






# Individual pay journeys for existing SAS doctors transitioning to the new contracts

## Key

	Basic Salary on 31 March 2021
	Basic Salary from 1 April each year
	Basic Salary from individual pay progression date (formerly known as incremental date)
<b><u>    </u></b>	Where pay progression review is required

\*Where the term 'specialist' is used in this document, it is used to denote doctors and dentists employed on the [specialist grade \(England\) 2021 contract](#).

**Note:** Basic salary will not always increase on the individual pay progression date. This is because doctors will stay on the same pay point for more than one year. For example, a speciality doctor earning a basic salary of £41,158 on 31 March 2021 would only receive a higher basic salary on their individual pay progression date in 23/24, as per the first specialty doctors table below. In 21/22 and 22/23, their basic salary from 1 April 2021 and 1 April 2022 respectively is the same as their basic salary when they complete a further year of experience on their pay progression dates in those years.

The new pay progression process is not being introduced until 1 April 2023. Please see schedule 13 of the terms and conditions, implementation guidance section 4 and our frequently asked questions for more information on the new pay progression.

## Specialty doctor grade

Individual pay journeys for existing specialty doctors (2008) moving to the new specialty doctor (2021) contract from 31 March 2021 – pay progression uplift date in 2023/2024.

Specialty Doctor (2008)				Specialty Doctor (2021)				
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24	
MC46 – 01	0	£41,158	£42,393	MC75 – 01	£45,124	£50,373	£51,000	<b>Note:</b> The first pay progression review after the deal period would be in 2026/27, to progress to MC75 – 07.
MC46 – 02	1	£44,677	£46,017	MC75 – 02	£45,124	£50,373	£51,000	
MC46 – 03	2	£49,252	£50,730	MC75 – 03	£49,745	£50,373	£51,000	
MC46 – 04	3	£51,704	£53,255	MC75 – 04	£55,790	£56,906	£58,756	
MC46 – 05	4	£55,237	£56,894	MC75 – 05	£55,790	£56,906	£58,756	
MC46 – 06	5	£58,756	£60,519	MC75 – 06	£58,756	£58,756	£58,756	
MC46 – 07	6	£58,756	£60,519	MC75 – 07	£62,978	£64,237	£65,500	
MC46 – 08	7	£62,355	£64,225	MC75 – 08	£62,978	£64,237	£65,500	
MC46 – 09	8	£62,355	£64,225	MC75 – 09	£62,978	£64,237	£65,500	
MC46 – 10	9	£65,954	£67,933	MC75 – 10	£66,614	£71,654	£72,500	
MC46 – 11	10	£65,954	£67,933	MC75 – 11	£66,614	£71,654	£72,500	
MC46 – 12	11	£69,553	£71,640	MC75 – 12	£70,249	£71,654	£72,500	
MC46 – 13	12	£69,553	£71,640	MC75 – 13	£70,249	£75,361	£80,000	
MC46 – 14	13	£69,553	£71,640	MC75 – 14	£70,249	£75,361	£80,000	
MC46 – 15	14	£73,152	£75,346	MC75 – 15	£73,883	£75,361	£80,000	
MC46 – 16	15	£73,152	£75,346	MC75 – 16	£73,883	£75,361	£80,000	
MC46 – 17	16	£73,152	£75,346	MC75 – 17	£73,883	£75,361	£80,000	
MC46 – 18	17+	£76,751	£79,054	MC75 – 18	£77,519	£78,759	£80,000	

