

# Pay and Conditions Circular (M&D) 1/2017

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 pay and conditions circular (M&D) 1/2017 replaces the previous version published on 11 August 2017. It is updated to clarify the Flexible pay premia table for doctors in training.

It is also updated to include pay points for doctors in training transferring from Scotland, Wales, NI and Defence.

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

## Action

1. The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2017. Please implement and, where necessary, backdate the new awards as soon as possible.
2. The non-consolidated awards detailed in Pay and Conditions Circular (M&D) 1/2016 cease from 31 March 2017.

## Increases to national salary scales from 1 April 2017

3. 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 2017 as the result of the Government accepting the recommendations of the Review Body on Doctors' and Dentists' Remuneration.
4. The value of Clinical Excellence Awards, discretionary points and distinction awards have been increased by 1.0% from 1 April 2017.
5. The value of Flexible Pay Premia have been increased by 1.0% from 1 April 2017.

## Salaried Primary Care Dental Staff

6. The pay scales for salaried primary care dental staff have been increased by 1.0% from 1 April 2017.

## Salaried GPs

7. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 1.0% to £56,525 and £85,298 respectively.

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## GP Registrars

8. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements and not employed on the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, 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.

## Dental Foundation Training (DFT) Payments

9. 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. This allowance is set through the General Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health.
10. Although not uplifted through this circular the value of the DFT payment is included for information, and 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. It is not relevant for those employed on the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016.
11. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

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## Effect of amendments

1. Details of the changes made effective by this circular are in the Flexible pay premia section.
2. Details of the changes made effective by this circular are in the pay points for doctors in training transferring from Scotland, Wales, NI and Defence section.

## Enquiries

3. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
4. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
5. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
6. 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>.
7. 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>.

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## Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances

### Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	26,614
Foundation Doctor Year 2	FY2	MF02	2	30,805
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	36,461
	CT2	MC52		
	CT3	MC53	4	46,208
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	36,461
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03	4	46,208
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
	ST8 / SpR8	MS08		

### Dentists\* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	CT1	MC51	3	36,461
	CT2	MC52		
	CT3	MC53	4	46,208
Dental Specialty Training <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS11	4	46,208
	ST2	MS12		
	ST3	MS13		
	ST4	MS14		
	ST5	MS15		
	ST6	MS16		
	ST7	MS17		
	ST8	MS18		

\*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

Nodal point 1 (£26,614) local appointment grade code – MT01  
 Nodal point 2 (£30,805) local appointment grade code – MT02  
 Nodal point 3 (£36,461) local appointment grade code – MT03  
 Nodal point 4 (£46,208) local appointment grade code – MT04

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

## On-call availability allowance\*

Nodal point	Value (£)
1	2,130
2	2,465
3	2,917
4	3,697

\* payable only to doctors working on-call rotas, as defined in paragraphs 7-11 of Schedule 2 of the 2016 TCS.

## Weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	10%	2,662	3,081	3,647	4,621
<1 in 2 – 1 in 4	7.50%	1,997	2,311	2,735	3,466
<1 in 4 – 1 in 5	6%	1,597	1,849	2,188	2,773
<1 in 5 – 1 in 7	4%	1,065	1,233	1,459	1,849
<1 in 7 – 1 in 8	3%	799	925	1,094	1,387
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

## Flexible pay premia

Table 1:

Name of premia	Applicable training programme	Eligibility	Full time annual value (£)	
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	8,282	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,367	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,367
			4 year higher training programme:	2,525
Dual qualification – OMFS	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
	Oral and Maxillofacial Surgery, as per paragraph 39-41 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,040	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	6,734
4 years	5,050
5 years	4,040
6 years	3,367
7 years	2,886
8 years	2,525

### Note.

This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an eligible training programme part way through their training programme, or transferring to the 2016 TCS part way through their training programme will not be entitled to the full FPP amount.

