

27 September 2024

Pay and Conditions Circular (M&D) 4/2023 R2

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

Summary

This circular was first published on the 7 August 2023. It was first revised to include the dental foundation training salary value from 1 April 2023, and has now been republished with the adjustments to 2023/24 pay for doctors and dentists in training agreed with the government in 2024.

Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2023. Please implement the new awards as soon as possible.

Increases to national salary scales from 1 April 2023

1. Salary scales for medical and dental consultants have been increased by 6% to basic pay from 1 April 2023.
2. Salary scales for doctors and dentists in training were originally increased by 6% to basic pay, plus an additional consolidated increase of £1,250 to each pay point, from 1 April 2023. Following agreement with the government, these have now been revised to reflect increased values to each of the nodal points, as set out in Annex A Section 1, and an additional 3.71% increase to the closed payscales for doctors in training on the 2002 pay arrangements, as set out in Annex A Section 8. These new values apply from 1 April 2023.
3. Salary scales for the staff grade, specialty and associate specialist group of practitioners on pre-2021 contracts have been increased by 6% to basic pay from 1 April 2023. Salary scales for specialty doctors on the 2021 contract and the specialist grade have been increased by 3% on top of the basic pay rates for 2023/24 which were set out in the 2021 Framework agreement. The figures in Pay Circular 2/2023 have been superseded by these new rates as of 1 April 2023.
4. The values of the Flexible Pay Premia were increased by 6% and were then further increased by 4.05% following agreement with the government, applicable from 1 April 2023.
5. The values of Local Clinical Excellence Awards, National Clinical Impact Awards, and predecessor awards are unchanged.

Salaried Primary Care Dental Staff

6. The pay scales for salaried primary care dental staff have been increased by 6% to basic pay from 1 April 2023.

Salaried GPs

7. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 6% to £68,975 and £104,085 respectively from 1 April 2023.

Dental Foundation Training (DFT) Payments

8. 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 (Foundation Training Amendments) Directions issued annually by the Department of Health and Social Care. Historically this value has been included in this circular for information. The value of this payment is confirmed following the publication of the GDS SFE (FTA) Directions.

GP and Dental Educator Payments

9. The GP and Dental Educator pay scales have been increased by 6% to basic pay from 1 April 2023.

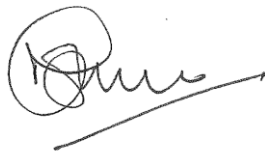
Other amendments

10. The explanatory notes on the Flexible Pay Premia and on Pay points for doctors transferring from Scotland, Wales, Northern Ireland and Defence have been amended for clarification.

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: 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

Pay and Conditions Circular (M&D) 4/2023

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

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Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic salary and allowances

Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	33,600
Foundation Doctor Year 2	FY2	MF02	2	38,687
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	46,141
	CT2	MC52		
	CT3	MC53	4	57,382
	CT4	MC54		
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	46,141
	ST2 / SpR2	MS02	4	57,382
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05	5	65,495
	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	CT1	MC51	3	46,141
	CT2	MC52		
	CT3	MC53	4	57,382
Dental Specialty Training	ST1	MS11	4	57,382
	ST2	MS12		
	ST3	MS13		
<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>	ST4	MS14	5	65,495
	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 (£33,600) local appointment grade code – MT01

Nodal point 2 (£38,687) local appointment grade code – MT02

Nodal point 3 (£46,141) local appointment grade code – MT03

Nodal point 4 (£57,382) local appointment grade code – MT04

Nodal point 5 (£65,495) local appointment grade code – MT05

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	2,688
2	3,095
3	3,692
4	4,591
5	5,240

