

23 June 2025

# Pay and Conditions Circular (M&D) 2/2025

Pay award 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 informs employers of the pay arrangements for staff covered by the national medical and dental terms and conditions of service in England, which apply from 1 April 2025.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2025. Please implement the new awards as soon as possible.

## Increases to national salary scales from 1 April 2025

1. Salary scales for medical and dental consultants have been increased by 4% to basic pay from 1 April 2025.
2. Salary scales for specialty and specialist doctors on the 2021 contracts, and for the staff grade, specialty and associate specialist group of practitioners on pre-2021 contracts, have been increased by 4% to basic pay from 1 April 2025.
3. For doctors and dentists in training, the government has accepted the DDRB recommendation for a 4% increase to pay points plus an increase of £750 from 1 April 2025.
4. The values of National Clinical Impact Awards, the closed Local Clinical Excellence Awards, and predecessor awards are unchanged. Information and values for Local Clinical Excellence Awards and the predecessor awards can now be found at <https://www.nhsemployers.org/publications/frozen-award-values-consultants>

## Salaried Primary Care Dental Staff

5. The pay scales for salaried primary care dental staff have been increased by 4% to basic pay from 1 April 2025

## Salaried GPs

6. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 4% to £76,038 and £114,743 respectively from 1 April 2025.

## Dental Foundation Training (DFT) Payments

7. 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 and will be published in due course.

## GP and Dental Educator Payments

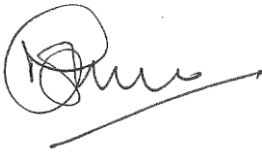
8. The GP and Dental Educator pay scales have been increased by 4% to basic pay from 1 April 2025.

## Enquiries

9. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
10. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).

11. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
12. 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>
13. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: [dhsc.publicenquiries@dhsc.gov.uk](mailto:dhsc.publicenquiries@dhsc.gov.uk)

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal line extending from the end of the signature.

Paul Wallace  
Director of Employment Relations and Reward  
NHS Employers

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Pay award 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	38,831
Foundation Doctor Year 2	FY2	MF02	2	44,439
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	52,656
	CT2	MC52		
	CT3	MC53	4	65,048
	CT4	MC54	4	65,048
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	52,656
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03	4	65,048
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06	5	73,992
	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	52,656
	CT2	MC52		
	CT3	MC53	4	65,048
Dental Specialty Training  (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).	ST1	MS11	4	65,048
	ST2	MS12		
	ST3	MS13		
	ST4	MS14	5	73,992
	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:

### Locally Employed Doctors

Local Appointment Grade Code	Nodal Point	Value (£)
MT01	1	38,831
MT02	2	44,439
MT03	3	52,656
MT04	4	65,048
MT05	5	73,992

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	3,107
2	3,556
3	4,213
4	5,204
5	5,920

The on-call availability allowance is 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 while Schedule 15 remains in effect, 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:

Weekend Allowance

		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%	5,825	6,666	7,899	9,758	11,099
<1 in 2 – 1 in 3	10%	3,884	4,444	5,266	6,505	7,400
<1 in 3 – 1 in 4	7.50%	2,913	3,333	3,950	4,879	5,550
<1 in 4 – 1 in 5	6%	2,330	2,667	3,160	3,903	4,440
<1 in 5 – 1 in 6	5%	1,942	2,222	2,633	3,253	3,700
<1 in 6 – 1 in 7	4%	1,554	1,778	2,107	2,602	2,960
<1 in 7 – 1 in 8	3%	1,165	1,334	1,580	1,952	2,220
<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:

### Flexible pay premia

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	11,118	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees	4,520	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees	3 year higher training programme	4,520
			4 year higher training programme	3,390
	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		
Histopathology	Histopathology	Payable to ST1 and above only	5,424	
Academia	As per paragraphs 36-41 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	5,424	

Table 2

Length of training programme*	Full time annual value (£)
3 years	9,040
4 years	6,780
5 years	5,424
6 years	4,520
7 years	3,875
8 years	3,390

### 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 who are eligible for pay protection under Schedule 15 of the 2016 TCS

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.

While Schedule 15 of the 2016 TCS remains in force, 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 as set out in paragraph 1 of that Schedule. 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, or until the expiry of the Schedule 15 provisions, whichever is the sooner. Those who have not received this protection to date will need to have their pay backdated accordingly.