The FPP values listed in table 2 above are payable to Emergency Medicine (from ST4 and above) and dual qualified OMFS trainees (from ST3 and above). The total amount (£20,200 as above) is divided over the eligible years of training, meaning that if a trainee is due to receive their certificate of completion of training (CCT) following completion of their ST6 year, they should receive £6,734 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premia is applied to the full length of the training programme. The total £20,200 is evenly distributed between the two applicable parts of the programme so that £10,100 is available in core training and £10,100 in higher training. The length of training in each applicable part of the programme will be used to determine the annual value the trainee should receive, as set out in table 1 above



Trainees will continue to be paid this annual amount until they exit this training programme, so if a trainee's CCT date is put back by a year, they should receive £6,734 for that additional year. LTFT trainees will receive the FPP amount pro-rata.

Trainees who transition or join the programme part-way through may only receive part of the FPP; for example, those who transition into ST5 should receive £6,734 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £20,200.

Trainees who are pay protected under Section 2 will not receive the FPP and continue to be paid under the 2002 pay scales.

Note – doctors paid according to Schedule 14 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 46-52, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes.

**Pay points for doctors in training transferring from Scotland, Wales, NI and Defence.**

				ENGLAND	SCOTLAND	WALES	NI	DEFENCE
Grade	Stage of training	Grade code	Pay point	Value (£)				
				for the purposes of applying 2016 DiT TCS Schedule 14 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	23,091	23,672	23,091	22,862	31,611
			2	24,532	25,149	24,532	24,289	
			3	25,973	26,626	25,974	25,716	
Foundation Doctor Year 2	FY2	MF02	1	28,640	29,361	28,641	28,357	39,209
			2	30,513	31,281	30,514	30,211	
			3	32,386	33,201	32,387	32,065	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	30,605	31,220	30,606	30,302	41,899
			2	32,478	33,131	32,478	32,156	
			3	35,093	35,799	35,094	34,746	
			4	36,675	37,412	36,676	36,312	
	CT2	MC52						
	CT3	MC53	5	38,582	39,358	38,582	38,200	
			6	40,491	41,035	40,491	40,090	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher- Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01						44,462
	ST2 / SpR2	MS02	1	30,605	31,220	30,606	30,302	48,043
	ST3 / SpR3	MS03	2	32,478	33,131	32,478	32,156	50,209
			3	35,093	35,799	35,094	34,746	
	ST4 / SpR4	MS04	4	36,675	37,412	36,676	36,312	52,819
			5	38,582	39,358	38,582	38,200	
			6	40,491	41,035	40,491	40,090	
			7	42,399	43,251	42,399	41,980	
			8	44,307	45,197	44,307	43,868	
			9	46,215	47,144	46,215	45,757	
	ST5 / SpR5	MS05	10	48,123	49,091	48,124	47,647	55,432
	ST6 / SpR6	MS06						58,044
ST7 / SpR7	MS07						60,656	
ST8 / SpR8	MS08						63,268	

**Note:** As per the 2016 TCS V4, Schedule 14 paragraph 1, doctors moving from Health Education England and Defence Medical training programmes, as well as those in the devolved nations are eligible for transitional pay protection. The table above is to be used for the purposes of calculating the basic salary of the total cash floor amount for doctors transitioning from training programmes set out in paragraphs 4 for section 1 pay protection, or the basic salary for section 2 pay protection. The doctor's basic salary on the day before transition shall be protected at the value of the equivalent 2002 TCS value for *England* of the incremental pay point they moved from, as above. Defence medical trainees are to have their pay protected at the value of their salary the day before they took up training on the 2016 TCS.

As described in the TCS, in order to provide equity for trainees within a cohort, pay protection should be applicable until either the doctor exits training, or until four years of continuous employment have elapsed from the point that the doctor is first employed on these TCS, or four years from the date at which that trainee *would have transferred* with their relevant cohort of trainees had they been in England, whichever is the sooner. Those who have not received this protection to date will need to have their pay backdated accordingly.

