

10 January 2020

# Pay and Conditions Circular (M&D) 2/2019 R2

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 from 1 April 2019.

This version (R2) replaces both the original circular issued on 23 August 2019 and version (R) issued on 20 November 2019 which added the new weekend frequency allowances with effect from 4 December 2019 and the table of pay values for doctors in training transferring from Scotland, Wales, NI and Defence posts. Version R2 incorporates changes to penalty rate calculations applicable from 23 August 2019.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2019, with the exception of the new weekend frequency allowances applicable from 4 December 2019. Please implement the new awards as soon as possible.

## Increases to national salary scales from 1 April 2019

1. Salary scales for medical and dental consultants have been increased by 2.5% to basic pay from 1 April 2019.
2. Salary scales for doctors in training have been increased by 2.0% to basic pay from 1 April 2019.
3. Salary scales for the staff and associate specialist group of practitioners have been increased by 2.5% to basic pay from 1 April 2019.
4. The value of Flexible Pay Premia increased by 2.0% from 1 April 2019.
5. The value of National Clinical Excellence Awards, Existing Local Clinical Excellence Awards granted prior to 1 April 2018, discretionary points and distinction awards remain unchanged.

**New Local Clinical Excellence Awards** (i.e. Local Clinical Excellence Awards granted between 1 April 2018 and 31 March 2021): The government has committed to a 0.5 per cent of pay bill to be targeted on the new system of performance pay to increase the amount available for performance pay awards from 2019/20. The base value of these awards for calculation purposes has been uplifted by 2.5% from 1 April 2019.

### Salaried Primary Care Dental Staff

6. The pay scales for salaried primary care dental staff have been increased by 2.5% to basic pay from 1 April 2019.

### Salaried GPs

7. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 2.0% to £58,808 and £88,744 respectively.

### 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 and social care and included in this circular for information only. The value of this payment for 2019/20 will be updated in this circular following the publication of the GDS SFE Directions.
10. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

## Weekend Frequency Allowances

11. The values of the weekend frequency allowance to doctors in training will change from 4 December 2019. The new values are detailed at section 1.

## Enquiries

12. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
13. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
14. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
15. 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 and Social Care. 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>.

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

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal stroke extending to the right.

Paul Wallace  
Director of Employment Relations and Reward

NHS Employers

# Pay and Conditions Circular (M&D) 2/2019 R

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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	27,689
Foundation Doctor Year 2	FY2	MF02	2	32,050
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	37,935
	CT2	MC52		
	CT3	MC53	4	48,075
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	37,935
	ST2 / SpR2	MS02	4	48,075
	ST3 / SpR3	MS03		
	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	DCT1	MC51	3	37,935
	DCT2	MC52		
	DCT3	MC53	4	48,075
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	48,075
	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 (£27,689) local appointment grade code – MT01  
 Nodal point 2 (£32,050) local appointment grade code – MT02  
 Nodal point 3 (£37,935) local appointment grade code – MT03  
 Nodal point 4 (£48,075) 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	2,216
2	2,564
3	3,035
4	3,846

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

### LTFT allowance

A doctor who is training less-than-full time will be paid an annual allowance of £1,000. This allowance will be paid on top of the doctor's salary and will be spread over the year, paid in monthly instalments.

### 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:

The below weekend frequency allowance will be effective from 4 December 2019 as per the agreed framework agreement reached by NHS Employers and the British Medical Association (BMA).

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,154	4,808	5,691	7,212
<1 in 2 – 1 in 3	10%	2,769	3,205	3,794	4,808
<1 in 3 – 1 in 4	7.50%	2,077	2,404	2,846	3,606
<1 in 4 – 1 in 5	6%	1,662	1,923	2,277	2,885
<1 in 5 – 1 in 6	5%	1,385	1,603	1,897	2,404
<1 in 6 – 1 in 7	4%	1,108	1,282	1,518	1,923

<1 in 7 – 1 in 8	3%	831	962	1,139	1,443
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend frequency allowance **until 3 December 2019** is shown below.