Pay points for doctors in training transferring from Scotland, Wales, NI and Defence

Grade	Stage of training	Grade code	Pay Point	ENGLAND	SCOTLAND	WALES	NI	DEFENCE
				Value (£)				
				for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	34,115	Pay Point Min	Pay Point 1	Pay Point 1	OF1
			2	36,044	Pay Point 1	Pay Point 2	Pay Point 2	
			3	37,972	Pay Point 2	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	41,541	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 1)
			2	44,047	Pay Point 1	Pay Point 2	Pay Point 2	
			3	46,553	Pay Point 2	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	44,170	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non- accredited</i>
			2	46,675	Pay Point 1	Pay Point 2	Pay Point 2	
			3	50,175	Pay Point 2	Pay Point 3	Pay Point 3	
			4	52,291	Pay Point 3	Pay Point 4	Pay Point 4	
	CT2	MC52						
	CT3	MC53	5	54,843	Pay Point 4	Pay Point 5	Pay Point 5	
6	57,397	Pay Point 5	Pay Point 6	Pay Point 6				
Specialty Registrar (StR) (Run Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	44,170	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
	ST2 / SpR2	MS02	2	46,675	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3)
			3	50,175	Pay Point 2	Pay Point 3	Pay Point 3	<i>Non-accredited</i>
	ST3 / SpR3	MS03	4	52,291	Pay Point 3	Pay Point 4	Pay Point 4	OF2 (level 4) Non-accredited
			5	54,843	Pay Point 4	Pay Point 5	Pay Point 5	
			6	57,397	Pay Point 5	Pay Point 6	Pay Point 6	
			7	59,950	Pay Point 6	Pay Point 7	Pay Point 7	
			8	62,502	Pay Point 7^	Pay Point 8	Pay Point 8	
			9	65,056	Pay Point 8^	Pay Point 9	Pay Point 9	
			10	67,610	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**

### **Penalty rates and fines for hours worked at the basic hourly rate**

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
1	63.56	23.83	39.73
2	73.56	27.59	45.97
3	87.04	32.64	54.4
4	110.32	41.38	68.94
5	126.52	47.45	79.07

### **Penalty rates and fines for hours worked at the enhanced hourly rate**

<b>Nodal point</b>	<b>Total hourly (x4) figure</b>	<b>Hourly penalty rate (£), paid to the doctor</b>	<b>Hourly fine (£), paid to the guardian of safe working hours</b>
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 (M&D) 3/2018.

## Annex A: Section 2: Consultant (2003 contract) basic salary and allowances

### Consultant (2003 contract)

Threshold	Years completed as a consultant	Period before eligibility for next threshold	Value (£)	Pay scale code	
				Substantive	Locum
1	0	3 years	109,725	YC72 Point 00	YC73 Point 00
	1	2 years	109,725	YC72 Point 01	YC73 Point 01
	2	1 year	109,725	YC72 Point 02	YC73 Point 02
2a	3	1 year	116,182	YC72 Point 03	YC73 Point 03
2b	4	4 years	119,490	YC72 Point 04	YC73 Point 04
	5	3 years	119,490	YC72 Point 05	YC73 Point 05
	6	2 years	119,490	YC72 Point 06	YC73 Point 06
	7	1 year	119,490	YC72 Point 07	YC73 Point 07
3	8	6 years	131,058	YC72 Point 08	YC73 Point 08
	9	5 years	131,058	YC72 Point 09	YC73 Point 09
	10	4 years	131,058	YC72 Point 10	YC73 Point 10
	11	3 years	131,058	YC72 Point 11	YC73 Point 11
	12	2 years	131,058	YC72 Point 12	YC73 Point 12
	13	1 year	131,058	YC72 Point 13	YC73 Point 13
4	14	-	145,478	YC72 Point 14	YC73 Point 14
	15	-	145,478	YC72 Point 15	YC73 Point 15
	16	-	145,478	YC72 Point 16	YC73 Point 16
	17	-	145,478	YC72 Point 17	YC73 Point 17
	18	-	145,478	YC72 Point 18	YC73 Point 18
	19	-	145,478	YC72 Point 19	YC73 Point 19

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

## 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](https://www.gov.uk). National Clinical Impact Awards (CIAs), effective from 1 April 2022.

