

7 July 2008

## Pay Circular (M&D) 4/2008

### Pay and conditions for hospital medical and dental staff and doctors and dentists in public health and the community health service

To: All NHS employers (England) for action

Cc: 4 UK Health Departments for information/action

#### Summary

This pay circular informs NHS employers of the introduction of a new pay scale for specialty registrars in core training and changes in the national conditions of service for hospital medical and dental staff and doctors and dentists in public health and the community health service.

#### Agreement

- 1 A new pay scale has been introduced for specialty registrars in core training StR(CT).
- 2 The terms and conditions of service for dentists in public health will be incorporated into the hospital medical and dental terms and conditions handbook.

#### StR(CT)

- 3 NHS Employers and the BMA have agreed that there will be a new pay scale introduced for StR(CT). This will enable this group of doctors to be more easily identified via the Electronic Staff Record (ESR) system. Pay rates are set out in Appendix A and mirror those of doctors in specialty registrar fixed term StR(FT) training appointments. The terms and conditions of service for StR(CT) will also be the same as those for StR(FT).

#### Dental Public Health

- 4 Agreement has been reached between NHS Employers, the Department of Health, the BMA and the BDA that the terms and conditions of service for consultants on the pre 2003 arrangements, Senior House Officers and Specialist Registrars in dental public health will now be incorporated in the TCS. This will not lead to any change in their terms and conditions of service as these currently mirror those of hospital medical and dental staff.

#### Revised Terms and Conditions

- 5 An updated version of the document currently published as 'National Health Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service' reflecting the above changes will be published as Version 10 in the near future.

#### Action

- 6 Employers should ensure that StR(CT) appointments are placed on the correct pay code.
- 7 Other Health Departments should ensure that where applicable their local documentation reflects the changes detailed here.

- 8 A High Court judgment in 2006 highlighted the need for NHS employers to take all reasonable steps to ensure that the effects of nationally negotiated collective agreements are incorporated into individual contracts of employment.

It is good practice that employers should:

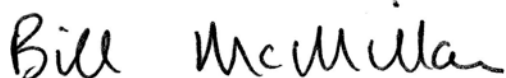
- write to individual medical and dental practitioners in order to notify them of the revisions to their TCS; and
- place a copy of the notification on each individual's HR record

### Enquiries

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

### Further copies

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



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NHS Employers

## Annex A

### Basic salary (£)

	Pay Scale Code	Pay Point					
		Min	1	2	3	4	5
Specialty Registrar (Core Training)	MN39	28,976	30,749	33,226	34,723	36,529	38,336

### Basic Salary + Banding supplement (£) – Full Time

Grade	Point	No Band	1C	1B	1A & 2B	2A	3
		0%	20%	40%	50%	80%	100%
StR(CT) (Full time)	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

### Basic Salary + Banding supplement (£) – Flexible Training

Basic without supplement							
Grade	Point	0	1	2	3	4	5
StR(CT) (Flexible)	F5	14,488	15,375	16,613	17,362	18,265	19,168
	F6	17,386	18,450	19,936	20,834	21,918	23,002
	F7	20,284	21,525	23,259	24,307	25,571	26,836
	F8	23,181	24,600	26,581	27,779	29,224	30,669
	F9	26,079	27,675	29,904	31,251	32,877	34,503
FC (20% supplement)							
Point	0	1	2	3	4	5	
F5	17,386	18,450	19,936	20,835	21,918	23,002	
F6	20,864	22,140	23,924	25,001	26,302	27,603	
F7	24,341	25,830	27,911	29,169	30,686	32,204	
F8	27,818	29,520	31,898	33,335	35,069	36,803	
F9	31,295	33,210	35,885	37,502	39,453	41,404	
FB (40% supplement)							
Point	0	1	2	3	4	5	
F5	20,284	21,525	23,259	24,307	25,571	26,836	
F6	24,341	25,830	27,911	29,168	30,686	32,203	
F7	28,398	30,135	32,563	34,030	35,800	37,571	
F8	32,454	34,440	37,214	38,891	40,914	42,937	
F9	36,511	38,745	41,866	43,752	46,028	48,305	
FA (50% supplement)							
Point	0	1	2	3	4	5	
F5	21,732	23,063	24,920	26,043	27,398	28,752	
F6	26,079	27,675	29,904	31,251	32,877	34,503	
F7	30,426	32,288	34,889	36,461	38,357	40,254	
F8	34,772	36,900	39,872	41,669	43,836	46,004	
F9	39,119	41,513	44,856	46,877	49,316	51,755	