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	10%	2,769	3,205	3,794	4,808
<1 in 2 – 1 in 4	7.50%	2,077	2,404	2,846	3,606
<1 in 4 – 1 in 5	6%	1,662	1,923	2,277	2,885
<1 in 5 – 1 in 7	4%	1,108	1,282	1,518	1,923
<1 in 7 – 1 in 8	3%	831	962	1,139	1,443
<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 premium	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.	8,617	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,503	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,503
			4 year higher training programme:	2,628
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.		
Histopathology	Histopathology	Payable to ST1 and above only	4,204	
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,204	



**Table 2:**

<b>Length of training programme*</b>	<b>Full time annual value (£)</b>
3 years	7,006
4 years	5,255
5 years	4,204
6 years	3,503
7 years	3,003
8 years	2,628

**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 (£21,017) 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 £7,006 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premium is applied to the full length of the training programme. The total amount is evenly distributed between the two applicable parts of the programme so that £10,509 is available in core training and £10,509 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.

The Histopathology pay premium is applied to any trainee entering the eligible training programmes of histopathology, forensic histopathology, diagnostic neuropathology, and paediatric and perinatal pathology at ST1 from August 2018 onwards.

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 the annual amount 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 of a programme where the annual FPP is £7,006 would receive £7,006 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £21,017.

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

Pay points for doctors in training transferring from Scotland are available [here](#).

Pay points for doctors in training transferring from Wales are available [here](#)

Pay points for doctors in training transferring from NI are available [here](#)

Pay points for doctors in training transferring from defence medical training programmes are available [here](#)

Please note that these figures may be updated following the publication of updated pay scales for all four UK countries.

As per the 2016 TCS, 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 on the next page 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.

				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 2 3	24,024 25,523 27,022	Pay Point 1 Pay Point 2 Pay Point 3
Foundation Doctor Year 2	FY2	MF02	1 2 3	29,798 31,746 33,695	Pay Point 1 Pay Point 2 Pay Point 3	Pay Point 1 Pay Point 2 Pay Point 3	Pay Point 1 Pay Point 2 Pay Point 3	OF2 (level 1) <i>Non-accredited</i>	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1 2 3 4	31,841 33,790 36,511 38,156	Pay Point 1 Pay Point 2 Pay Point 3 Pay Point 4	Pay Point 1 Pay Point 2 Pay Point 3 Pay Point 4	Pay Point 1 Pay Point 2 Pay Point 3 Pay Point 4	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non-accredited</i>	
			CT2	MC52					
	CT3	MC53	5 6	40,141 42,126	Pay Point 5 Pay Point 6	Pay Point 5 Pay Point 6	Pay Point 5 Pay Point 6		
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	31,841	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>	
	ST2 / SpR2	MS02	2 3	33,790 36,511	Pay Point 2 Pay Point 3	Pay Point 2 Pay Point 3	Pay Point 2 Pay Point 3	OF2 (level 3) <i>Non-accredited</i>	
	ST3 / SpR3	MS03	4 5 6 7 8 9 10	38,156 40,141 42,126 44,112 46,096 48,082 50,068	Pay Point 4 Pay Point 5 Pay Point 6 Pay Point 7 Pay Point 8 Pay Point 9 Pay Point 10	Pay Point 4 Pay Point 5 Pay Point 6 Pay Point 7 Pay Point 8 Pay Point 9 Pay Point 10	Pay Point 4 Pay Point 5 Pay Point 6 Pay Point 7 Pay Point 8 Pay Point 9 Pay Point 10	OF2 (level 4) <i>Non-accredited</i>	
			ST4 / SpR4	MS04					OF2 (level 5) <i>Non-accredited</i>
			ST5 / SpR5	MS05					OF3-OF5 (level 1)
			ST6 / SpR6	MS06					OF3-OF5 (level 2)
	ST7 / SpR7	MS07					OF3-OF5 (level 3)		
	ST8 / SpR8	MS08					OF3-OF5 (level 4)		