* 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 doctors 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 15, 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	Nodal point 5
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	5,040	5,804	6,922	8,608	9,825
<1 in 2 – 1 in 3	10%	3,360	3,869	4,615	5,739	6,550
<1 in 3 – 1 in 4	7.50%	2,520	2,902	3,461	4,304	4,913
<1 in 4 – 1 in 5	6%	2,016	2,322	2,769	3,443	3,930
<1 in 5 – 1 in 6	5%	1,680	1,935	2,308	2,870	3,275
<1 in 6 – 1 in 7	4%	1,344	1,548	1,846	2,296	2,620
<1 in 7 – 1 in 8	3%	1,008	1,161	1,385	1,722	1,965
<1 in 8	No allowance	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 (Schedule 2 paragraphs 28-35)	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	10,086	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	4,101	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	4,101
			4 year higher training programme:	3,076
	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
Dual qualification – OMFS	Oral and Maxillofacial Surgery, as per paragraph 42-44 of Schedule 2 of the TCS	Payable to ST3 and above only.	Dependent on length of training programme, see table 2 below.	
Histopathology	Histopathology	Payable to ST1 and above only	4,921	
Academia	As per paragraphs 36-41 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,921	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	8,201
4 years	6,151
5 years	4,921
6 years	4,101
7 years	3,515
8 years	3,076

Note.

Table 2 refers to the length of the eligible full time training programme as specified by the curriculum. For a less than full time trainee, employers should use the value applicable to the full time training programme, which will then be pro-rated.

Doctors who are pay protected under Schedule 15 Section 2 will not receive the FPP on top of the amount to which they are pay protected, but will instead be paid as per the provisions of that section.

LTFT doctors will receive the FPP pro-rata (Schedule 2 paragraph 26). Doctors working towards dual accreditation will receive the FPP pro-rata to the progress the doctor is making towards CCT (Schedule 2 paragraph 33).

Doctors eligible for an FPP will be paid the relevant value for the current year. For the purposes of Schedule 2 paragraphs 24, 29, 34, 37, 40 and 43, the value of FPPs are fixed at the relevant time but will be increased by any applicable annual pay awards.

Doctors will be paid the FPP until they exit the relevant training programme, so if, for example, a doctor's CCT date is put back by a year, they should continue to receive the FPP for that additional year. Doctors who transition to the programme part way through will receive the relevant annual FPP rate from the point that they join.

Further background on Flexible Pay Premia can be found at <https://www.nhsemployers.org/articles/flexible-pay-premia-background-information>.

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 15 paragraph 1, doctors who were in Defence Medical training programme or approved training programmes under the auspices of the devolved administrations on 2 August 2016, and who are moving from those programmes into a training programme in England, 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
Grade	Stage of training	Grade code	Pay Point	Value (£)				
				for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	29,323	Pay Point Min	Pay Point 1	Pay Point 1	OF1
			2	31,072	Pay Point 1	Pay Point 2	Pay Point 2	
			3	32,821	Pay Point 2	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	36,058	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 1) <i>Non-accredited</i>
			2	38,332	Pay Point 1	Pay Point 2	Pay Point 2	
			3	40,605	Pay Point 2	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	38,443	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non-accredited</i>
			2	40,716	Pay Point 1	Pay Point 2	Pay Point 2	
			3	43,891	Pay Point 2	Pay Point 3	Pay Point 3	
	CT2	MC52	4	45,810	Pay Point 3	Pay Point 4	Pay Point 4	
			5	48,125	Pay Point 4	Pay Point 5	Pay Point 5	
			6	50,442	Pay Point 5 tra	Pay Point 6	Pay Point 6	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	38,443	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
			2	40,716	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
	ST2 / SpR2	MS02	3	43,891	Pay Point 2	Pay Point 3	Pay Point 3	OF2 (level 4) <i>Non-accredited</i>
			4	45,810	Pay Point 3	Pay Point 4	Pay Point 4	
	ST3 / SpR3	MS03	5	48,125	Pay Point 4	Pay Point 5	Pay Point 5	
			6	50,442	Pay Point 5	Pay Point 6	Pay Point 6	
			7	52,758	Pay Point 6	Pay Point 7	Pay Point 7	
			8	55,073	Pay Point 7^	Pay Point 8	Pay Point 8	
			9	57,389	Pay Point 8^	Pay Point 9	Pay Point 9	
			10	59,706	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
5	126.52	47.45	79.07

