

11 May 2026

# Pay and Conditions Circular (M&D) 1/2026

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 2026.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 April 2026, with the exception of the National Clinical Impact Award changes apply with effect from 1 April 2025. Please implement the new awards as soon as possible.

## Increases to national salary scales from 1 April 2026

1. Salary scales for medical and dental consultants have been increased by 3.5% to basic pay from 1 April 2026.
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 3.5% to basic pay from 1 April 2026.
3. For doctors and dentists in training, the government has accepted the DDRB recommendation for a 3.5% increase to pay points from 1 April 2026.

## National Clinical Impact Awards

4. The government has agreed to increase the values of National Clinical Impact Awards to align with the previous 2025 DDRB recommendation. This uplift will be backdated to 1 April 2025.

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 3.75% to basic pay from 1 April 2026.

## Salaried GPs

6. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 3.5% to £78,699 and £118,759 respectively from 1 April 2026.

## 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 Educator Payments

8. The GP Educator pay scale has been increased by 3.5% to basic pay from 1 April 2026.

## Dental Educator Payments

9. The Dental Educator pay scale has been increased by 3.75% to basic pay from 1 April 2026. Because any dental educators on the ESR system are currently on the same pay scales as GP educators, a new set of scales will be created on ESR to facilitate the separate pay rates. In the interim, dental educators who remain on the existing payscales

will receive the 3.5% uplift and should then be transferred to the new scales when available, backdated to 1 April. For advice on alternative methods of managing this process please contact the NHS Employers Medical Pay, Reward and Contracts team at [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).

## Enquiries

10. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
11. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
12. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
13. 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>
14. 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



Oonagh Monkhouse  
Director of Pay, Reward & Employment Relations  
NHS Employers

# Pay and Conditions Circular (M&D) 1/2026

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

## Contents

<b>Annex A:</b>	Section 1: Doctors and Dentists in training (2016 contract) basic salary and allowances	5
	Section 2: Consultant (2003 contract) basic salary and allowances	11
	Section 3: Specialty Doctor	14
	Section 4: Specialist	15
	Section 5: Salaried GP	15
	Section 6: Salaried Dental Staff	16
	Section 7: Locum appointments	18
	Section 8: Pay for grades closed to new entrants	19
	Section 9: Mileage and transport allowances	23
	Section 10: Other fees, charges and allowances	24
	Section 11: Family planning fees and miscellaneous	26

## 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	40,190
Foundation Doctor Year 2	FY2	MF02	2	45,994
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	54,499
	CT2	MC52		
	CT3	MC53	4	67,325
	CT4	MC54	4	67,325
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	54,499
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03	4	67,325
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06	5	76,582
	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	54,499
	CT2	MC52		
	CT3	MC53	4	67,325
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	67,325
	ST2	MS12		
	ST3	MS13		
	ST4	MS14	5	76,582
	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	40,190
MT02	2	45,994
MT03	3	54,499
MT04	4	67,325
MT05	5	76,582

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	3,216
2	3,680
3	4,360
4	5,386
5	6,127

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

Frequency	Percentage	Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4	Nodal point 5
		Value (£)	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	6,029	6,900	8,175	10,099	11,488
<1 in 2 – 1 in 3	10%	4,019	4,600	5,450	6,733	7,659
<1 in 3 – 1 in 4	7.50%	3,015	3,450	4,088	5,050	5,744
<1 in 4 – 1 in 5	6%	2,412	2,760	3,270	4,040	4,595
<1 in 5 – 1 in 6	5%	2,010	2,300	2,725	3,367	3,830
<1 in 6 – 1 in 7	4%	1,608	1,840	2,180	2,693	3,064
<1 in 7 – 1 in 8	3%	1,206	1,380	1,635	2,020	2,298
<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	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only	11,508	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees	4,679	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees	3 year higher training programme	4,679
			4 year higher training programme	3,509
	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	5,614	
Academia	As per paragraphs 36-41 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	5,614	

**Table 2**

Length of training programme*	Full time annual value (£)
3 years	9,357
4 years	7,018
5 years	5,614
6 years	4,679
7 years	4,010
8 years	3,509

### **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](#)

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, will be eligible for transitional pay protection subject to the eligibility criteria set out in paragraph 1 of Schedule 15. (The Directorate of Healthcare Delivery and Training, as listed in that paragraph, is the relevant body for Defence Medical training programmes.)