Specialty Doctor (2008)				Specialty Doctor (2021)				
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24	
MC46 – 01	0	£41,158	£42,393	MC75 – 01	£45,124	£50,373	£51,000	<b>Note:</b> The first pay progression review after the deal period would be in 2025/26, to progress to MC75 – 07.
MC46 – 02	1	£44,677	£46,017	MC75 – 02	£45,124	£50,373	£51,000	
MC46 – 03	2	£49,252	£50,730	MC75 – 03	£49,745	£50,373	£51,000	
MC46 – 04	3	£51,704	£53,255	MC75 – 04	£55,790	£56,906	£58,756	
MC46 – 05	4	£55,237	£56,894	MC75 – 05	£55,790	£56,906	£58,756	
MC46 – 06	5	£58,756	£60,519	MC75 – 06	£58,756	£58,756	£58,756	
MC46 – 07	6	£58,756	£60,519	MC75 – 07	£62,978	£64,237	£65,500	
MC46 – 08	7	£62,355	£64,225	MC75 – 08	£62,978	£64,237	£65,500	
MC46 – 09	8	£62,355	£64,225	MC75 – 09	£62,978	£64,237	£65,500	
MC46 – 10	9	£65,954	£67,933	MC75 – 10	£66,614	£71,654	£72,500	
MC46 – 11	10	£65,954	£67,933	MC75 – 11	£66,614	£71,654	£72,500	
MC46 – 12	11	£69,553	£71,640	MC75 – 12	£70,249	£71,654	£72,500	
MC46 – 13	12	£69,553	£71,640	MC75 – 13	£70,249	£75,361	£80,000	
MC46 – 14	13	£69,553	£71,640	MC75 – 14	£70,249	£75,361	£80,000	
MC46 – 15	14	£73,152	£75,346	MC75 – 15	£73,883	£75,361	£80,000	
MC46 – 16	15	£73,152	£75,346	MC75 – 16	£73,883	£75,361	£80,000	
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MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
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Note: The first pay progression review after the deal period would be in 2024/25, to progress to MC75-07.

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MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
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Note: The first pay progression review after the deal period would be in 2026/27, to progress to MC75-13.

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
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MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000	
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MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
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MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000

Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46-01	0	£41,158	£42,393	MC75-01	£45,124	£50,373	£51,000
MC46-02	1	£44,677	£46,017	MC75-02	£45,124	£50,373	£51,000
MC46-03	2	£49,252	£50,730	MC75-03	£49,745	£50,373	£51,000
MC46-04	3	£51,704	£53,255	MC75-04	£55,790	£56,906	£58,756
MC46-05	4	£55,237	£56,894	MC75-05	£55,790	£56,906	£58,756
MC46-06	5	£58,756	£60,519	MC75-06	£58,756	£58,756	£58,756
MC46-07	6	£58,756	£60,519	MC75-07	£62,978	£64,237	£65,500
MC46-08	7	£62,355	£64,225	MC75-08	£62,978	£64,237	£65,500
MC46-09	8	£62,355	£64,225	MC75-09	£62,978	£64,237	£65,500
MC46-10	9	£65,954	£67,933	MC75-10	£66,614	£71,654	£72,500
MC46-11	10	£65,954	£67,933	MC75-11	£66,614	£71,654	£72,500
MC46-12	11	£69,553	£71,640	MC75-12	£70,249	£71,654	£72,500
MC46-13	12	£69,553	£71,640	MC75-13	£70,249	£75,361	£80,000
MC46-14	13	£69,553	£71,640	MC75-14	£70,249	£75,361	£80,000
MC46-15	14	£73,152	£75,346	MC75-15	£73,883	£75,361	£80,000
MC46-16	15	£73,152	£75,346	MC75-16	£73,883	£75,361	£80,000
MC46-17	16	£73,152	£75,346	MC75-17	£73,883	£75,361	£80,000
MC46-18	17+	£76,751	£79,054	MC75-18	£77,519	£78,759	£80,000