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
5	173.34	65.01	108.33

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	93,666	1 year	YC72 Point 00	YC73 Point 00
2	1	96,599	1 year	YC72 Point 01	YC73 Point 01
3	2	99,532	1 year	YC72 Point 02	YC73 Point 02
4	3	102,465	1 year	YC72 Point 03	YC73 Point 03
5	4	105,390	5 years	YC72 Point 04	YC73 Point 04
	5	105,390	4 years	YC72 Point 05	YC73 Point 05
	6	105,390	3 years	YC72 Point 06	YC73 Point 06
	7	105,390	2 years	YC72 Point 07	YC73 Point 07
	8	105,390	1 year	YC72 Point 08	YC73 Point 08
6	9	112,356	5 years	YC72 Point 09	YC73 Point 09
	10	112,356	4 years	YC72 Point 10	YC73 Point 10
	11	112,356	3 years	YC72 Point 11	YC73 Point 11
	12	112,356	2 years	YC72 Point 12	YC73 Point 12
	13	112,356	1 year	YC72 Point 13	YC73 Point 13
7	14	119,323	5 years	YC72 Point 14	YC73 Point 14
	15	119,323	4 years	YC72 Point 15	YC73 Point 15
	16	119,323	3 years	YC72 Point 16	YC73 Point 16
	17	119,323	2 years	YC72 Point 17	YC73 Point 17
	18	119,323	1 year	YC72 Point 18	YC73 Point 18
8	19	126,281	-	YC72 Point 19	YC73 Point 19

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

Awards open to new applications (CEAs and NCIAs)

Local Clinical Excellence Awards (from 1 April 2022)

The value of these awards will be determined locally. From 1 April 2022 the minimum amount invested and paid annually within each employing organisation will be no less than £7,900 per eligible full time equivalent (FTE) consultant, excluding on costs.

National Clinical Impact Awards

The national Clinical Impact Awards scheme, previously known as the national Clinical Excellence Awards, has been reformed. Further information on the reforms can be found at Gov.uk. National Clinical Impact Awards (CIAs), effective from 1 April 2022.

Awarded by ACCIA	
Level 1	20,000
Level 2	30,000
Level 3	40,000

Awards closed to new applications

Local Clinical Excellence Awards (granted between 1 April 2018 and 31 March 2021)

Awarded by local committees	
Unit Value of an employer-based award (equivalent to one point)	3,092

Pre-2018 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

National CEAs

The award structure as was applied under the previous National Clinical Excellence Awards scheme has been retained here for the purposes of applying protection arrangements as set out in Schedule 30 of the Terms and Conditions – Consultants (England) 2003.

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.

Other supplementary payments

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)	16,986	24,657	
Band B	6,577	13,168	16,986
Band C	5,499	10,959	13,168
Band D	4,384	8,766	10,959

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 on these scales.

Intensity Supplements (paid yearly) – pre 2003 consultant contract only

Daytime intensity supplement	1,586
Out of hours intensity Band 1 (low intensity)	1,195
Out of hours intensity Band 2 (medium intensity)	2,382
Out of hours intensity Band 3 (high intensity)	3,560

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	93,666	95,130	99,532	102,465	105,390					112,356					119,323					126,281
YC52	2	94,398	96,599	102,465	105,390					112,356					119,323					126,281	
YC53	3	95,130	98,063	102,465	105,390				112,356					119,323						126,281	
YC54	4	95,868	99,532	102,465	105,390				112,356					119,323						126,281	
YC55	5	102,465	103,927	105,390					112,356					119,323						126,281	
YC56	6	103,927	105,390						112,356					119,323						126,281	
YC57	7	105,390							112,356					119,323						126,281	
YC57	8	105,390							112,356					119,323						126,281	
YC58	9	105,390							112,356					119,323						126,281	
YC59	10	105,390							112,356					119,323						126,281	
YC60	11	105,390							112,356					119,323						126,281	
YC61	12	105,390							112,356					119,323						126,281	
YC62	13	105,390							112,356					119,323						126,281	
YC63	14	105,390							112,356					119,323						126,281	
YC64	15	105,390							112,356					119,323						126,281	
YC65	16	105,390							112,356					119,323						126,281	
YC66	17	105,390							112,356					119,323						126,281	
YC67	18	105,390							112,356					119,323						126,281	
YC68	19	105,390							112,356					119,323						126,281	
YC69	20	105,390							112,356					119,323						126,281	
YC70	21-29	105,390							112,356					119,323						126,281	
YC71	30 +	112,356							112,356					119,323						126,281	

