

24 August 2020

Pay and Conditions Circular (M&D) 2/2020

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 has been revised to clarify that the figure for New LCEAs in Annex A: Section 2 relates to the period covered by this circular. Figures for previous years can be found in previous circulars.

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 2020.

Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2020. Please implement the new awards as soon as possible.

Increases to national salary scales from 1 April 2020

1. Salary scales for medical and dental consultants have been increased by 2.8% to basic pay from 1 April 2020.
2. Salary scales for doctors in training have been increased by 2.0% to basic pay from 1 April 2020. This was originally notified in Pay Circular 1/2020. The payments for all staff groups are included in this circular for completeness.
3. Salary scales for the staff and associate specialist group of practitioners have been increased by 2.8% to basic pay from 1 April 2020.
4. The value of Flexible Pay Premia increased by 2.0% from 1 April 2020.
5. The value of National Clinical Excellence Awards, Local Clinical Excellence Awards, discretionary points and distinction awards remain unchanged.

Salaried Primary Care Dental Staff

6. The pay scales for salaried primary care dental staff have been increased by 2.8% to basic pay from 1 April 2020.

Salaried GPs

7. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 2.8% to £60,455 and £91,228 respectively from 1 April 2020.

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 2020/21 will be updated following the publication of the GDS SFE Directions.

10. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

Enquiries

11. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.

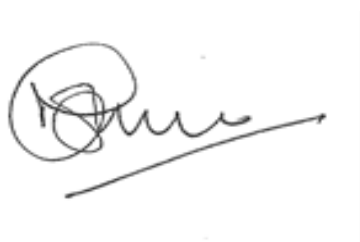
12. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.

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 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>

15. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: <https://contactus.dhsc.gov.uk/>

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', is enclosed within a thin black rectangular border. The signature is stylized and cursive.

Paul Wallace
Director of Employment Relations and Reward

NHS Employers

Pay and Conditions Circular (M&D) 2/2020

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

Contents

Annex A:	Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances	5
	Section 2: Consultant (2003 contract) basic salary and allowances	12
	Section 2: Pay points for consultants transferring contracts	15
	Section 3: Specialty Doctor and Salaried GP	16
	Section 4: Associate Specialist 2008 contract	17
	Section 5: Emergency rota allowance	18
	Section 6: Salaried Dental Staff	19
	Section 7: Locum appointments	21
	Section 8: Summary of basic pay- closed grades and grades succeeded by the 2016 contract	22
	Section 9: Mileage and transport allowances	24
	Section 10: Other fees, charges and allowances	25
	Section 11: Family planning fees and miscellaneous	26

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	28,243
Foundation Doctor Year 2	FY2	MF02	2	32,691
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	38,694
	CT2	MC52		
	CT3	MC53	4	49,036
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	38,694
	ST2 / SpR2	MS02	4	49,036
	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	38,694
	DCT2	MC52		
	DCT3	MC53	4	49,036
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	49,036
	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 (£28,243) local appointment grade code – MT01
 Nodal point 2 (£32,691) local appointment grade code –MT02
 Nodal point 3 (£38,694) local appointment grade code – MT03
 Nodal point 4 (£49,036) 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	2,260
2	2,616
3	3,096
4	3,923

* payable only to doctors working on-call rotas, as defined in paragraphs 9-13 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.

Those trainees who are in receipt of the £1,500 transitional LTFT allowance, which was introduced under the terms of the 2016 contract, will continue to receive this as per Schedule 14, but will not receive the £1,000 permanent allowance on top of this. Once their entitlement to the transitional £1,500 allowance ends, they will then be eligible to receive the £1,000 allowance.

Weekend allowance

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

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,237	4,904	5,805	7,356
<1 in 2 – 1 in 3	10%	2,825	3,270	3,870	4,904
<1 in 3 – 1 in 4	7.50%	2,119	2,452	2,903	3,678
<1 in 4 – 1 in 5	6%	1,695	1,962	2,322	2,943
<1 in 5 – 1 in 6	5%	1,413	1,635	1,935	2,452
<1 in 6 – 1 in 7	4%	1,130	1,308	1,548	1,962
<1 in 7 – 1 in 8	3%	848	981	1,161	1,472
<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.	8,789	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,573	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,573
			4 year higher training programme:	2,680
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	4,288	
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,288	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	7,146
4 years	5,360
5 years	4,288
6 years	3,573
7 years	3,063
8 years	2,680

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 (£21,438) 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 £7,146 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 £10,719 is available in core training and £10,719 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 £7,146 would receive £7,146 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £21,438.

