70,086	701	
Associate Specialist pre 2008	MC01	9	72,584	726	
Associate Specialist pre 2008	MC01	10	75,083	751	
Associate Specialist pre 2008	MC01	11	77,581	776	
Associate Specialist pre 2008	MC01	12	80,079	801	
Associate Specialist pre 2008	MC01	13	82,580	826	
Associate Specialist (2008)	MC41	10	85,797	858	
Staff Grade Practitioner	MH01	7	53,578	536	
Staff Grade Practitioner	MH03/05	5	48,596	486	
Staff Grade Practitioner	MH03/05	6	50,845	509	
Staff Grade Practitioner	MH03/05	7	53,578	536	
Staff Grade Practitioner	MH03/05	8	56,313	564	
Staff Grade Practitioner	MH03/05	9	59,047	591	
Staff Grade Practitioner	MH03/05	10	61,780	618	
Staff Grade Practitioner	MH03/05	11	64,516	646	
SCMO	KB11	7	66,485	665	
CMO	KB01	7	45,498	455	
Hospital practitioner	MD01-41	6	6,135	62	
<b>Salaried Primary Care Dental Staff:</b>	Band A	LD01	6	57,142	572
	Band A plus extended competency point	LD01	7	59,259	593
	Band B	LD11	12	69,311	694
	Band B plus extended competency point	LD11	13	70,899	709
	Band C	LD21	18	81,480	815
<b>Band C Managerial Dentists:</b>	Standard Complexity	LD21	16	77,248	773
	Medium Complexity	LD21	17	79,364	794
	High Complexity	LD21	18	81,480	815
Assistant Clinical Directors under the new pay spine	LD21	15	75,131	752	
<b>Part time medical and dental officers (TCS paras 94-105)</b>	per notional half day (per year)	ME11	N/A	4,652	47
	Maximum annual payment (9 sessions)	ME11	N/A	41,868	419
	Payment for 1 hour or less (per year)	ME11	N/A	1,239	13
	twice hourly rate (per year)	ME11	N/A	2,478	25