*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 (2021 contract) basic pay

Specialty Doctor pay scale

Pay scale code	Years of experience	Basic Salary (£)
MC75 – 01	0	52,530
MC75 – 02	1	52,530
MC75 – 03	2	52,530
MC75 – 04	3	60,519
MC75 – 05	4	60,519
MC75 – 06	5	60,519
MC75 – 07	6	67,465
MC75 – 08	7	67,465
MC75 – 09	8	67,465
Threshold		
MC75 – 10	9	74,675
MC75 – 11	10	74,675
MC75 – 12	11	74,675
MC75 – 13	12	82,400
MC75 – 14	13	82,400
MC75 – 15	14	82,400
MC75 – 16	15	82,400
MC75 – 17	16	82,400
MC75 – 18	17	82,400

Annex A: Section 4: Specialist basic pay

Specialist pay scale

Pay scale code	Years of experience	Basic Salary
MC70 – 01	0	83,945
MC70 – 02	1	83,945
MC70 – 03	2	83,945
MC70 – 04	3	89,610
MC70 – 05	4	89,610
MC70 – 06	5	89,610
MC70 – 07	6	95,275

Annex A: Section 5: Salaried GP

Salaried GP salary range

Minimum	Maximum
68,975	104,085

GP Educators Pay scale

Point	Grade	Description	Indicator	Scale Value
GP00	KP01	Preparatory year course organiser or tutor	Contribution to backfill service provision in general practice	103,336
GP01	KP02	Established course organiser or tutor	Standard scale point for VTS course organisers, GP tutors and primary care tutors	107,643
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	111,226
GP03	KP04	Associate adviser, associate director, associate postgraduate dean	Standard scale point for associate directors, associate advisers. Period of maintenance work plus person professional development	115,538
GP04	KP05		Established lead work and lead on new initiatives	119,123
GP05	KP06		Lead role on national organisations that enhance deanery performance	122,711
GP06	KP07	Deputy director	Leadership role, sharing some director duties, footprint extends beyond the deanery, and wider than education management	127,018

Annex A: Section 6: Salaried Dental Staff

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

	Salary Point	Salary (£)
Band A LD01	1	47,653
	2	52,947
	3	60,889
	4	64,860
	5	68,831
	6	71,479
Band B LD11	7	74,126
	8	76,773
	9	80,744
	10	82,730
	11	84,715
	12	86,701
Band C LD21	13	88,686
	14	91,334
	15	93,981
	16	96,628
	17	99,276
	18	101,923

- 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 salaried Primary Care Dentists with responsibility for the supervision of a Dental Foundation Trainee or an undergraduate dental student is as follows:

Year	Annual value (£)
From 1 April 2023	2,486

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
From 1 April 2021	878
From 1 April 2022	917
From 1 April 2023	972

Dental Foundation Training (for information only)

The Dental Foundation Training salary is set through the Primary Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health and Social Care. The updated figure will be added to this circular for information when confirmed. Previous figures can be found in past medical and dental pay circulars.

