

23 July 2024

Pay and Conditions Circular (M&D) 4/2024

Pay increases for SAS doctors on national terms and conditions of service.

Summary

This circular informs employers of the increases to national salary scales for SAS doctors on national terms and conditions of service.

These pay arrangements will be applicable from 1 April 2024 for specialty doctors and specialists on the 2021 terms and conditions of service and SAS doctors employed on contracts closed to new entrants (2008 and 2002 contracts).

The salary scales will be increased to reflect the pay scales agreed as part of the offer accepted by trade union members in June 2024.

SAS doctors employed on closed contracts are to receive a consolidated payment of £1,400.

The revised pay scales are set out in Annex A.

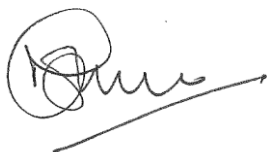
Action

The revised national salaries, fees and allowances set out in this circular apply in full to all SAS doctors employed on national terms and conditions of service, with effect from 1 April 2024. Please implement the new pay scales from that 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: <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	55,825
MC75 – 02	1	55,825
MC75 – 03	2	55,825
MC75 – 04	3	64,315
MC75 – 05	4	64,315
MC75 – 06	5	64,315
MC75 – 07	6	71,696
MC75 – 08	7	71,696
MC75 – 09	8	71,696
Threshold		
MC75 – 10	9	79,359
MC75 – 11	10	79,359
MC75 – 12	11	79,359
MC75 – 13	12	90,000
MC75 – 14	13	90,000
MC75 – 15	14	90,000
MC75 – 16	15	90,000
MC75 – 17	16	90,000
MC75 – 18	17	90,000

Annex A: Section 2: Specialist basic pay

Specialist pay scale

Pay scale code	Years of experience	Basic Salary
MC70 – 01	0	91,500
MC70 – 02	1	91,500
MC70 – 03	2	91,500
MC70 – 04	3	95,079
MC70 – 05	4	95,079
MC70 – 06	5	95,079
MC70 – 07	6	101,089

Annex A: Section 3: Pay for SAS grades closed to new entrants

Specialty doctor 2008 contract (CLOSED to new entrants from April 2021)

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC46-01	Min	48,358	1 year
MC46-02	1	52,373	1 year
MC46-03	2	57,593	1 year
MC46-04	3	60,391	1 year
MC46-05	4	64,422	1 year
Threshold 1			
MC46-06	5	68,437	2 years
MC46-07		68,437	1 year
MC46-08	6	72,542	2 years
MC46-09		72,542	1 year
MC46-10	7	76,649	2 years
MC46-11		76,649	1 year
Threshold 2			
MC46-12	8	80,756	3 years
MC46-13		80,756	2 years
MC46-14		80,756	1 year
MC46-15	9	84,861	3 years
MC46-16		84,861	2 years
MC46-17		84,861	1 year
MC46-18	10	88,968	-

Associate Specialist 2008 contract (CLOSED to new entrants from 1 April 2008)

This grade closed on 1 April 2008, and 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	67,237	1 year
MC41-02	1	72,530	1 year
MC41-03	2	77,821	1 year
MC41-04	3	84,809	1 year
MC41-05	4	90,865	1 year
Threshold 1			
MC41-06	5	93,378	2 years
MC41-07		93,378	1 year
MC41-08	6	96,657	2 years
MC41-09		96,657	1 year
MC41-10	7	99,936	2 years
MC41-11		99,936	1 year
Threshold 2			
MC41-12	8	103,214	3 years
MC41-13		103,214	2 years
MC41-14		103,214	1 year
MC41-15	9	106,493	3 years
MC41-16		106,493	2 years
MC41-17		106,493	1 year
MC41-18	10	109,775	-

Closed SAS grades pre-2008

Closed grades	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Associate Specialist pre 2008	MC01	49,489	54,583	59,676	64,768	69,862	74,955	81,681	87,510	89,929*	93,085*	96,241*	99,397*	102,552*	105,711*
Staff Grade	MH01	44,904	48,358	51,811	55,265	58,719	62,171	65,625	69,078						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade (1)	MH03/05	44,904	48,358	51,811	55,265	58,719	62,785	65,625	69,078	72,531*	75,985*	79,438*	82,893*		
SCMO	KB11	60,292	63,877	67,460	71,044	74,629	78,212	81,796	85,381						
CMO	KB01	43,076	45,332	47,588	49,845	52,101	54,357	56,613	58,871						
Hospital Practitioner	MD01-41	5,879	6,212	6,546	6,879	7,211	7,544	7,877							

*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 pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

Annex A: Section 4: 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	£1,070.70	£107.07
Specialist MC71	£1,754.80	£175.48
Specialty Doctor MC47 (CLOSED)	£1,104.60	£110.46
Associate Specialist 2008 MC42 (CLOSED)	£1,492.50	£149.25
Associate Specialist MC03 (CLOSED)	£1,291.07	£117.37
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)	N/A	£115.15
Hospital Practitioner MD02 (CLOSED)	N/A	£131.91
Staff Grade MH02 (CLOSED)	£1,093.00	£109.30

Annex A: Section 5: Other fees, charges and allowances

Para / Schedule (2002 TCS)	Nature of fee	Payable for each:	Rate (£)
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	6,004
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	54,036
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,599
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	3,198