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 28-35, 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 paragraph 5 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
				Value (£)				
Grade	Stage of training	Grade code	Pay point	for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	24,504	Pay Point 1	Pay Point 1	Pay Point 1	OF1
			2	26,034	Pay Point 2	Pay Point 2	Pay Point 2	
			3	27,563	Pay Point 3	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	30,393	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 1) <i>Non-accredited</i>
			2	32,381	Pay Point 2	Pay Point 2	Pay Point 2	
			3	34,368	Pay Point 3	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	32,478	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non- accredited</i>
			2	34,466	Pay Point 2	Pay Point 2	Pay Point 2	
			3	37,241	Pay Point 3	Pay Point 3	Pay Point 3	
			4	38,920	Pay Point 4	Pay Point 4	Pay Point 4	
	CT2	MC52						
	CT3	MC53	5	40,944	Pay Point 5	Pay Point 5	Pay Point 5	
			6	42,969	Pay Point 6	Pay Point 6	Pay Point 6	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	32,478	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
	ST2 / SpR2	MS02	2	34,466	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
			3	37,241	Pay Point 2	Pay Point 3	Pay Point 3	
	ST3 / SpR3	MS03	4	38,920	Pay Point 3	Pay Point 4	Pay Point 4	OF2 (level 4) <i>Non-accredited</i>
			5	40,944	Pay Point 4	Pay Point 5	Pay Point 5	
			6	42,969	Pay Point 5	Pay Point 6	Pay Point 6	
			7	44,994	Pay Point 6	Pay Point 7	Pay Point 7	
			8	47,018	Pay Point 7 [^]	Pay Point 8	Pay Point 8	
			9	49,044	Pay Point 8 [^]	Pay Point 9	Pay Point 9	
	10	51,069	Pay Point 9 [^]	Pay Point 10	Pay Point 10			
	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) Penalty rates and fines for hours worked at the basic hourly rate.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
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

ii) Penalty rates and fines for hours worked at the enhanced hourly rate.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
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

For information on which hours attract a 37% enhancement see schedule 2 paragraphs 16-18 of the 2016 TCS.

Penalty rates are now fixed and are based on the NHSI locum 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	82,096	1 year	YC72 Point 00	YC73 Point 00
2	1	84,667	1 year	YC72 Point 01	YC73 Point 01
3	2	87,238	1 year	YC72 Point 02	YC73 Point 02
4	3	89,809	1 year	YC72 Point 03	YC73 Point 03
5	4	92,372	5 years	YC72 Point 04	YC73 Point 04
	5	92,372	4 years	YC72 Point 05	YC73 Point 05
	6	92,372	3 years	YC72 Point 06	YC73 Point 06
	7	92,372	2 years	YC72 Point 07	YC73 Point 07
	8	92,372	1 year	YC72 Point 08	YC73 Point 08
6	9	98,477	5 years	YC72 Point 09	YC73 Point 09
	10	98,477	4 years	YC72 Point 10	YC73 Point 10
	11	98,477	3 years	YC72 Point 11	YC73 Point 11
	12	98,477	2 years	YC72 Point 12	YC73 Point 12
	13	98,477	1 year	YC72 Point 13	YC73 Point 13
7	14	104,584	5 years	YC72 Point 14	YC73 Point 14
	15	104,584	4 years	YC72 Point 15	YC73 Point 15
	16	104,584	3 years	YC72 Point 16	YC73 Point 16
	17	104,584	2 years	YC72 Point 17	YC73 Point 17
	18	104,584	1 year	YC72 Point 18	YC73 Point 18
8	19	110,683	-	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.

Awarded by local committees	
Level 1	3,016
Level 2	6,032
Level 3	9,048
Level 4	12,064
Level 5	15,080
Level 6	18,096
Level 7	24,128
Level 8	30,160
Level 9	36,192

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

New Local CEAs

Awarded by local committees	
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.