Year	Annual value (£)
From 1 April 2023	£38,742

Dental Educators Pay scale

Point	Grade	Description	Indicator	Scale Value
GP00	KP01	Preparatory or initial year for dental foundation training programme adviser, workforce development or transformation dental tutor (dentist)	Induction and probationary 12-month period	103,336
GP01	KP02	Established dental foundation training programme director or adviser, workforce development or transformation dental tutor (dentist)	Standard scale point for dental foundation training programme directors, advisers and dental tutors	107,643
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	111,226
GP03	KP04	Regional adviser or initial year of associate dean for dental foundation training	Standard scale point for regional VT adviser. Period of maintenance work plus personal professional development	115,538
GP04	KP05	Associate postgraduate dental dean	Established lead work and lead on new initiatives	119,123
GP05	KP06		Lead role on national organisations that enhance deanery performance	122,711

Annex A: Section 7: Locum appointments

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 consultant 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.

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	£1,007.50	£100.75
Specialist MC71	£1,610.00	£161.00
Specialty Doctor MC47 (CLOSED)	£1,077.70	£107.77
Associate Specialist 2008 MC42 (CLOSED)	£1,465.70	£146.57
Associate Specialist MC03 (CLOSED)	£1,264.23	£114.93
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)	N/A	£112.70
Hospital Practitioner MD02 (CLOSED)	N/A	£129.48
Staff Grade MH02 (CLOSED)	£1,066.20	£106.62

Annex A: Section 8: Pay for grades closed to new entrants

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 grade codes.

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	29,323	31,072	32,821											
Foundation Doctor Year 2	MN15	36,058	38,332	40,605											
Specialty Registrar (Core training)	MN39	38,443	40,716	43,891	45,810	48,125	50,442								
Specialty Registrar (FT)	MN35	38,443	40,716	43,891	45,810	48,125	50,442								
Specialty Registrar (full)	MN37	38,443	40,716	43,891	45,810	48,125	50,442	52,758	55,073**	57,389**	59,706**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	38,332	40,605	42,878	45,151	47,424**	49,697**							
Closed grades															
Specialist Registrar	MN25/KA31/LF25	40,052	41,971	43,891	45,810	48,125	50,442	52,758	55,073**	57,389**	59,706**				
Consultant pre 2003	MC21/KC11LC01/LC10	77,769	83,334	88,900	94,464	100,810									
Associate Specialist pre 2008	MC01	48,089	53,183	58,276	63,368	68,462	73,555	80,281	86,110	88,529*	91,685*	94,841*	97,997*	101,152*	104,311*
Staff Grade	MH01	43,504	46,958	50,411	53,865	57,319	60,771	64,225	67,678						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05	MH05	
Staff Grade (2)	MH03/05	43,504	46,958	50,411	53,865	57,319	61,385	64,225	67,678	71,131*	74,585*	78,038*	81,493*		
SCMO	KB11	58,892	62,477	66,060	69,644	73,229	76,812	80,396	83,981						
CMO	KB01	41,676	43,932	46,188	48,445	50,701	52,957	55,213	57,471						
Hospital Practitioner	MD01-41	5,751	6,084	6,418	6,751	7,083	7,416	7,749							

*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	29,323	31,072	32,821
F5	MT57	14,662	15,536	16,411
F6	MT57	17,594	18,644	19,693
F7	MT57	20,527	21,751	22,975
F8	MT57	23,459	24,858	26,257
F9	MT57	26,391	27,965	29,539

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	36,058	38,332	40,605
F5	MT58	18,029	19,166	20,303
F6	MT58	21,635	23,000	24,363
F7	MT58	25,241	26,833	28,424
F8	MT58	28,847	30,666	32,484
F9	MT58	32,453	34,499	36,545

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	38,443	40,716	43,891	45,810	48,125	50,442
F5	MT60	19,222	20,358	21,946	22,905	24,063	25,221
F6	MT60	23,066	24,430	26,335	27,486	28,875	30,266
F7	MT60	26,911	28,502	30,724	32,067	33,688	35,310
F8	MT60	30,755	32,573	35,113	36,648	38,500	40,354
F9	MT60	34,599	36,645	39,502	41,229	43,313	45,398

