

25 April 2008

Pay Circular (M&D) 3/2008

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

To: All NHS employers

Summary

This pay circular informs NHS employers of the changes with effect from 1 April 2008 in the national pay and conditions of service of hospital medical and dental staff and doctors and dentists in public health, the community health service, salaried primary dental care and salaried general practitioners.

Action

- 1 The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 April 2008. Please implement and, where necessary, backdate the new awards as soon as possible.

Uplifts to national salary scales from 1 April 2008

- 2 This circular provides details of:
 - Uplifts to national salary scales for 2008/09
 - Uplifts to fees and allowances
 - GP Registrar supplements
 - Uplifts to the minima and maxima of the Salaried GPs' pay range
- 3 The uplifts to salary scales from 1 April 2008 are:
 - Consultants, doctors in training, specialty and associate specialist group of doctors will receive a 2.2 per cent uplift.

Dental Public Health

- 4 Pay uplifts and details on contractual arrangements for dentists in dental public health will now be covered in Pay Circulars (M&D). The rates set out in annex A for doctors in training and consultants now apply to dentists in public health as well as dentists working in hospitals. The dental pay scales are indicated by pay codes in annex A starting LC.

Salaried Primary Dental Care Staff

- 5 Pay uplifts and details on contractual arrangements for dentists in the salaried primary dental care services will also now be covered in Pay Circulars (M&D). The pay scales for salaried primary dental care staff will increase by 2.2 per cent. The rates are set out in annex A, Section 9.

Salaried GPs

- 6 The pay range for salaried GPs employed by Primary Care Organisations (PCOs) has been increased by 2.2 per cent. The pay range for 2008/09 is £52,462 to £79,167.

GP Registrars

- 7 The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements will be 50 per cent of basic pay in 2008/09 for contracts made after 31 March 2008. A supplement of 55 per cent remains payable for contracts made between 1 April 2007 and 31 March 2008; similarly 65 per cent remains payable for contracts made before 1 April 2007. The supplement is payable only to GPRs paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.
- 8 The allowances for GPRs will be amended with effect from 1 April 2008. This will be implemented separately through a Direction issued by the Department of Health and the scales subsequently published on the NHS Employers website at:
<http://www.nhsemployers.org/pay-conditions/pay-conditions-469.cfm>

Effect of amendments

- 9 The revised national salaries, fees and allowances set out in annex A to this pay circular replace those notified in Pay Circular (M&D) 7/2007 and Advance Letters DOS 3/2007 and DOS 1/2008 and will take effect from 1 April 2008.
- 10 The revised allowances and salary points for 2008/09 are calculated on the basis of a uplift on 1 November 2007 baseline figures to maintain relativity.

Enquiries

- 11 Employers should direct enquiries to: doctorsanddentists@nhsemployers.org
- 12 Employees should direct personal enquiries to their employer.

Further copies

- 13 Copies of this circular can be downloaded from: www.nhsemployers.org
- 14 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts and increases in pay for medical and dental staff covered by this circular rested with the Department of Health and was published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: www.dh.gov.uk/letters

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

A handwritten signature in black ink that reads "G Bellord". The letter "G" is large and stylized, with a loop at the bottom. The name "Bellord" is written in a cursive style.

Gill Bellord
Director of Pay, Pensions and Employment Relations
NHS Employers

Annex A: Section 1: Basic rates of pay per annum, effective from 1 April 2008

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

		Basic salary (£)													
Grade	Pay Scale Code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	MC21 ¹ KC11 ¹ LC01 ¹ LC10 ¹	60,944	65,305	69,667	74,028	79,001									
Associate Specialist	MC01 ¹	36,769	40,664	44,558	48,451	52,346	56,240	61,383	65,840	67,690 ²	70,103 ²	72,515 ²	74,928 ²	77,341 ²	79,756 ²
Staff Grade Practitioner	MH01 ¹	33,264	35,904	38,544	41,185	43,826	46,466	49,107	51,746						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03/ 5 ^{1/3}	33,264	35,904	38,544	41,185	43,826	46,935	49,107 ⁴	51,746 ⁴	54,387 ⁴	57,028 ⁴	59,668 ⁴	62,310 ⁴		
SCMO	KB11 ¹	45,029	47,770	50,510	53,250	55,991	58,731	61,471	64,212						
CMO	KB01 ¹	31,865	33,591	35,316	37,041	38,766	40,491	42,216	43,942						
Specialty Registrar (full)	MN37	28,976	30,749	33,226	34,723	36,529	38,336	40,143	41,948 ⁵	43,755 ⁵	45,562 ⁵				
Specialty Registrar (Fixed term)	MN35	28,976	30,749	33,226	34,723	36,529	38,336								
Specialist Registrar	MN25 KA31 LF25	30,231	31,728	33,226	34,723	36,529	38,336	40,143	41,948 ⁵	43,755 ⁵	45,562 ⁵				
Senior House Officer	MN21 KA01 LF21	27,116	28,889	30,663	32,436	34,209	35,982 ⁵	37,755 ⁵							
House Officer	MN11	21,862	23,226	24,591											
PRHO	MN01	21,862	23,226												
Foundation House Officer 2	MN15	27,116	28,889	30,663											
Foundation House Officer 1	MN13	21,862	23,226	24,591											
Hospital practitioners/ session	MD01 -41 ¹	4,397	4,652	4,907	5,162	5,416	5,671	5,925							