## Penalty rates and fines

- i) The below penalty rates and fines for hours worked at the basic hourly rate will be effective **from 23 August 2019**.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	63.56	23.83	39.73
2	73.56	27.59	45.97
3	87.04	32.64	54.40
4	110.32	41.38	68.94

The penalty rates and fines for hours worked at the basic hourly rate from **April 2019 until 22 August 2019** is shown below.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	53.11	23.83	29.28
2	61.47	27.59	33.88
3	72.76	32.64	40.12
4	92.2	41.38	50.82

- ii) The below penalty rates and fines for hours worked at the enhanced hourly rate will be effective **from 23 August 2019**.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	87.08	32.64	54.44
2	100.78	37.79	62.99
3	119.25	44.72	74.53
4	151.14	56.68	94.46

The penalty rates and fines for hours worked at the enhanced hourly rate **from April 2019 until 22 August 2019** is shown below.

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	72.76	32.64	40.12
2	84.21	37.79	46.42
3	99.68	44.72	54.96
4	126.32	56.68	69.64

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

Penalty rates have been calculated using the 2019 NHSI locum rates. These remain unchanged from the 2018/19 rates as set out in pay circular 3/2018.

## 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	79,860	1 year	YC72 Point 00	YC73 Point 00
2	1	82,361	1 year	YC72 Point 01	YC73 Point 01
3	2	84,862	1 year	YC72 Point 02	YC73 Point 02
4	3	87,362	1 year	YC72 Point 03	YC73 Point 03
5	4	89,856	5 years	YC72 Point 04	YC73 Point 04
	5	89,856	4 years	YC72 Point 05	YC73 Point 05
	6	89,856	3 years	YC72 Point 06	YC73 Point 06
	7	89,856	2 years	YC72 Point 07	YC73 Point 07
	8	89,856	1 year	YC72 Point 08	YC73 Point 08
6	9	95,795	5 years	YC72 Point 09	YC73 Point 09
	10	95,795	4 years	YC72 Point 10	YC73 Point 10
	11	95,795	3 years	YC72 Point 11	YC73 Point 11
	12	95,795	2 years	YC72 Point 12	YC73 Point 12
	13	95,795	1 year	YC72 Point 13	YC73 Point 13
7	14	101,735	5 years	YC72 Point 14	YC73 Point 14
	15	101,735	4 years	YC72 Point 15	YC73 Point 15
	16	101,735	3 years	YC72 Point 16	YC73 Point 16
	17	101,735	2 years	YC72 Point 17	YC73 Point 17
	18	101,735	1 year	YC72 Point 18	YC73 Point 18
8	19	107,668	-	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 (CEAs)

### Existing Local CEAs

Local clinical excellence awards granted prior to 1 April 2018 under existing local clinical excellence awards schemes in place as at 31 March 2018.

<b>Awarded by local committees</b>	
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

The Clinical Excellence Awards policy framework can be found on the [GOV.UK](https://www.gov.uk) website.

### New Local CEAs

Local clinical excellence awards granted between 1 April 2018 and 31 March 2021.

<b>Awarded by local committees</b>	
Unit Value of an employer-based award (equivalent to one point)	3,092

### National CEAs

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

<b>Awarded by ACCEA</b>	
Level 9 (Bronze)	36,192
Level 10 (Silver)	47,582
Level 11 (Gold)	59,477
Level 12 (Platinum)	77,320

### Discretionary Points\*

<b>Pay Scale Code</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>
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>	1,352
<b>Out of hours intensity Band 1 (low intensity)</b>	1,019
<b>Out of hours intensity Band 2 (medium intensity)</b>	2,031
<b>Out of hours intensity Band 3 (high intensity)</b>	3,036