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	38,443	40,716	43,891	45,810	48,125	50,442	52,758	55,073**	57,389**	59,706**
F5	MT59	19,222	20,358	21,946	22,905	24,063	25,221	26,379	27,537	28,695	29,853
F6	MT59	23,066	24,430	26,335	27,486	28,875	30,266	31,655	33,044	34,434	35,824
F7	MT59	26,911	28,502	30,724	32,067	33,688	35,310	36,931	38,552	40,173	41,795
F8	MT59	30,755	32,573	35,113	36,648	38,500	40,354	42,207	44,059	45,912	47,765
F9	MT59	34,599	36,645	39,502	41,229	43,313	45,398	47,483	49,566	51,651	53,736

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	46,958	1 year
MC46-02	1	50,973	1 year
MC46-03	2	56,193	1 year
MC46-04	3	58,991	1 year
MC46-05	4	63,022	1 year
Threshold 1			
MC46-06	5	67,037	2 years
MC46-07		67,037	1 year
MC46-08	6	71,142	2 years
MC46-09		71,142	1 year
MC46-10	7	75,249	2 years
MC46-11		75,249	1 year
Threshold 2			
MC46-12	8	79,356	3 years
MC46-13		79,356	2 years
MC46-14		79,356	1 year
MC46-15	9	83,461	3 years
MC46-16		83,461	2 years
MC46-17		83,461	1 year
MC46-18	10	87,568	-

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	65,837	1 year
MC41-02	1	71,130	1 year
MC41-03	2	76,421	1 year
MC41-04	3	83,409	1 year
MC41-05	4	89,465	1 year
Threshold 1			
MC41-06	5	91,978	2 years
MC41-07		91,978	1 year
MC41-08	6	95,257	2 years
MC41-09		95,257	1 year
MC41-10	7	98,536	2 years
MC41-11		98,536	1 year
Threshold 2			
MC41-12	8	101,814	3 years
MC41-13		101,814	2 years
MC41-14		101,814	1 year
MC41-15	9	105,093	3 years
MC41-16		105,093	2 years
MC41-17		105,093	1 year
MC41-18	10	108,375	-

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 or 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 (2002 TCS)	Nature of fee	Payable for each:	Rate (£)
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	4.58
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	6,522.22
88	Staff fund		
	Payment for each eligible bed	Year	830
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	10,231
	Lower rate	Year	5,116
	12 hours per day Monday to Friday	Year	3,658
91.b	Payment for each notional half-day of clinical work per week:	Year	5,819
91.b	Payment for one hour or less of clinical work per week	Year	1,549
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	3,098
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	33.43
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	5,876
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	52,884
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,564
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	3,128

Para / Schedule	Nature of fee	Charge or Allowance	
		Payable for each:	Rate (£)
141 & 142 / Sch 11	Domiciliary consultations		
	Standard Rate	item of service	104.28
	Intermediate Rate	item of service	52.14
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	312.88
145 / Sch 10	Combined fee for completion of form CVI	item of service	159.05
	For re-examination (provided previous form CVI available)	item of service	135.88
146	Lower rate	item of service	26.12
155	Exceptional consultation by a consultant		195.36
157	Exceptional consultation by a general practitioner		64.49
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	75.68
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	59.97
	Other grades	lecture	44.06
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	95.86

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	230
12 to 17	460
18 to 23	690
24 to 29	920
30 to 35	1,150
36 to 41	1,380
42 to 47	1,610
48 to 53	1,840
54 to 59	2,070
60 to 65	2,300
66 to 71	2,530
72 or more	2,760

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	150.06	74.04
b. during the course of another procedure	101.44	49.07
Fee per case of female sterilisation performed:		
a. as a separate procedure	202.87	99.08
b. during the course of another procedure	135.69	66.00
Fee for the reversal of male sterilisation	230.71	115.28
Fee for the reversal of female sterilisation	322.70	161.69
Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device):		
a. as a separate procedure	101.44	74.04
b. during the course of another procedure	67.11	49.07
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	322.70	161.69
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	27.78
Radiological services provided in connection with NHS family planning cases	Case	27.78
Notional half-day special family planning session	Session	172.52

Miscellaneous	£
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:	
Full day	161.60
Half day	80.80