(NB: Endnotes appear on page 22)

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2008

Annex A

Pay progression for consultants appointed before 31 October 2003

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2008/09 Rates)	Pay Scale
30 +	On transfer to new contract		£88,049	LC71/MC71
	1 year after transfer	7	£93,508	
	2 years after transfer	8	£98,962	
21-29	On transfer to new contract		£82,590	LC70/MC70
	1 year after transfer	6	£88,049	
	2 years after transfer	7	£93,508	
20	On transfer to new contract		£82,590	LC69/MC69
	1 year after transfer	6	£88,049	
	3 years after transfer	7	£93,508	
19	On transfer to new contract		£82,590	LC68/MC68
	1 year after transfer	6	£88,049	
	3 years after transfer	7	£93,508	
18	On transfer to new contract		£82,590	LC67/MC67
	2 years after transfer	6	£88,049	
	3 years after transfer	7	£93,508	
17	On transfer to new contract		£82,590	LC66/MC66
	2 years after transfer	6	£88,049	
	4 years after transfer	7	£93,508	
16	On transfer to new contract		£82,590	LC65/MC65
	3 years after transfer	6	£88,049	
	4 years after transfer	7	£93,508	
15	On transfer to new contract		£82,590	LC64/MC64
	3 years after transfer	6	£88,049	
	4 years after transfer	7	£93,508	
14	On transfer to new contract		£82,590	LC63/MC63
	3 years after transfer	6	£88,049	
	5 years after transfer	7	£93,508	
13	On transfer to new contract		£82,590	LC62/MC62
	3 years after transfer	6	£88,049	
	5 years after transfer	7	£93,508	
12	On transfer to new contract		£82,590	LC61/MC61
	3 years after transfer	6	£88,049	
	6 years after transfer	7	£93,508	
11	On transfer to new contract		£82,590	LC60/MC60
	4 years after transfer	6	£88,049	
	7 years after transfer	7	£93,508	
10	On transfer to new contract		£82,590	LC59/MC59
	4 years after transfer	6	£88,049	
	8 years after transfer	7	£93,508	
	13 years after transfer	8	£98,962	

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2008

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2008/09 Rates)	Pay Scale
9	On transfer to new contract		£82,590	LC58/MC58
	4 years after transfer	6	£88,049	
	9 years after transfer	7	£93,508	
	14 years after transfer	8	£98,962	
8	On transfer to new contract		£82,590	LC57/MC57
	5 years after transfer	6	£88,049	
	10 years after transfer	7	£93,508	
	15 years after transfer	8	£98,962	
7	On transfer to new contract		£82,590	LC57/MC57
	5 years after transfer	6	£88,049	
	10 years after transfer	7	£93,508	
	15 years after transfer	8	£98,962	
6	On transfer to new contract		£81,444	LC56/MC56
	1 year after transfer	5	£82,590	
	5 years after transfer	6	£88,049	
	10 years after transfer	7	£93,508	
5	On transfer to new contract		£80,298	LC55/MC55
	1 year after transfer	*	£81,444	
	2 years after transfer	5	£82,590	
	6 years after transfer	6	£88,049	
	11 years after transfer	7	£93,508	
4	On transfer to new contract		£75,128	LC54/MC54
	1 year after transfer	3	£78,000	
	2 years after transfer	4	£80,298	
	3 years after transfer	5	£82,590	
	6 years after transfer	6	£88,049	
	11 years after transfer	7	£93,508	
3	On transfer to new contract		£74,549	LC53/MC53
	1 year after transfer	*	£76,848	
	2 years after transfer	4	£80,298	
	3 years after transfer	5	£82,590	
	7 years after transfer	6	£88,049	
	12 years after transfer	7	£93,508	
	17 years after transfer	8	£98,962	
2	On transfer to new contract		£73,976	LC52/MC52
	1 year after transfer	2	£75,701	
	2 years after transfer	4	£80,298	
	3 years after transfer	5	£82,590	
	8 years after transfer	6	£88,049	
	13 years after transfer	7	£93,508	
1	On transfer to new contract		£73,403	LC51/MC51
	1 year after transfer	*	£74,549	
	2 years after transfer	3	£78,000	
	3 years after transfer	4	£80,298	
	4 years after transfer	5	£82,590	
	9 years after transfer	6	£88,049	
	14 years after transfer	7	£93,508	
	19 years after transfer	8	£98,962	