*For example, An Obstetrics ST3 trainee transferring from Scotland to England in January 2018 at pay point 3 would be protected at a minimum of the English equivalent of £35,093 from their transfer date until October 2021, four years from the date at which their cohort was transferred onto the 2016 TCS.*

## Penalty rates and fines

i) **Penalty rates and fines for hours worked at the basic hourly rate.** The total figure is based on x4 multiplier of the basic hourly rate, with the doctor receiving x1.5 of the basic hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	51.05	23.37	27.69
2	59.09	27.05	32.04
3	69.94	32.00	37.94
4	88.62	40.57	48.06

ii) **Penalty rates and fines for hours worked at the enhanced hourly rate.** The total figure is based on x4 multiplier of the enhanced hourly rate, with the doctor receiving x1.5 of the enhanced hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	69.94	32.00	37.94
2	80.95	37.05	43.90
3	95.80	43.84	51.97
4	121.42	55.57	65.86

## National locum rate

Nodal point	Hourly rate (£)	Hourly rate with 37% enhancement (£)*	On-call allowance (per on-call period) (£)**
1	15.58	21.34	30.85
2	18.03	24.70	35.72
3	21.34	29.22	41.31
4	27.04	37.04	52.36

\* For information on which hours attract a 37% enhancement see schedule 2 paragraphs 14-15 of the 2016 TCS.

\*\* The on-call rate is the allowance for being on-duty as a locum on an on-call rota. In addition, the locum would be paid the appropriate hourly rate for any actual work done whilst on-call.

## Senior decision makers' allowance

This value will be confirmed in a future pay and conditions circular. The actual value of the senior decision makers' allowance will be predicated on the number of senior decision makers that need to be so designated. Funding is not likely to become available to introduce this allowance until 2018/19.

## 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	76,761	1 year	YC72 Point 00	YC73 Point 00
2	1	79,165	1 year	YC72 Point 01	YC73 Point 01
3	2	81,568	1 year	YC72 Point 02	YC73 Point 02
4	3	83,972	1 year	YC72 Point 03	YC73 Point 03
5	4	86,369	5 years	YC72 Point 04	YC73 Point 04
	5	86,369	4 years	YC72 Point 05	YC73 Point 05
	6	86,369	3 years	YC72 Point 06	YC73 Point 06
	7	86,369	2 years	YC72 Point 07	YC73 Point 07
	8	86,369	1 year	YC72 Point 08	YC73 Point 08
6	9	92,078	5 years	YC72 Point 09	YC73 Point 09
	10	92,078	4 years	YC72 Point 10	YC73 Point 10
	11	92,078	3 years	YC72 Point 11	YC73 Point 11
	12	92,078	2 years	YC72 Point 12	YC73 Point 12
	13	92,078	1 year	YC72 Point 13	YC73 Point 13
7	14	97,787	5 years	YC72 Point 14	YC73 Point 14
	15	97,787	4 years	YC72 Point 15	YC73 Point 15
	16	97,787	3 years	YC72 Point 16	YC73 Point 16
	17	97,787	2 years	YC72 Point 17	YC73 Point 17
	18	97,787	1 year	YC72 Point 18	YC73 Point 18
8	19	103,490	-	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	3,016		
Level 2	6,032		
Level 3	9,048		
Level 4	12,064		
Level 5	15,080		
Level 6	18,096		
Level 7	24,128		
Level 8	30,160		
Level 9	36,192		
		Awarded by ACCEA	
		Level 9 (Bronze)	36,192
		Level 10 (Silver)	47,582
		Level 11 (Gold)	59,477
		Level 12 (Platinum)	77,320

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	3,268	6,536	9,804	13,072	16,340	19,608	22,876	26,144