Specialty Doctor (2008)				Specialty Doctor (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay Scale Code (21/22 on)	21/22	22/23	23/24
MC46 – 01	0	£41,158	£42,393	MC75 – 01	£45,124	£50,373	£51,000
MC46 – 02	1	£44,677	£46,017	MC75 – 02	£45,124	£50,373	£51,000
MC46 – 03	2	£49,252	£50,730	MC75 – 03	£49,745	£50,373	£51,000
MC46 – 04	3	£51,704	£53,255	MC75 – 04	£55,790	£56,906	£58,756
MC46 – 05	4	£55,237	£56,894	MC75 – 05	£55,790	£56,906	£58,756
MC46 – 06	5	£58,756	£60,519	MC75 – 06	£58,756	£58,756	£58,756
MC46 – 07	6	£58,756	£60,519	MC75 – 07	£62,978	£64,237	£65,500
MC46 – 08	7	£62,355	£64,225	MC75 – 08	£62,978	£64,237	£65,500
MC46 – 09	8	£62,355	£64,225	MC75 – 09	£62,978	£64,237	£65,500
MC46 – 10	9	£65,954	£67,933	MC75 – 10	£66,614	£71,654	£72,500
MC46 – 11	10	£65,954	£67,933	MC75 – 11	£66,614	£71,654	£72,500
MC46 – 12	11	£69,553	£71,640	MC75 – 12	£70,249	£71,654	£72,500
MC46 – 13	12	£69,553	£71,640	MC75 – 13	£70,249	£75,361	£80,000
MC46 – 14	13	£69,553	£71,640	MC75 – 14	£70,249	£75,361	£80,000
MC46 – 15	14	£73,152	£75,346	MC75 – 15	£73,883	£75,361	£80,000
MC46 – 16	15	£73,152	£75,346	MC75 – 16	£73,883	£75,361	£80,000
MC46 – 17	16	£73,152	£75,346	MC75 – 17	£73,883	£75,361	£80,000
MC46 – 18	17+	£76,751	£79,054	MC75 – 18	£77,519	£78,759	£80,000

**Note:** Doctors on national terms and conditions of service in the 2008 specialty doctor grade, staff grades, clinical medical officers, senior clinical medical officers, hospital practitioners and clinical assistants may transfer to the 2021 specialty doctor contract. The previous tables have provided the detailed individual pay journeys for doctors transitioning from the 2008 specialty doctor grade. For doctors wishing to transfer from the other eligible closed grades noted here, their basic salary on the new specialty doctor (2021) contract from 1 April 2021 would be the next highest pay point above their NHS basic salary on 31 March 2021. Thereafter, their detailed pay journey would be the same as any other specialty doctor (2008). Where the next highest pay point applies to more than one line in the above tables, the doctors' detailed pay journey would follow the **first** instance of that pay point. In other words, they transfer to the bottom of the next highest pay level.

For example, a staff grade earning an NHS basic salary of £59,318 on 31 March 2021 (pro-rata of that value if LTFT), who chooses to transfer to the new specialty doctor (2021) contract, would move to pay code MC75 – 07 and have a new basic pay of £62,978 (pro-rata of that value if LTFT) effective from 1 April 2021. Thereafter, their pay journey from 1 April 2021 onward would be the same as that of a specialty doctor (2008) with a minimum of six years of experience completed by 31 March 2021.

## Specialist grade

**Note:** Given that the national associate specialist (2008) grade closed in 2009, it is expected that doctors lower down on the two associate specialist pay scales than shown below are not on national terms and conditions and therefore are not covered by the mandate for contract reform or the transitional arrangements.

Values labelled with a \* indicate marked time pay protection in the detailed pay journey, which means basic pay remains flat at the value on the 31 March 2021 until pay for the doctor on the specialist contract would be higher than this value.

**Individual pay journeys for existing associate specialists (2008) moving to the new Specialist (2021) contract from 31 March 2021 – pay progression uplift date 2023/2024.**

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£90,677	£91,584	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£90,677	£91,584	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£90,677	£91,584	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£92,112*	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£92,112*	£92,112*	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£90,677	£92,112*	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£90,677	£91,584	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£92,112*	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£92,112*	£92,112*	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£90,677	£92,112*	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£92,112*	£91,584	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£92,112*	£92,112*	£92,500

Associate Specialist (2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC41 – 12	11	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 13	12	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 14	13	£89,238	£91,915	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 15	14	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 16	15	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 17	16	£92,112	£94,875	MC70 – 07	£90,677	£91,584	£92,500
MC41 – 18	17+	£94,988	£97,838	MC70 – 07	£94,988*	£94,988*	£94,988*

**Individual pay journeys for existing associate specialists (Pre-2008) moving to the new specialist (2021) contract from 31 March 2021 – pay progression uplift date 2023/2024.**

Associate Specialist (Pre – 2008)				Specialist (2021)			
Pay Scale Code (20/21)	Minimum Years of Experience	20/21	21/22	Pay scale code (21/22 on)	21/22	22/23	23/24
MC01 – 14	13+	£91,426	£94,169	MC70 – 07	£91426*	£91,584	£92,500