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

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2008

Annex B

Pay progression for consultants appointed on or after 31st October 2003

Threshold	Years completed as a consultant	Basic salary 2008/09	Period before eligibility for next threshold	Payroll point
1	0	£73,403	1 year	MC72/LC72 Point 00
2	1	£75,701	1 year	MC72/LC72 Point 01
3	2	£78,000	1 year	MC72/LC72 Point 02
4	3	£80,298	1 year	MC72/LC72 Point 03
5	4	£82,590	5 years	MC72/LC72 Point 04
	5	£82,590	4 years	MC72/LC72 Point 05
	6	£82,590	3 years	MC72/LC72 Point 06
	7	£82,590	2 years	MC72/LC72 Point 07
	8	£82,590	1 year	MC72/LC72 Point 08
6	9	£88,049	5 years	MC72/LC72 Point 09
	10	£88,049	4 years	MC72/LC72 Point 10
	11	£88,049	3 years	MC72/LC72 Point 11
	12	£88,049	2 years	MC72/LC72 Point 12
	13	£88,049	1 year	MC72/LC72 Point 13
7	14	£93,508	5 years	MC72/LC72 Point 14
	15	£93,508	4 years	MC72/LC72 Point 15
	16	£93,508	3 years	MC72/LC72 Point 16
	17	£93,508	2 years	MC72/LC72 Point 17
	18	£93,508	1 year	MC72/LC72 Point 18
8	19	£98,962	-	MC72/LC72 Point 19

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2008

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

Table 2: Value of supplement (either contract)⁶

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£13,311	£19,322	
Band B	£5,154	£10,320	£13,311
Band C	£4,309	£8,588	£10,320
Band D	£3,435	£6,869	£8,588

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary).

Table 3: Total salary for DPH's on old contract (with additional supplement included)⁶

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	KE31 ¹	£92,312	£98,323	
Band B	KE21 ¹	£84,155	£89,321	£92,312
Band C	KE11 ¹	£83,310	£87,589	£89,321
Band D	KE01 ¹	£82,436	£85,870	£87,589

(NB: Table 3 shows the value of the Director of Public Health supplement added to the maximum of the old consultant salary scale. **These total values are not to be used for consultants on the 2003 consultant contract**).

Table 4: Clinical Excellence Awards for Consultants (either contract)⁷

Awarded by Local Committees		Awarded by ACCEA	
Level 1	£2,913		
Level 2	£5,826		
Level 3	£8,739		
Level 4	£11,652		
Level 5	£14,565		
Level 6	£17,478		
Level 7	£23,304		
Level 8	£29,130		
Level 9	£34,956	Level 9 (Bronze)	£34,956
		Level 10 (Silver)	£45,955
		Level 11 (Gold)	£57,443
		Level 12 (Platinum)	£74,676

Table 5: Discretionary Points for Consultants (either contract)

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,156	£6,312	£9,468	£12,624	£15,780	£18,936	£22,092	£25,248

Annex A: Section 2
Consultant pay and allowances effective from 1 April 2008

Table 6: Distinction Awards for Consultants (either contract)

Level of Award	
A+ awards	£74,768
A awards	£55,098
B awards	£31,486

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

Banding	
Daytime Intensity Supplement (paid yearly)	£1,256
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£946
Band 2 (medium intensity)	£1,885
Band 3 (high intensity)	£2,818

Annex A: Section 3
Specialty Doctor & Associate Specialist (2008) Pay Scales

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step	
	Specialty Doctor (MC46)	Associate Specialist (2008) (MC41)			
Min	34,584	50,339	1 year	MC46-01 / MC41-01	
1	37,439	52,363	1 year	MC46-02 / MC41-02	
2	40,755	56,409	1 year	MC46-03 / MC41-03	
3	43,145	61,103	1 year	MC46-04 / MC41-04	
4	46,006	66,089	1 year	MC46-05 / MC41-05	
Threshold 1	5	49,095	69,366	2 years	MC46-06 / MC41-06
		49,095	69,366	1 year	MC46-07 / MC41-07
	6	51,752	71,580	2 years	MC46-08 / MC41-08
		51,752	71,580	1 year	MC46-09 / MC41-09
Threshold 2	7	54,641	74,087	2 years	MC46-10 / MC41-10
		54,641	74,087	1 year	MC46-11 / MC41-11
	8	57,539	76,594	3 years	MC46-12 / MC41-12
		57,539	76,594	2 years	MC46-13 / MC41-13
		57,539	76,594	1 year	MC46-14 / MC41-14
	9	60,677	79,101	3 years	MC46-15 / MC41-15
		60,677	79,101	2 years	MC46-16 / MC41-16
		60,677	79,101	1 year	MC46-17 / MC41-17
10	64,632	81,609		MC46-18 / MC41-18	
10 +		82,863		MC46-19 / MC41-19 #	