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

<b>Supplement band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional maximum</b>
Band A (Regional Director of Public Health)	14,482	21,022	
Band B	5,608	11,227	14,482
Band C	4,688	9,344	11,227
Band D	3,738	7,474	9,344

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
YC51	1	79,860	81,108	84,862	87,362	89,856				95,795					101,735					107,668
YC52	2	80,484	82,361	87,362	89,856				95,795					101,735					107,668	
YC53	3	81,108	83,609	87,362	89,856			95,795					101,735					107,668		
YC54	4	81,737	84,862	87,362	89,856			95,795				101,735						107,668		
YC55	5	87,362	88,609	89,856				95,795				101,735						107,668		
YC56	6	88,609	89,856				95,795				101,735						107,668			
YC57	7	89,856					95,795				101,735						107,668			
YC57	8	89,856					95,795				101,735						107,668			
YC58	9	89,856				95,795				101,735						107,668				
YC59	10	89,856				95,795				101,735					107,668					
YC60	11	89,856				95,795		101,735						107,668						
YC61	12	89,856			95,795			101,735					107,668							
YC62	13	89,856			95,795		101,735					107,668								
YC63	14	89,856			95,795		101,735				107,668									
YC64	15	89,856			95,795	101,735				107,668										
YC65	16	89,856			95,795	101,735			107,668											
YC66	17	89,856		95,795		101,735		107,668												
YC67	18	89,856		95,795	101,735		107,668													
YC68	19	89,856	95,795		101,735		107,668													
YC69	20	89,856	95,795		101,735	107,668														
YC70	21-29	89,856	95,795	101,735	107,668															
YC71	30 +	95,795	101,735	107,668																

\*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	40,037	1 year
MC46-02	1	43,460	1 year
MC46-03	2	47,911	1 year
MC46-04	3	50,296	1 year
MC46-05	4	53,733	1 year
<b>Threshold 1</b>			
MC46-06	5	57,156	2 years
MC46-07		57,156	1 year
MC46-08	6	60,656	2 years
MC46-09		60,656	1 year
MC46-10	7	64,158	2 years
MC46-11		64,158	1 year
<b>Threshold 2</b>			
MC46-12	8	67,659	3 years
MC46-13		67,659	2 years
MC46-14		67,659	1 year
MC46-15	9	71,159	3 years
MC46-16		71,159	2 years
MC46-17		71,159	1 year
MC46-18	10	74,661	-

### Salaried GP salary range

Minimum	Maximum
58,808	88,744

## 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	56,133	1 year
MC41-02	1	60,646	1 year
MC41-03	2	65,157	1 year
MC41-04	3	71,115	1 year
MC41-05	4	76,279	1 year
<b>Threshold 1</b>			
MC41-06	5	78,421	2 years
MC41-07		78,421	1 year
MC41-08	6	81,216	2 years
MC41-09		81,216	1 year
MC41-10	7	84,012	2 years
MC41-11		84,012	1 year
<b>Threshold 2</b>			
MC41-12	8	86,807	3 years
MC41-13		86,807	2 years
MC41-14		86,807	1 year
MC41-15	9	89,603	3 years
MC41-16		89,603	2 years
MC41-17		89,603	1 year
MC41-18	10	92,401	-

## 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	197
12 to 17	394
18 to 23	591
24 to 29	788
30 to 35	985
36 to 41	1,182
42 to 47	1,379
48 to 53	1,576
54 to 59	1,773
60 to 65	1,970
66 to 71	2,167
72 or more	2,364

## 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	40,629
	2	45,143
	3	51,914
	4	55,300
	5	58,686
	6	60,943
<b>Band B LD11</b>	7	63,200
	8	65,457
	9	68,843
	10	70,536
	11	72,229
	12	73,921
<b>Band C LD21</b>	13	75,614
	14	77,871
	15	80,129
	16	82,386
	17	84,643
	18	86,900

- 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>				
		Standard	Medium	High
<b>Pay point range</b>	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 £2,120, from 1 April 2019. This will be confirmed following consultation with the British Dental Association.

