

29 April 2024

Pay and Conditions Circular (M&D) 1/2024

Pay award for medical and dental consultants on national terms and conditions of service.

Summary

This circular informs employers of the pay arrangements applicable from 1 March 2024 for medical and dental consultants on national terms and conditions of service following trade unions' acceptance of the offer made by government.

Action

The revised national salaries, fees and allowances set out in this circular apply in full to medical and dental consultants on national terms and conditions of service, with effect from 1 March 2024.

Reform of the consultant (2003 contract) pay scale from 1 March 2024

The reformed pay scale for consultants on the 2003 contract has been modernised to include:

- A reduction in the number of pay points in the pay scale.
- An increase in starting pay.
- An increase in pay at the top of the pay scale.

The new pay scale reduces the pay thresholds from 8 to 4 and reduces the number of years taken to reach the top threshold from 19 to 14. Scale points 00-19 will remain to allow for system transition. A review will be undertaken and aligned to 14 scale points at a future date.

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.
3. Copies of this circular can be downloaded from: 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: <https://web.archive.org/web/20060505230000/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: dhsc.publicenquiries@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: Consultant (2003 contract) basic salary

Threshold	Years completed as a consultant	Basic salary (£)	Period before eligibility for next threshold	Pay scale code	
				Substantive	Locum
1	0	99,532	3 years	YC72 Point 00	YC73 Point 00
	1	99,532	2 years	YC72 Point 01	YC73 Point 01
	2	99,532	1 year	YC72 Point 02	YC73 Point 02
2a	3	105,390	1 year	YC72 Point 03	YC73 Point 03
2b	4	108,390	4 years	YC72 Point 04	YC73 Point 04
	5	108,390	3 years	YC72 Point 05	YC73 Point 05
	6	108,390	2 years	YC72 Point 06	YC73 Point 06
	7	108,390	1 year	YC72 Point 07	YC73 Point 07
3	8	118,884	6 years	YC72 Point 08	YC73 Point 08
	9	118,884	5 years	YC72 Point 09	YC73 Point 09
	10	118,884	4 years	YC72 Point 10	YC73 Point 10
	11	118,884	3 years	YC72 Point 11	YC73 Point 11
	12	118,884	2 years	YC72 Point 12	YC73 Point 12
	13	118,884	1 year	YC72 Point 13	YC73 Point 13
4	14	131,964	-	YC72 Point 14	YC73 Point 14
	15	131,964	-	YC72 Point 15	YC73 Point 15
	16	131,964	-	YC72 Point 16	YC73 Point 16
	17	131,964	-	YC72 Point 17	YC73 Point 17
	18	131,964	-	YC72 Point 18	YC73 Point 18
	19	131,964	-	YC72 Point 19	YC73 Point 19

Applicable ESR pay codes for this group of staff also include YC, YM, YK, and YL.

Annex A: Section 2: Consultant pay points on transfer to 2003 contract

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	19
YC51	1	99,532	99,532	99,532	105,390	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964	131,964
YC52	2	99,532	99,532	105,390	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964	131,964	131,964
YC53	3	99,532	99,532	105,390	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964	131,964	
YC54	4	99,532	99,532	105,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964			
YC55	5	105,390	108,390	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964			
YC56	6	108,390	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964				
YC57	7	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964				
YC57	8	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964				
YC58	9	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964					
YC59	10	108,390	108,390	108,390	108,390	118,884	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964						
YC60	11	108,390	108,390	108,390	108,390	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964							
YC61	12	108,390	108,390	108,390	118,884	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964								
YC62	13	108,390	108,390	108,390	118,884	118,884	131,964	131,964	131,964	131,964	131,964	131,964									
YC63	14	108,390	108,390	108,390	118,884	118,884	131,964	131,964	131,964	131,964	131,964										
YC64	15	108,390	108,390	108,390	118,884	131,964	131,964	131,964	131,964	131,964											
YC65	16	108,390	108,390	108,390	118,884	131,964	131,964	131,964	131,964												
YC66	17	108,390	108,390	118,884	118,884	131,964	131,964	131,964													
YC67	18	108,390	108,390	118,884	131,964	131,964	131,964														
YC68	19	108,390	118,884	118,884	131,964	131,964	131,964														
YC69	20	108,390	118,884	118,884	131,964	131,964															
YC70	21-29	108,390	118,884	131,964	131,964																
YC71	30 +	118,884	131,964	131,964																	

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.