* New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Associate Specialist (England) (2008) and Terms and Conditions – Specialty Doctor (England)

Transitional pay point 2008/09 only

Annex A: Section 3 Public health pay and allowances

Protected salary scale (Para 25a – e)

Table 1: Emergency rota allowance (CMO/SCMO)

Number of Duties	Rate per half year (£)
4 to 11	£176
12 to 17	£352
18 to 23	£528
24 to 29	£704
30 to 35	£880
36 to 41	£1,056
42 to 47	£1,232
48 to 53	£1,408
54 to 59	£1,584
60 to 65	£1,760
66 to 71	£1,936
72 or more	£2,112

Annex A: Section 4 Doctors and dentists in training

Table 1: Total Salaries for Full-Time Training Posts from 1st April 2008⁸

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/FHO1	Min	£21,862	£26,235	£30,607	£32,793	£39,352	£43,724
	1	£23,226	£27,872	£32,517	£34,839	£41,807	£46,452
	2	£24,591	£29,510	£34,428	£36,887	£44,264	£49,182
FHO2	Min	£27,116	£32,540	£37,963	£40,674	£48,809	£54,232
	1	£28,889	£34,667	£40,445	£43,334	£52,001	£57,778
	2	£30,663	£36,796	£42,929	£45,995	£55,194	£61,326
SHO	Min	£27,116	£32,540	£37,963	£40,674	£48,809	£54,232
	1	£28,889	£34,667	£40,445	£43,334	£52,001	£57,778
	2	£30,663	£36,796	£42,929	£45,995	£55,194	£61,326
	3	£32,436	£38,924	£45,411	£48,654	£58,385	£64,872
	4	£34,209	£41,051	£47,893	£51,314	£61,577	£68,418
	5	£35,982	£43,179	£50,375	£53,973	£64,768	£71,964
	6	£37,755	£45,306	£52,857	£56,633	£67,959	£75,510
SpR	Min	£30,231	£36,278	£42,324	£45,347	£54,416	£60,462
	1	£31,728	£38,074	£44,420	£47,592	£57,111	£63,456
	2	£33,226	£39,872	£46,517	£49,839	£59,807	£66,452
	3	£34,723	£41,668	£48,613	£52,085	£62,502	£69,446
	4	£36,529	£43,835	£51,141	£54,794	£65,753	£73,058
	5	£38,336	£46,004	£53,671	£57,504	£69,005	£76,672
	6	£40,143	£48,172	£56,201	£60,215	£72,258	£80,286
	7	£41,948	£50,338	£58,728	£62,922	£75,507	£83,896
	8	£43,755	£52,506	£61,257	£65,633	£78,759	£87,510
	9	£45,562	£54,675	£63,787	£68,343	£82,012	£91,124
StR	Min	£28,976	£34,772	£40,567	£43,464	£52,157	£57,952
	1	£30,749	£36,899	£43,049	£46,124	£55,349	£61,498
	2	£33,226	£39,872	£46,517	£49,839	£59,807	£66,452
	3	£34,723	£41,668	£48,613	£52,085	£62,502	£69,446
	4	£36,529	£43,835	£51,141	£54,794	£65,753	£73,058
	5	£38,336	£46,004	£53,671	£57,504	£69,005	£76,672
	6	£40,143	£48,172	£56,201	£60,215	£72,258	£80,286
	7	£41,948	£50,338	£58,728	£62,922	£75,507	£83,896
	8	£43,755	£52,506	£61,257	£65,633	£78,759	£87,510
	9	£45,562	£54,675	£63,787	£68,343	£82,012	£91,124
StR (FT)	Min	£28,976	£34,772	£40,567	£43,464	£52,157	£57,952
	1	£30,749	£36,899	£43,049	£46,124	£55,349	£61,498
	2	£33,226	£39,872	£46,517	£49,839	£59,807	£66,452
	3	£34,723	£41,668	£48,613	£52,085	£62,502	£69,446
	4	£36,529	£43,835	£51,141	£54,794	£65,753	£73,058
	5	£38,336	£46,004	£53,671	£57,504	£69,005	£76,672