## 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
From 1 Oct 2018	809
From 1 April 2019	829

## 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 Social Care 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
From 1 Oct 2018	31,992
From 1 April 2019	32,796

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.

\*These payments will be confirmed in changes to the [statement of financial entitlement for dental contracts](#). At the time of publication, the 2019 Amendment to the Primary Dental Services Statements of Financial Entitlements Directions has not been published.

## 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>	918.90	91.89
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1249.60	124.96
<b>Associate Specialist MC03 (CLOSED)</b>	1077.89	97.99
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>		96.09
<b>Hospital Practitioner MD02 (CLOSED)</b>		110.38
<b>Staff Grade MH02 (CLOSED)</b>	909.00	90.90

### 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>	12.24	12.85	17.14	18.36	22.04
<b>Foundation Doctor Year 2</b>	15.23	15.23	21.33	22.85	27.42
<b>Dental Core Training</b>	17.09	17.09	23.93	25.64	30.77
<b>Specialty Registrar (higher)</b>	19.73	19.73	27.63	29.60	35.52
<b>Specialty Registrar (lower)</b>	17.90	17.90	25.06	26.85	32.22
<b>Specialist Registrar CLOSED</b>	19.73	19.73	27.63	29.60	35.52

### 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>	587.52	616.80	705.03	822.53	881.28	1057.54	1175.04
<b>Foundation Doctor Year 2</b>	731.04	731.04	877.25	1023.46	1096.56	1315.88	1462.08
<b>Dental Core Training</b>	820.32	820.32	984.39	1148.45	1230.48	1476.58	1640.64
<b>Specialty Registrar (higher)</b>	947.04	947.04	1136.45	1325.86	1420.56	1704.68	1894.08
<b>Specialty Registrar (lower)</b>	859.20	859.20	1031.04	1202.88	1288.80	1546.56	1718.40
<b>Specialist Registrar (CLOSED)</b>	947.04	947.04	1136.45	1325.86	1420.56	1704.68	1894.08

## 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	24,024	25,523	27,022											
Foundation Doctor Year 2	MN15	29,798	31,746	33,695											
Specialty Registrar (Core training)	MN39	31,841	33,790	36,511	38,156	40,141	42,126								
Specialty Registrar (FT)	MN35	31,841	33,790	36,511	38,156	40,141	42,126								
Specialty Registrar (full)	MN37	31,841	33,790	36,511	38,156	40,141	42,126	44,112	46,096**	48,082**	50,068**				
Dental Core Training (1)	MN21/KA01/LF21	N/A	31,746	33,695	35,643	37,592	39,540**	41,489**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	33,221	34,866	36,511	38,156	40,141	42,126	44,112	46,096**	48,082**	50,068**				
Consultant pre 2003	MC21/KC11/LC01/LC10	66,306	71,051	75,796	80,541	85,951									
Associate Specialist pre 2008	MC01	41,001	45,344	49,686	54,028	58,371	62,713	68,448	73,418	75,480*	78,171*	80,862*	83,552*	86,243*	88,936*
Staff Grade	MH01	37,092	40,037	42,980	45,925	48,870	51,814	54,759	57,702						
		<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	37,092	40,037	42,980	45,925	48,870	52,337	54,759*	57,702*	60,647*	63,592*	66,535*	69,481*		
SCMO	KB11	50,211	53,268	56,323	59,379	62,435	65,490	68,546	71,602						
CMO	KB01	35,533	37,457	39,380	41,304	43,228	45,151	47,075	49,000						
Hospital Practitioner	MD01-41	4,903	5,187	5,472	5,756	6,039	6,323	6,607							

\*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 scale is closed to new entrants and was previously listed as "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Dental Core Training now falls under the 2016 TCS. Doctors should not be placed on this scale as the SHO grade closed in 2007.
2. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