## Distinction Awards\*

<b>A+ award</b>	77,415
<b>A award</b>	57,048
<b>B award</b>	32,601

\*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>	1,300
<b>Out of hours intensity Band 1 (low intensity)</b>	979
<b>Out of hours intensity Band 2 (medium intensity)</b>	1,952
<b>Out of hours intensity Band 3 (high intensity)</b>	2,918

## 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)	13,920	20,207	-
Band B	5,390	10,792	13,920
Band C	4,506	8,981	10,792
Band D	3,593	7,184	8,981

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	76761	77960	81568	83972	86369					92078					97787					103490
YC52	2	77361	79165	83972	86369					92078					97787					103490	
YC53	3	77960	80364	83972	86369				92078					97787					103490		
YC54	4	78565	81568	83972	86369			92078					97787					103490			
YC55	5	83972	85170	86369				92078					97787					103490			
YC56	6	85170	86369				92078					97787					103490				
YC57	7	86369					92078					97787					103490				
YC57	8	86369					92078					97787					103490				
YC58	9	86369				92078					97787					103490					
YC59	10	86369				92078				97787					103490						
YC60	11	86369				92078			97787					103490							
YC61	12	86369			92078			97787					103490								
YC62	13	86369			92078		97787					103490									
YC63	14	86369			92078		97787				103490										
YC64	15	86369			92078	97787				103490											
YC65	16	86369			92078	97787			103490												
YC66	17	86369		92078		97787		103490													
YC67	18	86369		92078	97787		103490														
YC68	19	86369	92078		97787		103490														
YC69	20	86369	92078		97787	103490															
YC70	21-29	86369	92078	97787	103490																
YC71	30 +	92078	97787	103490																	

\*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	37,923	1 year
MC46-02	1	41,165	1 year
MC46-03	2	45,381	1 year
MC46-04	3	47,640	1 year
MC46-05	4	50,895	1 year
<b>Threshold 1</b>			
MC46-06	5	54,138	2 years
MC46-07		54,138	1 year
MC46-08	6	57,453	2 years
MC46-09		57,453	1 year
MC46-10	7	60,770	2 years
MC46-11		60,770	1 year
<b>Threshold 2</b>			
MC46-12	8	64,086	3 years
MC46-13		64,086	2 years
MC46-14		64,086	1 year
MC46-15	9	67,402	3 years
MC46-16		67,402	2 years
MC46-17		67,402	1 year
MC46-18	10	70,718	-

### Salaried GP salary range

Minimum	Maximum
56,525	85,298



## 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.

<b>Pay scale code</b>	<b>Scale value</b>	<b>Basic salary</b>	<b>Period before eligibility for next pay point</b>
MC41-01	Min	53,169	1 year
MC41-02	1	57,444	1 year
MC41-03	2	61,716	1 year
MC41-04	3	67,359	1 year
MC41-05	4	72,251	1 year
<b>Threshold 1</b>			
MC41-06	5	74,280	2 years
MC41-07		74,280	1 year
MC41-08	6	76,928	2 years
MC41-09		76,928	1 year
MC41-10	7	79,576	2 years
MC41-11		79,576	1 year
<b>Threshold 2</b>			
MC41-12	8	82,224	3 years
MC41-13		82,224	2 years
MC41-14		82,224	1 year
MC41-15	9	84,871	3 years
MC41-16		84,871	2 years
MC41-17		84,871	1 year
MC41-18	10	87,521	-

## 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).

<b>Number of duties</b>	<b>Rate per half year</b>
4 to 11	186
12 to 17	372
18 to 23	557
24 to 29	743
30 to 35	929
36 to 41	1,114
42 to 47	1,300
48 to 53	1,486
54 to 59	1,671
60 to 65	1,857
66 to 71	2,043
72 or more	2,228

## 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	38,861
	2	43,178
	3	49,655
	4	52,894
	5	56,132
	6	58,291
<b>Band B LD11</b>	7	60,450
	8	62,609
	9	65,847
	10	67,466
	11	69,085
	12	70,704
<b>Band C LD21</b>	13	72,324
	14	74,483
	15	76,641
	16	78,800
	17	80,959
	18	83,118

- 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:

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

## 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 £2,008 a year.

## Indicative Training Allowance for Salaried Primary Care Dental Staff (for information only)

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
From 1 April 2017*	793*

## 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
From 1 April 2017*	31,355*

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.