Annex A: Section 4
Doctors and dentists in training

**Table 2: Total salaries for flexible trainees working less than 40 hours per week⁹
(Pre-June 2005 pay arrangements)**

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	£21,862	£22,956	£27,328
	1	£23,226	£24,388	£29,033
	2	£24,591	£25,821	£30,739
SHO	Min	£27,116	£28,472	£33,895
	1	£28,889	£30,334	£36,112
	2	£30,663	£32,197	£38,329
	3	£32,436	£34,058	£40,545
	4	£34,209	£35,920	£42,762
	5	£35,982	£37,782	£44,978
	6	£37,755	£39,643	£47,194
SpR	Min	£30,231	£31,743	£37,789
	1	£31,728	£33,315	£39,660
	2	£33,226	£34,888	£41,533
	3	£34,723	£36,460	£43,404
	4	£36,529	£38,356	£45,662
	5	£38,336	£40,253	£47,920
	6	£40,143	£42,151	£50,179
	7	£41,948	£44,046	£52,435
	8	£43,755	£45,943	£54,694
	9	£45,562	£47,841	£56,953

Annex A: Section 4
 Doctors and dentists in training – flexible Trainees
 Post June 2005 pay arrangements¹⁰

PRHO / FHO1			
Basic			
Point	0	1	2*
F5	10,931	11,613	12,296
F6	13,118	13,936	14,755
F7	15,304	16,259	17,214
F8	17,490	18,581	19,673
F9	19,676	20,904	22,132
FC (20% supplement)			
	0	1	2*
F5	13,118	13,936	14,756
F6	15,742	16,724	17,706
F7	18,365	19,511	20,657
F8	20,988	22,298	23,608
F9	23,612	25,085	26,559
FB (40% supplement)			
	0	1	2*
F5	15,304	16,259	17,215
F6	18,366	19,511	20,657
F7	21,426	22,763	24,100
F8	24,486	26,014	27,543
F9	27,547	29,266	30,985
FA (50% supplement)			
	0	1	2*
F5	16,397	17,420	18,444
F6	19,677	20,904	22,133
F7	22,956	24,389	25,821
F8	26,235	27,872	29,510
F9	29,514	31,356	33,198

(* Not PRHO)

FHO2		
Basic		
0	1	2
13,558	14,445	15,332
16,270	17,334	18,398
18,982	20,223	21,465
21,693	23,112	24,531
24,405	26,001	27,597
FC (20% supplement)		
0	1	2
16,270	17,334	18,399
19,524	20,801	22,078
22,779	24,268	25,758
26,032	27,735	29,438
29,286	31,202	33,117
FB (40% supplement)		
0	1	2
18,982	20,223	21,465
22,778	24,268	25,758
26,575	28,313	30,051
30,371	32,357	34,344
34,167	36,402	38,636
FA (50% supplement)		
0	1	2
20,337	21,668	22,998
24,405	26,001	27,597
28,473	30,335	32,198
32,540	34,668	36,797
36,608	39,002	41,396

SHO						
Basic						
0	1	2	3	4	5	6
13,558	14,445	15,332	16,218	17,105	17,991	18,878
16,270	17,334	18,398	19,462	20,526	21,590	22,653
18,982	20,223	21,465	22,706	23,947	25,188	26,429
21,693	23,112	24,531	25,949	27,368	28,786	30,204
24,405	26,001	27,597	29,193	30,789	32,384	33,980
FC (20% supplement)						
0	1	2	3	4	5	6
16,270	17,334	18,399	19,462	20,526	21,590	22,654
19,524	20,801	22,078	23,355	24,632	25,908	27,184
22,779	24,268	25,758	27,248	28,737	30,226	31,715
26,032	27,735	29,438	31,139	32,842	34,544	36,245
29,286	31,202	33,117	35,032	36,947	38,861	40,776
FB (40% supplement)						
0	1	2	3	4	5	6
18,982	20,223	21,465	22,706	23,947	25,188	26,430
22,778	24,268	25,758	27,247	28,737	30,226	31,715
26,575	28,313	30,051	31,789	33,526	35,264	37,001
30,371	32,357	34,344	36,329	38,316	40,301	42,286
34,167	36,402	38,636	40,871	43,105	45,338	47,572
FA (50% supplement)						
0	1	2	3	4	5	6
20,337	21,668	22,998	24,327	25,658	26,987	28,317
24,405	26,001	27,597	29,193	30,789	32,385	33,980
28,473	30,335	32,198	34,059	35,921	37,782	39,644
32,540	34,668	36,797	38,924	41,052	43,179	45,306
36,608	39,002	41,396	43,790	46,184	48,576	50,970