## LTFT Doctors and Dentists in Training

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	24,024	25,523	27,022
F5	MT57	12,012	12,762	13,511
F6	MT57	14,415	15,314	16,214
F7	MT57	16,817	17,867	18,916
F8	MT57	19,220	20,419	21,618
F9	MT57	21,622	22,971	24,320

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	29,798	31,746	33,695
F5	MT58	14,899	15,873	16,848
F6	MT58	17,879	19,048	20,217
F7	MT58	20,859	22,223	23,587
F8	MT58	23,839	25,397	26,956
F9	MT58	26,819	28,572	30,326

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	31,841	33,790	36,511	38,156	40,141	42,126
F5	MT60	15,921	16,895	18,256	19,078	20,071	21,063
F6	MT60	19,105	20,274	21,907	22,894	24,085	25,276
F7	MT60	22,289	23,653	25,558	26,710	28,099	29,489
F8	MT60	25,473	27,032	29,209	30,525	32,113	33,701
F9	MT60	28,657	30,411	32,860	34,341	36,127	37,914

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	31,841	33,790	36,511	38,156	40,141	42,126	44,112	46,096	48,082	50,068
F5	MT59	15,921	16,895	18,256	19,078	20,071	21,063	22,056	23,048	24,041	25,034
F6	MT59	19,105	20,274	21,907	22,894	24,085	25,276	26,468	27,658	28,850	30,041
F7	MT59	22,289	23,653	25,558	26,710	28,099	29,489	30,879	32,268	33,658	35,048
F8	MT59	25,473	27,032	29,209	30,525	32,113	33,701	35,290	36,877	38,466	40,055
F9	MT59	28,657	30,411	32,860	34,341	36,127	37,914	39,701	41,487	43,274	45,062



## 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 or 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	3.91
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,560.87
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	708
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	8,723
	Lower rate	Year	4,362
	12 hours per day Monday to Friday	Year	3,119
91.b	Payment for each notional half-day of clinical work per week:	Year	4,962
91.b	Payment for one hour or less of clinical work per week	Year	1,321
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,641
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	28.5
94 & 105	Payment to part-time medical and dental offices: per weekly notional half day	Year	5,010
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	45,090
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,334
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,668
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	26.88
104	Maximum payment per session (i.e. three times hourly rate)	session	80.64

<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	88.91
	Intermediate Rate	item of service	44.46
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	266.76
145 / Sch 10	Combined fee for completion of form CVI	item of service	135.61
	For re-examination (provided previous form CVI available)	item of service	115.86
146	Lower rate	item of service	22.27
155	Exceptional consultation by a consultant		166.56
157	Exceptional consultation by a general practitioner		54.99
165 / Sch 11	Fees for lectures to nurses, etc		0.00
	Consultants	lecture	64.52
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	51.13
	Other grades	lecture	37.57
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	81.73

## 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.

Family planning fees	Operating fee (£)	Anaesthetist's fee (£)	
Fee per case of male sterilisation performed:			
a. as a separate procedure		127.94	63.13
b. during the course of another procedure		86.49	41.84
Fee per case of female sterilisation performed:			
a. as a separate procedure		172.97	84.48
b. during the course of another procedure		115.69	56.28
Fee for the reversal of male sterilisation		196.7	98.29
Fee for the reversal of female sterilisation		275.14	137.86
Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):			
a. as a separate procedure		86.49	63.13
b. during the course of another procedure		57.22	41.84
c. where the removal of a mis-placed device involves laparoscopy or laparotomy		275.14	137.86
Examination and report on pathological specimens referred in connection with NHS family planning cases		Case	23.68
Radiological services provided in connection with NHS family planning cases		Case	23.68
Notional half-day special family planning session		Session	147.09

Miscellaneous	
Junior hospital doctors in "peripheral" hospitals, allowance per year	2,552.10
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:	
Full day	137.78
Half day	68.89
Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):	
Full day	210.51
Half day	105.26