Awarded by ACCIA	
Level	Value (£)
1	20,000
2	30,000
3	40,000

## 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)	18,725	27,181	0
Band B	7,251	14,517	18,725
Band C	6,062	12,081	14,517
Band D	4,833	9,663	12,081

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

Description	Value (£)
Daytime intensity supplement	1,748
Out of hours intensity Band 1 (low intensity)	1,317
Out of hours intensity Band 2 (medium intensity)	2,625
Out of hours intensity Band 3 (high intensity)	3,925

## 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	109,725	109,725	109,725	116,182	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478
YC52	2	109,725	109,725	116,182	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC53	3	109,725	109,725	116,182	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC54	4	109,725	109,725	116,182	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC55	5	116,182	119,490	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC56	6	119,490	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC57	7-8	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC58	9	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC59	10	119,490	119,490	119,490	119,490	131,058	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC60	11	119,490	119,490	119,490	119,490	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC61	12	119,490	119,490	119,490	131,058	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC62	13	119,490	119,490	119,490	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC63	14	119,490	119,490	119,490	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC64	15	119,490	119,490	119,490	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC65	16	119,490	119,490	119,490	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC66	17	119,490	119,490	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC67	18	119,490	119,490	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC68	19	119,490	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC69	20	119,490	131,058	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC70	21-29	119,490	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478
YC71	30 +	131,058	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478	145,478

\*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	Value (£)
MC75-01	0	61,542
MC75-02	1	61,542
MC75-03	2	61,542
MC75-04	3	70,901
MC75-05	4	70,901
MC75-06	5	70,901
MC75-07	6	79,038
MC75-08	7	79,038
MC75-09	8	79,038
Threshold		
MC75-10	9	87,486
MC75-11	10	87,486
MC75-12	11	87,486
MC75-13	12	99,216
MC75-14	13	99,216
MC75-15	14	99,216
MC75-16	15	99,216
MC75-17	16	99,216
MC75-18	17	99,216

## Annex A: Section 4: Specialist basic pay

### Specialist pay scale

#### Specialist pay scale

Pay Scale Code	Years of Experience	Value (£)
MC70-01	0	100,870
MC70-02	1	100,870
MC70-03	2	100,870
MC70-04	3	104,816
MC70-05	4	104,816
MC70-06	5	104,816
MC70-07	6	111,441

## Annex A: Section 5: Salaried GP

### Salaried GP salary range

Range	Value (£)
Minimum	76,038
Maximum	114,743

### GP Educators Pay scale

Point	Grade	Description	Indicator	Value (£)
GP00	KP01	Preparatory year course organiser or tutor	Contribution to backfill service provision in general practice	113,917
GP01	KP02	Established course organiser or tutor	Standard scale point for VTS course organisers, GP tutors and primary care tutors	118,665
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	122,616
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	127,369
GP04	KP05		Established lead work and lead on new initiatives	131,321
GP05	KP06		Lead role on national organisations that enhance deanery performance	135,277
GP06	KP07	Deputy director	Leadership role, sharing some director duties, footprint extends beyond the deanery, and wider than education management	140,025

## Annex A: Section 6: Salaried Dental Staff

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

Pay Scale Code	Pay Scale Point	Value (£)
Band A - LD01	1	52,532
	2	58,369
	3	67,124
	4	71,502
	5	75,879
	6	78,798
Band B - LD11	7	81,716
	8	84,635
	9	89,012
	10	91,201
	11	93,390
	12	95,579
Band C - LD21	13	97,768
	14	100,686
	15	103,604
	16	106,523
	17	109,441
	18	112,360

- 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				
Pay point range		Standard	Medium	High
	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 2025	2,740

## 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.

Year	Annual Value (£)
From 1 April 2025	1,072

## 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.

## Dental Educators Pay scale

Point	Grade	Description	Indicator	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	113,917
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	118,665
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	122,616
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	127,369
GP04	KP05	Associate postgraduate dental dean	Established lead work and lead on new initiatives	131,321
GP05	KP06		Lead role on national organisations that enhance deanery performance	135,277

## 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	1,180.26	118.03
Specialist MC71	1,934.50	193.45
Specialty Doctor MC47	1,217.64	121.77
Associate Specialist 2008 MC42 (CLOSED)	1,645.29	164.53
Associate Specialist MC03 (CLOSED)	1,423.18	129.38
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)	N/A	126.94
Hospital Practitioner MD02 (CLOSED)	N/A	145.43
Staff Grade MH02 (CLOSED)	1,205.00	120.5