SpR									
Basic									
0	1	2	3	4	5	6	7	8	9
15,116	15,864	16,613	17,362	18,265	19,168	20,072	20,974	21,878	22,781
18,139	19,037	19,936	20,834	21,918	23,002	24,086	25,169	26,253	27,338
21,162	22,210	23,259	24,307	25,571	26,836	28,101	29,364	30,629	31,894
24,185	25,383	26,581	27,779	29,224	30,669	32,115	33,559	35,004	36,450
27,208	28,556	29,904	31,251	32,877	34,503	36,129	37,754	39,380	41,006
FC (20% supplement)									
0	1	2	3	4	5	6	7	8	9
18,140	19,037	19,936	20,835	21,918	23,002	24,087	25,169	26,254	27,338
21,767	22,845	23,924	25,001	26,302	27,603	28,904	30,203	31,504	32,806
25,395	26,652	27,911	29,169	30,686	32,204	33,722	35,237	36,755	38,273
29,022	30,460	31,898	33,335	35,069	36,803	38,538	40,271	42,005	43,740
32,650	34,268	35,885	37,502	39,453	41,404	43,355	45,305	47,256	49,208
FB (40% supplement)									
0	1	2	3	4	5	6	7	8	9
21,163	22,210	23,259	24,307	25,571	26,836	28,101	29,364	30,630	31,894
25,395	26,652	27,911	29,168	30,686	32,203	33,721	35,237	36,755	38,274
29,627	31,094	32,563	34,030	35,800	37,571	39,342	41,110	42,881	44,652
33,859	35,537	37,214	38,891	40,914	42,937	44,961	46,983	49,006	51,030
38,092	39,979	41,866	43,752	46,028	48,305	50,581	52,856	55,132	57,409
FA (50% supplement)									
0	1	2	3	4	5	6	7	8	9
22,674	23,796	24,920	26,043	27,398	28,752	30,108	31,461	32,817	34,172
27,209	28,556	29,904	31,251	32,877	34,503	36,129	37,754	39,380	41,007
31,743	33,315	34,889	36,461	38,357	40,254	42,152	44,046	45,944	47,841
36,278	38,075	39,872	41,669	43,836	46,004	48,173	50,339	52,506	54,675
40,812	42,834	44,856	46,877	49,316	51,755	54,194	56,631	59,070	61,509

Annex A: Section 4
 Doctors and dentists in training – flexible Trainees
 Post June 2005 pay arrangements¹⁰

StR

Basic

Point	0	1	2	3	4	5	6	7	8	9
F5	14,488	15,375	16,613	17,362	18,265	19,168	20,072	20,974	21,878	22,781
F6	17,386	18,450	19,936	20,834	21,918	23,002	24,086	25,169	26,253	27,338
F7	20,284	21,525	23,259	24,307	25,571	26,836	28,101	29,364	30,629	31,894
F8	23,181	24,600	26,581	27,779	29,224	30,669	32,115	33,559	35,004	36,450
F9	26,079	27,675	29,904	31,251	32,877	34,503	36,129	37,754	39,380	41,006

FC (20% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	17,386	18,450	19,936	20,835	21,918	23,002	24,087	25,169	26,254	27,338
F6	20,864	22,140	23,924	25,001	26,302	27,603	28,904	30,203	31,504	32,806
F7	24,341	25,830	27,911	29,169	30,686	32,204	33,722	35,237	36,755	38,273
F8	27,818	29,520	31,898	33,335	35,069	36,803	38,538	40,271	42,005	43,740
F9	31,295	33,210	35,885	37,502	39,453	41,404	43,355	45,305	47,256	49,208

FB (40% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	20,284	21,525	23,259	24,307	25,571	26,836	28,101	29,364	30,630	31,894
F6	24,341	25,830	27,911	29,168	30,686	32,203	33,721	35,237	36,755	38,274
F7	28,398	30,135	32,563	34,030	35,800	37,571	39,342	41,110	42,881	44,652
F8	32,454	34,440	37,214	38,891	40,914	42,937	44,961	46,983	49,006	51,030
F9	36,511	38,745	41,866	43,752	46,028	48,305	50,581	52,856	55,132	57,409

FA (50% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	21,732	23,063	24,920	26,043	27,398	28,752	30,108	31,461	32,817	34,172
F6	26,079	27,675	29,904	31,251	32,877	34,503	36,129	37,754	39,380	41,007
F7	30,426	32,288	34,889	36,461	38,357	40,254	42,152	44,046	45,944	47,841
F8	34,772	36,900	39,872	41,669	43,836	46,004	48,173	50,339	52,506	54,675
F9	39,119	41,513	44,856	46,877	49,316	51,755	54,194	56,631	59,070	61,509

StR (Fixed Term)

