

February 2023

# Pay and Conditions Circular (M&D) 2/2023

Pay award for specialty doctors and specialists on the 2021 terms and conditions of service

## Summary

This circular informs employers of the pay arrangements applicable from 1 April 2023 for specialty doctors and specialists on the 2021 terms and conditions of service.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full to specialty doctors and specialists on the 2021 national terms and conditions of service, with effect from 1 April 2023. Please implement the new awards from that date.

Employers should also note that this marks the conclusion of the agreed transition to the new pay structure, and from 1 April 2023 the new pay progression review arrangements will begin for doctors and dentists employed on the 2021 specialty doctor and specialist terms and conditions. This is detailed in Schedule 13 of the Terms and Conditions of Service for each grade. From this date there will be no automatic progression to pay points which result in a change of salary. Employers should ensure that processes are in place for clinical managers to sign off progression when a doctor reaches their pay progression date, and to confirm this manually on the pay system. [Further guidance for employers](#) is available on the NHS Employers website.

## Increases to national salary scales from 1 April 2023

Salary scales for specialty doctors and specialists on the 2021 terms and conditions of service will be increased to reflect the pay scales set out in the 2021 Framework Agreement.

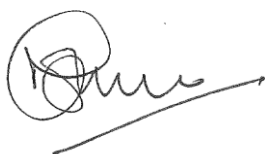
## Inclusion of pay rates for other grades

Section 3 includes some locum pay rates for other closed grades. These have not been uplifted and have been included only to ensure that the tables remain consistent with past circulars. Any further increases to salaries will be notified following the government decision on the recommendations of the Doctors' and Dentists' Review Body.

## Enquiries

1. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
2. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
3. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
4. 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>
5. 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', with a long horizontal line extending to the right.

Paul Wallace  
Director of Employment Relations and Reward

NHS Employers

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## Annex A: Section 1: Specialty Doctors (2021 contract) basic pay

### Specialty Doctor pay scale

Pay scale code	Years of experience	Basic Salary (£)
MC75 – 01	0	51,000
MC75 – 02	1	51,000
MC75 – 03	2	51,000
MC75 – 04	3	58,756
MC75 – 05	4	58,756
MC75 – 06	5	58,756
MC75 – 07	6	65,500
MC75 – 08	7	65,500
MC75 – 09	8	65,500
<b>Threshold</b>		
MC75 – 10	9	72,500
MC75 – 11	10	72,500
MC75 – 12	11	72,500
MC75 – 13	12	80,000
MC75 – 14	13	80,000
MC75 – 15	14	80,000
MC75 – 16	15	80,000
MC75 – 17	16	80,000
MC75 – 18	17	80,000

## Annex A: Section 2: Specialist basic pay

### Specialist pay scale

Pay scale code	Years of experience	Basic Salary
MC70 – 01	0	81,500
MC70 – 02	1	81,500
MC70 – 03	2	81,500
MC70 – 04	3	87,000
MC70 – 05	4	87,000
MC70 – 06	5	87,000
MC70 – 07	6	92,500

## Annex A: Section 3: Locum appointments

### Locum tenens rates for SAS doctors

SAS locums providing short-term cover can be paid the rates in the table below.

	Rate (£) per week	Rate (£) per programmed activity / notional half day
Specialty Doctor MC76	£978.10	£97.81
Specialist MC71	£1563.10	£156.31
Specialty Doctor MC47 (CLOSED)	£1,016.70	£101.67
Associate Specialist 2008 MC42 (CLOSED)	£1,382.70	£138.27
Associate Specialist MC03 (CLOSED)	£1,192.62	£108.42
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)	N/A	£106.33
Hospital Practitioner MD02 (CLOSED)	N/A	£122.13
Staff Grade MH02 (CLOSED)	£1,005.80	£100.58