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

Discretionary Points*

Pay Scale Code	1	2	3	4	5	6	7	8
MC10/KC10	3,268	6,536	9,804	13,072	16,340	19,608	22,876	26,144

Distinction Awards*

A+ award	77,415
A award	57,048
B award	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

Daytime intensity supplement	1,390
Out of hours intensity Band 1 (low intensity)	1,047
Out of hours intensity Band 2 (medium intensity)	2,087
Out of hours intensity Band 3 (high intensity)	3,121

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

Supplement band	Minimum	Maximum	Exceptional maximum
Band A (Regional Director of Public Health)	14,888	21,611	
Band B	5,765	11,542	14,888
Band C	4,820	9,606	11,542
Band D	3,842	7,683	9,606

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	82,096	83,379	87,238	89,809	92,372				98,477					104,584					110,683
YC52	2	82,738	84,667	89,809	92,372				98,477					104,584					110,683	
YC53	3	83,379	85,950	89,809	92,372			98,477					104,584					110,683		
YC54	4	84,026	87,238	89,809	92,372			98,477				104,584					110,683			
YC55	5	89,809	91,090	92,372				98,477				104,584					110,683			
YC56	6	91,090	92,372				98,477				104,584					110,683				
YC57	7	92,372					98,477				104,584					110,683				
YC57	8	92,372					98,477				104,584					110,683				
YC58	9	92,372				98,477				104,584					110,683					
YC59	10	92,372				98,477			104,584					110,683						
YC60	11	92,372				98,477		104,584					110,683							
YC61	12	92,372			98,477			104,584				110,683								
YC62	13	92,372			98,477		104,584				110,683									
YC63	14	92,372			98,477		104,584			110,683										
YC64	15	92,372			98,477	104,584				110,683										
YC65	16	92,372			98,477	104,584			110,683											
YC66	17	92,372		98,477		104,584		110,683												
YC67	18	92,372		98,477	104,584		110,683													
YC68	19	92,372	98,477		104,584		110,683													
YC69	20	92,372	98,477		104,584	110,683														
YC70	21-29	92,372	98,477	104,584	110,683															
YC71	30 +	98,477	104,584	110,683																

*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	41,158	1 year
MC46-02	1	44,677	1 year
MC46-03	2	49,252	1 year
MC46-04	3	51,704	1 year
MC46-05	4	55,237	1 year
Threshold 1			
MC46-06	5	58,756	2 years
MC46-07		58,756	1 year
MC46-08	6	62,355	2 years
MC46-09		62,355	1 year
MC46-10	7	65,954	2 years
MC46-11		65,954	1 year
Threshold 2			
MC46-12	8	69,553	3 years
MC46-13		69,553	2 years
MC46-14		69,553	1 year
MC46-15	9	73,152	3 years
MC46-16		73,152	2 years
MC46-17		73,152	1 year
MC46-18	10	76,751	-

Salaried GP salary range

Minimum	Maximum
60,455	91,228

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.

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC41-01	Min	57,705	1 year
MC41-02	1	62,344	1 year
MC41-03	2	66,981	1 year
MC41-04	3	73,106	1 year
MC41-05	4	78,414	1 year
Threshold 1			
MC41-06	5	80,617	2 years
MC41-07		80,617	1 year
MC41-08	6	83,490	2 years
MC41-09		83,490	1 year
MC41-10	7	86,364	2 years
MC41-11		86,364	1 year
Threshold 2			
MC41-12	8	89,238	3 years
MC41-13		89,238	2 years
MC41-14		89,238	1 year
MC41-15	9	92,112	3 years
MC41-16		92,112	2 years
MC41-17		92,112	1 year
MC41-18	10	94,988	-

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).

Number of duties	Rate per half year
4 to 11	202
12 to 17	404
18 to 23	606
24 to 29	808
30 to 35	1,010
36 to 41	1,212
42 to 47	1,414
48 to 53	1,616
54 to 59	1,818
60 to 65	2,020
66 to 71	2,222
72 or more	2,424

Annex A: Section 6: Salaried Dental Staff

Terms and Conditions for Salaried Primary Care Dental Staff (2008).