Basic

	0	1	2	3	4	5	Point
	14,488	15,375	16,613	17,362	18,265	19,168	F5
	17,386	18,450	19,936	20,834	21,918	23,002	F6
	20,284	21,525	23,259	24,307	25,571	26,836	F7
	23,181	24,600	26,581	27,779	29,224	30,669	F8
	26,079	27,675	29,904	31,251	32,877	34,503	F9

FC (20% supplement)

	0	1	2	3	4	5	
	17,386	18,450	19,936	20,835	21,918	23,002	F5
	20,864	22,140	23,924	25,001	26,302	27,603	F6
	24,341	25,830	27,911	29,169	30,686	32,204	F7
	27,818	29,520	31,898	33,335	35,069	36,803	F8
	31,295	33,210	35,885	37,502	39,453	41,404	F9

FB (40% supplement)

	0	1	2	3	4	5	
	20,284	21,525	23,259	24,307	25,571	26,836	F5
	24,341	25,830	27,911	29,168	30,686	32,203	F6
	28,398	30,135	32,563	34,030	35,800	37,571	F7
	32,454	34,440	37,214	38,891	40,914	42,937	F8
	36,511	38,745	41,866	43,752	46,028	48,305	F9

FA (50% supplement)

	0	1	2	3	4	5	
	21,732	23,063	24,920	26,043	27,398	28,752	F5
	26,079	27,675	29,904	31,251	32,877	34,503	F6
	30,426	32,288	34,889	36,461	38,357	40,254	F7
	34,772	36,900	39,872	41,669	43,836	46,004	F8
	39,119	41,513	44,856	46,877	49,316	51,755	F9

Annex A: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

Para¹¹ / Sched¹²	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.54	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£5,035.79	
55 to 57 / Sch 16	London Weighting:		Non-resident staff (£)	Resident staff (£)
	London Zone from 1 April 2005	year	£2,162	£602
	Extra-territorially managed Units from 1 July 1979		£527	£147
	Fringe Zone 1 July 1981		£149	£38
88	Staff Fund			
	Payment for each eligible bed	year	£641	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£7,900	
	Lower rate	year	£3,950	
	12 hrs per day Mon-Fri	year	£2,824	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,493	
91.b	Payment for one hour or less of clinical work per week	year	£1,196	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,392	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£25.81	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,493	
"	Maximum annual payment (i.e. for 9 sessions)	year	£40,437	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,196	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,392	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£24.34	
"	Maximum payment per session (i.e. three times hourly rate)	session	£73.02	

Annex A: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

Para ¹¹ / Sched ¹²	Nature of fee	Charge or Allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	item of service	£80.50
	Intermediate Rate	"	£40.25
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£241.50
145 / Sch 10	Combined fee for completion of form CVI	item of service	£122.78
	For re-examination (provided previous form CVI available)	"	£104.90
146	Lower rate	items of service	£20.16
155	Exceptional consultation by a consultant		£150.82
157	Exceptional consultation by a general practitioner		£49.78
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£58.41
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£46.29
	Other grades	"	£33.99
166 / Sch 11	Lecture fee for Postgraduate Medical/Dental Education	"	£74.00

Annex A: Section 6 Transport fees and allowances

Mileage Allowance¹³

1 Public transport rate: 23p per mile.

2 Regular user rates:

Motor cars with three or four wheels: ¹⁴

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Lump sum	(£)	399	475	580	580
Up to 9,000 miles	(p)	27	33.5	40	40
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3 Standard rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(p)	34	43	53	53
3,501 - 9,000 miles	(p)	23	28.2	33.5	41
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4 Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	16.2	25.3		
Over 5,000 miles	(p)	6.1	9		

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p per mile

Crown Cars: Private Use¹⁶

A The current rates of:

£

Road Fund Licence	e.g.	155
Insurance for Private Use ¹⁷ (National call-off contract)	e.g.	88
Including cover for private use:	e.g.	128
Handling charge		95

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

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

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

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

Annex A: Section 7 Locum tenens appointments

Consultant										
Locum consultants should be employed on the 2003 contract. Basic salary for individual locum consultants should be determined using Schedule 22 of the Terms and Conditions ¹⁸ , and the consultant placed on the appropriate point of the scale of annual salaries below.										
Code	0	1	2	3	4	5	6	7	8	9
MC73-0	£73,403	£73,976	£74,549	£75,128	£75,701	£76,848	£78,000	£80,298	£81,444	£82,590
MC73-1	£88,049	£93,508	£98,962							

	Rate (£) : Per Week	Rate (£)/ PA / Session / notional half day
Specialty Doctor	819.60	81.96
Associate Specialist (2008)	1,062.24	106.24
Associate Specialist	966.57	87.87
P/T Medical/Dental Officer (paras 94-105)		86.17
Hospital Practitioner		98.98
Staff Grade	815.20	81.52