Dental Core Training now falls under the 2016 TCS and trainees should move to the new arrangements in August 2017 if they have not already transferred by this point. Information explaining pay arrangements for Dental Foundation Trainees progressing to Dental Core Training on the 2002 contract 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>.

\*These payments are confirmed in changes to the [statement of financial entitlement for dental contracts](#). At the time of publication the 2017 Amendment to the Primary Dental Services Statements of Financial Entitlements Directions has not been published. Therefore these figures are not confirmed, but have been uplifted by the amount recommended by the Review Body on Doctors' and Dentists' Remuneration and accepted by the Government.

## Annex A: Section 7: Locum appointments (excluding the 2016 contract)

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 programmed activity / notional half day
<b>Specialty Doctor MC47</b>	870.40	87.04
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1,183.60	118.36
<b>Associate Specialist MC03 (CLOSED)</b>	1,020.91	92.81
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>	-	91.01
<b>Hospital Practitioner MD02 (CLOSED)</b>	-	104.55
<b>Staff Grade MH02 (CLOSED)</b>	861.00	86.10

### Foundation Doctor, Dental Core Training, Specialty Registrar and Specialist Registrar (pre 2016 contract):

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 (pre 2016 contract)

Band	Basic rate	No band	LC	LB	LA
<b>Foundation Doctor Year 1</b>	11.77	12.35	16.48	17.66	21.19
<b>Foundation Doctor Year 2</b>	14.63	14.63	20.49	21.95	26.34
<b>Dental Core Training</b>	16.43	16.43	23.01	24.65	29.58
<b>Specialty Registrar (higher)</b>	18.96	18.96	26.55	28.44	34.13
<b>Specialty Registrar (lower)</b>	17.21	17.21	24.10	25.82	30.98
<b>Specialist Registrar CLOSED</b>	18.96	18.96	26.55	28.44	34.13

### Weekly rates (£): Band LL (pre 2016 contract)

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>	564.96	592.80	677.96	790.95	847.44	1,016.93	1,129.92
<b>Foundation Doctor Year 2</b>	702.24	702.24	842.69	983.14	1,053.36	1,264.04	1,404.48
<b>Dental Core Training</b>	788.64	788.64	946.37	1,104.10	1,182.96	1,419.56	1,577.28
<b>Specialty Registrar (higher)</b>	910.08	910.08	1,092.10	1,274.12	1,365.12	1,638.15	1,820.16
<b>Specialty Registrar (lower)</b>	826.08	826.08	991.30	1,156.52	1,239.12	1,486.95	1,652.16
<b>Specialist Registrar (CLOSED)</b>	910.08	910.08	1,092.10	1,274.12	1,365.12	1,638.15	1,820.16

## Annex A: Section 8: Basic pay – closed grades and grades succeeded in the 2016 TCS for Doctors and Dentists in Training

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.