	Salary Point	Salary (£)
Band A LD01	1	41,766
	2	46,407
	3	53,368
	4	56,849
	5	60,329
	6	62,649
Band B LD11	7	64,970
	8	67,290
	9	70,771
	10	72,511
	11	74,251
	12	75,991
Band C LD21	13	77,732
	14	80,052
	15	82,372
	16	84,693
	17	87,013
	18	89,333

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

Maximum salary points for band C managerial dentist posts are identified by complexity levels as follows:

Standard complexity maximum pay point 16
 Medium complexity maximum pay point 17
 High complexity maximum pay point 18

Service complexity, for band C managerial dentists, is represented as follows within the pay scale:

Service complexity				
		Standard	Medium	High
Pay point range	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, 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
From 1 April 2020	852

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
From 1 April 2020	TBC*

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 2020 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
Specialty Doctor MC47	944.60	94.46
Associate Specialist 2008 MC42 (CLOSED)	1,284.60	128.46
Associate Specialist MC03 (CLOSED)	1,108.03	100.73
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)		98.79
Hospital Practitioner MD02 (CLOSED)		113.47
Staff Grade MH02 (CLOSED)	934.50	93.45

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
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate
LL	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
Foundation Doctor Year 1	12.49	13.11	17.49	18.74	22.49
Foundation Doctor Year 2	15.53	15.53	21.75	23.30	27.96
Dental Core Training	17.44	17.44	24.42	26.16	31.40
Specialty Registrar (higher)	20.12	20.12	28.17	30.18	36.22
Specialty Registrar (lower)	18.26	18.26	25.57	27.39	32.87
Specialist Registrar CLOSED	20.12	20.12	28.17	30.18	36.22

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)
Foundation Doctor Year 1	599.52	629.28	719.43	839.33	899.28	1,079.14	1,199.04
Foundation Doctor Year 2	745.44	745.44	894.53	1,043.62	1,118.16	1,341.80	1,490.88
Dental Core Training	837.12	837.12	1,004.55	1,171.97	1,255.68	1,506.82	1,674.24
Specialty Registrar (higher)	965.76	965.76	1,158.92	1,352.07	1,448.64	1,738.37	1,931.52
Specialty Registrar (lower)	876.48	876.48	1,051.78	1,227.08	1,314.72	1,577.67	1,752.96
Specialist Registrar (CLOSED)	965.76	965.76	1,158.92	1,352.07	1,448.64	1,738.37	1,931.52

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 of this document.

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	24,504	26,034	27,563											
Foundation Doctor Year 2	MN15	30,393	32,381	34,368											
Specialty Registrar (Core training)	MN39	32,478	34,466	37,241	38,920	40,944	42,969								
Specialty Registrar (FT)	MN35	32,478	34,466	37,241	38,920	40,944	42,969								
Specialty Registrar (full)	MN37	32,478	34,466	37,241	38,920	40,944	42,969	44,994	47,018**	49,044**	51,069**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	32,381	34,368	36,356	38,343	40,331**	42,318**							
Closed grades															
Specialist Registrar	MN25/KA31/LF25	33,885	35,563	37,241	38,920	40,944	42,969	44,994	47,018**	49,044**	51,069**				
Consultant pre 2003	MC21/KC11/LC01/LC10	68,163	73,040	77,919	82,796	88,358									
Associate Specialist pre 2008	MC01	42,149	46,614	51,077	55,541	60,006	64,469	70,364	75,473	77,594*	80,360*	83,126*	85,892*	88,658*	91,426*
Staff Grade	MH01	38,131	41,158	44,184	47,211	50,238	53,265	56,292	59,318						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05	MH05	
Staff Grade (2)	MH03/05	38,131	41,158	44,184	47,211	50,238	53,802	56,292*	59,318*	62,345*	65,372*	68,398*	71,427*		
SCMO	KB11	51,617	54,759	57,900	61,041	64,183	67,324	70,465	73,607						
CMO	KB01	36,528	38,505	40,483	42,461	44,438	46,416	48,393	50,372						
Hospital Practitioner	MD01-41	5,040	5,332	5,625	5,917	6,208	6,500	6,792							

*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 (pre-2016 contract)

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	24,504	26,034	27,563
F5	MT57	12,252	13,017	13,782
F6	MT57	14,703	15,621	16,538
F7	MT57	17,153	18,224	19,295
F8	MT57	19,604	20,828	22,051
F9	MT57	22,054	23,431	24,807