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

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

Hourly Rates (£) : Bands LA, LB, LC				
Band	Basic rate	LC	LB	LA
HO / FHO1	11.14	15.6	16.71	20.06
FHO2	13.86	19.41	20.79	24.95
SHO	15.56	21.79	23.34	28.01
SpR	17.95	25.13	26.93	32.31
StR (Higher Rate)	17.95	25.13	26.93	32.31
StR (Lower Rate)	16.29	22.81	24.44	29.33

Weekly Rates (£) : Band LL							
Band	Basic Rate ²⁰	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	534.72	641.67	748.61	802.08	802.08	962.50	1069.44
FHO2	665.28	798.34	931.40	997.92	997.92	1197.51	1330.56
SHO	746.88	896.26	1045.64	1120.32	1120.32	1344.39	1493.76
SpR	861.60	1033.92	1206.24	1292.40	1292.40	1550.88	1723.20
StR (Higher Rate)	861.60	1033.92	1206.24	1292.40	1292.40	1550.88	1723.20
StR (Lower Rate)	781.92	938.31	1094.69	1172.88	1172.88	1407.46	1563.84

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

Annex A: Section 8 Family planning fees and miscellaneous

Effective from 1 April 2008

The following fees and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included in this handbook solely for the convenience of users. For consultants on the 2003 contract, employers should note the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees.

	Family planning fees	Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£115.86	£57.17
	b. during the course of another procedure	£78.32	£37.89
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£156.64	£76.50
	b. during the course of another procedure	£104.77	£50.96
iii.	Fee for the reversal of male sterilisation	£178.13	£89.01
iv.	Fee for the reversal of female sterilisation	£249.16	£124.84
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£78.32	£57.17
	b. during the course of another procedure	£51.82	£37.89
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£249.16	£124.84
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£21.45
vii.	Radiological services provided in connection with NHS family planning cases	Case	£21.45
viii.	Notional half-day special family planning session	Session	£133.20
3.	Miscellaneous		
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,334.23
ii.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£126.02
		Half day	£63.01
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£192.54
		Half day	£96.28

Annex A: Section 9
Pay and allowances: Salaried Primary Dental Care Staff
Terms and Conditions for Salaried Primary Dental Care Staff (2008)

	Salary Point	Salary 2008/09 (£)
Band A	1	36,792
	2	40,880
	3	47,012
	4	50,078
	5	53,144
	6	55,188
Band B	7 ^a	57,232
	8	59,276
	9	62,342
	10	63,875
	11	65,408
	12	66,941
Band C	13 ^{bc}	68,474
	14 ^c	70,518
	15 ^c	72,562
	16	74,606
	17	76,650
	18	78,694

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

The training supplement for Band A dentists with responsibility for the supervision of a vocational dental practitioner or undergraduate dental student should be increased from £1,860 to £1,901 a year.

The London Weighting Allowance is to remain at £2,162 per annum.

Vocational dental practitioners (VDPs) 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. From 1st April 2008 the full-time salary will be £29,388 per annum for newly appointed VDPs. Existing VDPs should receive pay protection until they complete their vocational training period.

Explanatory Notes

- ¹ These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.
- ² Discretionary point - guidance on the application of discretionary points for associate specialists is contained in AL(MD)7/95.
- ³ This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.
- ⁴ Optional point - guidance on the application of optional points for staff grades is contained in AL(MD)4/97.
- ⁵ To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.
- ⁶ Payable under both the old contract and 2003 consultant contract. Further information for the new contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the old consultant contract in HSG (92)12. The KE01 – KE31 scales are now closed payscales, and no further appointments should be made to them.
- ⁷ Clinical excellence awards policy framework can be found at:
<http://www.dh.gov.uk/assetRoot/04/08/42/35/04084235.pdf>
- ⁸ Guidance on the pay system for full-time and flexible trainees (pre-June 2005 pay arrangements) can be found in AL(MD)1/01.
- ⁹ Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.
- ¹⁰ Guidance on the pay system for flexible trainees (post-June 2005 pay arrangements) can be found at:
<http://www.nhsemployers.org/pay-conditions/pay-conditions-468.cfm>
- ¹¹ Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales).
- ¹² Schedule references taken from Terms and Conditions - Consultants 2003.
- ¹³ For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.
- ¹⁴ A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
- ¹⁵ Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
- ¹⁶ Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.
- ¹⁷ Crown Cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.
- ¹⁸ For consultants see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.
- ¹⁹ Calculated using the mid-point (unrounded) of the current salary scale.
- ²⁰ The basic weekly rate shown for Band LL is calculated as: ((hourly rate x 40) x 1.2). The banding multiplier, where applicable, is then applied to this figure.