Succeeded by 2016 TCS	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	23,091	24,532	25,973											
Foundation Doctor Year 2	MN15	28,640	30,513	32,386											
Specialty Registrar (Core training)	MN39	30,605	32,478	35,093	36,675	38,582	40,491								
Specialty Registrar (FT)	MN35	30,605	32,478	35,093	36,675	38,582	40,491								
Specialty Registrar (full)	MN37	30,605	32,478	35,093	36,675	38,582	40,491	42,399	44,307**	46,215**	48,123**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (1)	30,513	32,386	34,259	36,132	38,005**	39,878**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	31,931	33,512	35,093	36,675	38,582	40,491	42,399	44,307**	46,215**	48,123**				
Consultant pre 2003	MC21/KC11/LC01/LC10	63,733	68,293	72,855	77,415	82,616									
Associate Specialist pre 2008	MC01	38,836	42,950	47,062	51,175	55,289	59,402	64,833	69,541	71,495*	74,043*	76,592*	79,140*	81,689*	84,240*
Staff Grade	MH01	35,133	37,923	40,711	43,500	46,289	49,078	51,867	54,655						
		<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 (2)	MH03/05	35,133	37,923	40,711	43,500	46,289	49,573	51,867*	54,655*	57,444*	60,234*	63,022*	65,812*		
SCMO	KB11	47,560	50,455	53,349	56,243	59,138	62,032	64,926	67,821						
CMO	KB01	33,657	35,479	37,301	39,123	40,945	42,767	44,589	46,413						
Hospital Practitioner	MD01-41	4,644	4,913	5,183	5,452	5,721	5,989	6,258							

\*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. Dental Core Training now falls under the 2016 TCS and trainees should move to the new arrangements in August 2017 if they have not already transferred by this point. If trainees are employed on the 2002 arrangements they should start on point 1 of this scale (MN21) unless they have previous service at Dental CT or higher. If employed on the 2002 arrangements and the post attracts a banding supplement, the trainee's basic pay will decrease on entry to Dental CT1. If employed on the 2002 arrangements and the post has no banding supplement, the trainee should have their basic pay protected at the Dental Foundation Training salary.

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

## Annex A: Section 9: Mileage and transport allowances (excluding the 2016 contract)

Note – the rates below are not relevant for practitioners employed on the 2016 contract. These practitioners are reimbursed at the rates set out in Section 17 of the NHS Terms and Conditions of Service Handbook.

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 10: Other fees, charges and allowances

<b>London weighting:</b>	<b>Payable for each:</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	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	3.74
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,318.86
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	677
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	8,344
	Lower rate	Year	4,172
	12 hours per day Monday to Friday	Year	2,983
91.b	Payment for each notional half-day of clinical work per week:	Year	4,746
91.b	Payment for one hour or less of clinical work per week	Year	1,263
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,526
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	27.26
94 & 105	Payment to part-time medical and dental offices: per weekly notional half day	Year	4,746
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	42,714
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,263
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,526
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	25.71
104	Maximum payment per session (i.e. three times hourly rate)	session	77.13

<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	<b>DOMICILIARY CONSULTATIONS</b>		
	Standard Rate	item of service	85.04
	Intermediate Rate	item of service	42.52
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	255.15
145 / Sch 10	Combined fee for completion of form CVI	item of service	129.70
	For re-examination (provided previous form CVI available)	item of service	110.81
146	Lower rate	item of service	21.30
155	Exceptional consultation by a consultant		159.31
157	Exceptional consultation by a general practitioner		52.59
165 / Sch 11	Fees for lectures to nurses, etc		0.00
	Consultants	lecture	61.71
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	48.90
	Other grades	lecture	35.93
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	78.17



## Annex A: Section 11: 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	122.37	60.38
b. during the course of another procedure	82.72	40.02
Fee per case of female sterilisation performed:		
a. as a separate procedure	165.44	80.80
b. during the course of another procedure	110.66	53.83
Fee for the reversal of male sterilisation	188.14	94.01
Fee for the reversal of female sterilisation	263.16	131.86
Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):		
a. as a separate procedure	82.72	60.38
b. during the course of another procedure	54.73	40.02
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	263.16	131.86
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	22.65
Radiological services provided in connection with NHS family planning cases	Case	22.65
Notional half-day special family planning session	Session	140.69

<b>Miscellaneous</b>	
Junior hospital doctors in "peripheral" hospitals, allowance per year	2,441.04
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:	
Full day	131.78
Half day	65.89
Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):	
Full day	201.35
Half day	100.68