## 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 (1)	Min	1	2	3	4	5	6	7	8	9	10	11	12	13		
Foundation Doctor Year 1	MN13	34,115	36,044	37,972													
Foundation Doctor Year 2	MN15	41,541	44,047	46,553													
Specialty Registrar (Core training)	MN39	44,170	46,675	50,175	52,291	54,843	57,397										
Specialty Registrar (FT) (2)	MN35	44,170	46,675	50,175	52,291	54,843	57,397										
Specialty Registrar (full)	MN37	44,170	46,675	50,175	52,291	54,843	57,397	59,950	62,502**	65,056**	67,610**						
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	44,047	46,553	49,059	51,565	54,070	56,576									
Specialist Registrar	MN25/KA31/LF25	45,943	48,059	50,175	52,291	54,843	57,397	59,950	62,502**	65,056**	67,610**						
Consultant pre 2003	MC21/KC11LC01/LC10	85,732	91,867	98,003	104,138	111,133											
Associate Specialist pre 2008	MC01	54,557	60,172	65,786	71,400	77,016	82,630	90,045	96,471	99,138*	102,617*	106,096*	109,575*	113,054*	116,536*		
Staff Grade	MH01	49,502	53,310	57,116	60,924	64,731	68,537	72,345	76,151								
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05							MH05	MH05
Staff Grade (2)	MH03/05	49,502	53,310	57,116	60,924	64,731	69,214	72,345	76,151	79,959*	83,766*	87,572*	91,381*				
SCMO	KB11	66,466	70,418	74,368	78,319	82,271	86,221	90,172	94,123								
CMO	KB01	47,487	49,974	52,461	54,949	57,436	59,923	62,410	64,899								
Hospital Practitioner	MD01-41	6,481	6,848	7,216	7,583	7,950	8,317	8,684									

\*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 - guidance is contained in 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)

### LTFT Doctors and Dentists in Training (pre-2016 contract) - 1

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	34,115	36,044	37,972
F5	MT57	17,058	18,022	18,986
F6	MT57	20,469	21,626	22,783
F7	MT57	23,881	25,231	26,580
F8	MT57	27,292	28,835	30,378
F9	MT57	30,704	32,440	34,175

### LTFT Doctors and Dentists in Training (pre-2016 contract) - 2

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	41,541	44,047	46,553
F5	MT58	20,771	22,024	23,277
F6	MT58	24,925	26,428	27,932
F7	MT58	29,079	30,833	32,587
F8	MT58	33,233	35,238	37,242
F9	MT58	37,387	39,642	41,898

### LTFT Doctors and Dentists in Training (pre-2016 contract) - 3

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	44,170	46,675	50,175	52,291	54,843	57,397
F5	MT60	22,085	23,338	25,088	26,146	27,422	28,699
F6	MT60	26,502	28,005	30,105	31,375	32,906	34,438
F7	MT60	30,919	32,673	35,123	36,604	38,390	40,178
F8	MT60	35,336	37,340	40,140	41,833	43,874	45,918
F9	MT60	39,753	42,008	45,158	47,062	49,359	51,657

### LTFT Doctors and Dentists in Training (pre-2016 contract) - 4

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	44,170	46,675	50,175	52,291	54,843	57,397	59,950	62,502**	65,056**	67,610**
F5	MT59	22,085	23,338	25,088	26,146	27,422	28,699	29,975	31,251	32,528	33,805
F6	MT59	26,502	28,005	30,105	31,375	32,906	34,438	35,970	37,501	39,034	40,566
F7	MT59	30,919	32,673	35,123	36,604	38,390	40,178	41,965	43,751	45,539	47,327
F8	MT59	35,336	37,340	40,140	41,833	43,874	45,918	47,960	50,002	52,045	54,088
F9	MT59	39,753	42,008	45,158	47,062	49,359	51,657	53,955	56,252	58,550	60,849