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	30,393	32,381	34,368
F5	MT58	15,197	16,191	17,184
F6	MT58	18,236	19,429	20,621
F7	MT58	21,276	22,667	24,058
F8	MT58	24,315	25,905	27,495
F9	MT58	27,354	29,143	30,932

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	32,478	34,466	37,241	38,920	40,944	42,969
F5	MT60	16,239	17,233	18,621	19,460	20,472	21,485
F6	MT60	19,487	20,680	22,345	23,352	24,567	25,782
F7	MT60	22,735	24,127	26,069	27,244	28,661	30,079
F8	MT60	25,983	27,573	29,793	31,136	32,756	34,376
F9	MT60	29,231	31,020	33,517	35,028	36,850	38,673

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	32,478	34,466	37,241	38,920	40,944	42,969	44,994	47,018	49,044	51,069
F5	MT59	16,239	17,233	18,621	19,460	20,472	21,485	22,497	23,509	24,522	25,535
F6	MT59	19,487	20,680	22,345	23,352	24,567	25,782	26,997	28,211	29,427	30,642
F7	MT59	22,735	24,127	26,069	27,244	28,661	30,079	31,496	32,913	34,331	35,749
F8	MT59	25,983	27,573	29,793	31,136	32,756	34,376	35,996	37,615	39,236	40,856
F9	MT59	29,231	31,020	33,517	35,028	36,850	38,673	40,495	42,317	44,140	45,963

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
Lump sum	(£)	508	626	760
Up to 9,000 miles	(pence)	29.7	36.9	44
Over 9,001 miles	(pence)	17.8	20.1	22.6

A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

3. Standard rates:

Motor cars with three of four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	1,501 - 2,000	Over 2,000
Up to 3,500 miles	(pence)	37.4	47.3	58.3	58.3
3,501 - 9,000 miles	(pence)	23	28.2	33.5	41
9,001 - 15,000 miles	(pence)	17.8	20.1	22.7	25.5
Over 15,001 miles	(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
Up to 5,000 miles	(pence)	17.8	27.8
Over 5,000 miles	(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:

Road fund licence, e.g.	£155
Insurance for private use (national call-off contract), e.g.	£88
Including cover for private use, e.g.	£128
Handling charge	£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

London weighting:	Payable for each:	Non-resident staff (£)	Resident staff (£)
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

Para / Schedule	Nature of fee	Payable for each:	Rate (£)
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	4.02
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,716.58
88	Staff fund		
	Payment for each eligible bed	Year	728
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	8,967
	Lower rate	Year	4,484
	12 hours per day Monday to Friday	Year	3,206
91.b	Payment for each notional half-day of clinical work per week:	Year	5,101
91.b	Payment for one hour or less of clinical work per week	Year	1,358
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,715
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	29.30
94 & 105	Payment to part-time medical and dental offices: per weekly notional half day	Year	5,151
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	46,359
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,371
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,742
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	27.63
104	Maximum payment per session (i.e. three times hourly rate)	session	82.89

Para / Schedule	Nature of fee	Charge or Allowance	
		Payable for each:	Rate (£)
141 & 142 / Sch 11	Domiciliary consultations		
	Standard Rate	item of service	91.40
	Intermediate Rate	item of service	45.70
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	274.23
145 / Sch 10	Combined fee for completion of form CVI	item of service	139.40
	For re-examination (provided previous form CVI available)	item of service	119.10
146	Lower rate	item of service	22.90
155	Exceptional consultation by a consultant		171.23
157	Exceptional consultation by a general practitioner		56.53
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	66.33
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	52.56
	Other grades	lecture	38.62
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	84.02

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	131.52	64.89
b. during the course of another procedure	88.91	43.01
Fee per case of female sterilisation performed:		
a. as a separate procedure	177.81	86.84
b. during the course of another procedure	118.93	57.85
Fee for the reversal of male sterilisation	202.21	101.04
Fee for the reversal of female sterilisation	282.84	141.72
Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):		
a. as a separate procedure	88.91	64.89
b. during the course of another procedure	58.83	43.01
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	282.84	141.72
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	24.35
Radiological services provided in connection with NHS family planning cases	Case	24.35
Notional half-day special family planning session	Session	151.21

Miscellaneous	
Junior hospital doctors in "peripheral" hospitals, allowance per year	2,623.56
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:	
Full day	141.64
Half day	70.82
Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):	
Full day	216.40
Half day	108.21