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

Pay scale code	Scale value	Value (£)	Period before eligibility for next pay point
MC46-01	Min	53,310	1 year
MC46-02	1	57,736	1 year
MC46-03	2	63,491	1 year
MC46-04	3	66,575	1 year
MC46-05	4	71,018	1 year
<b>Threshold 1</b>			
MC46-06	5	75,445	2 years
MC46-07		75,445	1 year
MC46-08	6	79,970	2 years
MC46-09		79,970	1 year
MC46-10	7	84,498	2 years
MC46-11		84,498	1 year
<b>Threshold 2</b>			
MC46-12	8	89,025	3 years
MC46-13		89,025	2 years
MC46-14		89,025	1 year
MC46-15	9	93,551	3 years
MC46-16		93,551	2 years
MC46-17		93,551	1 year
MC46-18	10	98,078	-

## 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	Value (£)	Period before eligibility for next pay point
MC41-01	Min	74,123	1 year
MC41-02	1	79,957	1 year
MC41-03	2	85,790	1 year
MC41-04	3	93,493	1 year
MC41-05	4	100,170	1 year
<b>Threshold 1</b>			
MC41-06	5	102,940	2 years
MC41-07		102,940	1 year
MC41-08	6	106,554	2 years
MC41-09		106,554	1 year
MC41-10	7	110,169	2 years
MC41-11		110,169	1 year
<b>Threshold 2</b>			
MC41-12	8	113,783	3 years
MC41-13		113,783	2 years
MC41-14		113,783	1 year
MC41-15	9	117,398	3 years
MC41-16		117,398	2 years
MC41-17		117,398	1 year
MC41-18	10	121,016	-

## 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
<b>Lump sum</b>	(£)	508	626	760
<b>Up to 9,000 miles</b>	(pence)	29.7	36.9	44
<b>Over 9,001 miles</b>	(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
<b>Up to 3,500 miles</b>	(pence)	37.4	47.3	58.3	58.3
<b>3,501 - 9,000 miles</b>	(pence)	23	28.2	33.5	41
<b>9,001 - 15,000 miles</b>	(pence)	17.8	20.1	22.7	25.5
<b>Over 15,001 miles</b>	(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
<b>Up to 5,000 miles</b>	(pence)	17.8	27.8
<b>Over 5,000 miles</b>	(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:

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

Zone	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

### Other fees, charges and allowances - 1

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	5.05
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	7,190.09
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	915
91.a	<b>Payment for provision of a casualty service</b>		
	Higher rate	Year	11,279
	Lower rate	Year	5,640
	12 hours per day Monday to Friday	Year	4,032
91.b	Payment for each notional half-day of clinical work per week	Year	6,415
91.b	Payment for one hour or less of clinical work per week	Year	1,708
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	3,415
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	36.85
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	6,619
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	59,571
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,763
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	3,526

### Other fees, charges and allowances - 2

Para/Schedule	Nature of fee	Charge or Allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	<b>Domiciliary consultations</b>		
	Standard Rate	Item of Service	114.96
	Intermediate Rate	Item of Service	57.48
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of Visits	344.92
145 / Sch 10	Combined fee for completion of form CVI	Item of Service	175.33
	For re-examination (provided previous form CVI available)	Item of Service	149.80
146	Lower rate	Item of Service	28.80
155	Exceptional consultation by a consultant		215.36
157	Exceptional consultation by a general practitioner		71.10
165 / Sch 11	<b>Fees for lectures to nurses, etc.</b>		
	Consultants	Lecture	83.43
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	Lecture	66.11
	Other grades	Lecture	48.58
166 / Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	105.68



**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	254
12 to 17	508
18 to 23	762
24 to 29	1,016
30 to 35	1,270
36 to 41	1,524
42 to 47	1,778
48 to 53	2,032
54 to 59	2,286
60 to 65	2,540
66 to 71	2,794
72 or more	3,048

## 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 (£)
<b>Fee per case of male sterilisation performed</b>		
a. As a separate procedure	165.42	81.62
b. During the course of another procedure	111.82	54.10
<b>Fee per case of female sterilisation performed</b>		
a. As a separate procedure	223.64	109.23
b. During the course of another procedure	149.59	72.76
Fee for the reversal of male sterilisation	254.33	127.09
Fee for the reversal of female sterilisation	355.75	178.25
<b>Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)</b>		
a. As a separate procedure	111.82	81.62
b. During the course of another procedure	73.99	54.10
c. Where the removal of a misplaced device involves laparoscopy or laparotomy	355.75	178.25
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	30.62
Radiological services provided in connection with NHS family planning cases	Case	30.62
Notional half-day special family planning session	Session	190.18

### Miscellaneous

Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Value (£)
Full Day	178.14
Half Day	89.07