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	35,309	Pay Point Min	Pay Point 1	Pay Point 1	OF1
			2	37,305	Pay Point 1	Pay Point 2	Pay Point 2	
			3	39,301	Pay Point 2	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	42,995	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 1)
			2	45,588	Pay Point 1	Pay Point 2	Pay Point 2	
			3	48,182	Pay Point 2	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	45,715	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non- accredited</i>
			2	48,309	Pay Point 1	Pay Point 2	Pay Point 2	
			3	51,931	Pay Point 2	Pay Point 3	Pay Point 3	
			4	54,121	Pay Point 3	Pay Point 4	Pay Point 4	
	CT2	MC52						
	CT3	MC53	5	56,763	Pay Point 4	Pay Point 5	Pay Point 5	
Specialty Registrar (StR) (Run Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	45,715	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
	ST2 / SpR2	MS02	2	48,309	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
			3	51,931	Pay Point 2	Pay Point 3	Pay Point 3	
	ST3 / SpR3	MS03	4	54,121	Pay Point 3	Pay Point 4	Pay Point 4	OF2 (level 4) Non-accredited
			5	56,763	Pay Point 4	Pay Point 5	Pay Point 5	
			6	59,406	Pay Point 5	Pay Point 6	Pay Point 6	
			7	62,049	Pay Point 6	Pay Point 7	Pay Point 7	
			8	64,690	Pay Point 7^	Pay Point 8	Pay Point 8	
			9	67,333	Pay Point 8^	Pay Point 9	Pay Point 9	
	10	69,976	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	113,565	YC72 Point 00	YC73 Point 00
	1	2 years	113,565	YC72 Point 01	YC73 Point 01
	2	1 year	113,565	YC72 Point 02	YC73 Point 02
2a	3	1 year	120,249	YC72 Point 03	YC73 Point 03
2b	4	4 years	123,672	YC72 Point 04	YC73 Point 04
	5	3 years	123,672	YC72 Point 05	YC73 Point 05
	6	2 years	123,672	YC72 Point 06	YC73 Point 06
	7	1 year	123,672	YC72 Point 07	YC73 Point 07
3	8	6 years	135,645	YC72 Point 08	YC73 Point 08
	9	5 years	135,645	YC72 Point 09	YC73 Point 09
	10	4 years	135,645	YC72 Point 10	YC73 Point 10
	11	3 years	135,645	YC72 Point 11	YC73 Point 11
	12	2 years	135,645	YC72 Point 12	YC73 Point 12
	13	1 year	135,645	YC72 Point 13	YC73 Point 13
4	14	-	150,569	YC72 Point 14	YC73 Point 14
	15	-	150,569	YC72 Point 15	YC73 Point 15
	16	-	150,569	YC72 Point 16	YC73 Point 16
	17	-	150,569	YC72 Point 17	YC73 Point 17
	18	-	150,569	YC72 Point 18	YC73 Point 18
	19	-	150,569	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](http://Gov.uk). National Clinical Impact Awards (CIAs), effective from 1 April 2022.

### National Clinical Impact Awards

Awarded by ACCIA	
Level	Value (£)
1	21,000
2	31,500
3	42,000

## Other supplementary payments

### Additional supplement for Directors of Public Health (Chief Officer Supplement) including those who are consultants in dental public health

#### Other supplementary payments

Supplement band	Minimum (£)	Maximum (£)	Exceptional Maximum (£)
Band A (Regional Director of Public Health)	19,380	28,133	0
Band B	7,504	15,025	19,380
Band C	6,274	12,504	15,025
Band D	5,002	10,001	12,504

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	1,810
Out of hours intensity Band 1 (low intensity)	1,363
Out of hours intensity Band 2 (medium intensity)	2,717
Out of hours intensity Band 3 (high intensity)	4,062

## 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	113,565	113,565	113,565	120,249	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569
YC52	2	113,565	113,565	120,249	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569
YC53	3	113,565	113,565	120,249	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC54	4	113,565	113,565	120,249	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC55	5	120,249	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC56	6	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC57	7-8	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC58	9	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC59	10	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC60	11	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC61	12	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC62	13	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC63	14	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC64	15	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC65	16	123,672	123,672	123,672	123,672	123,672	123,672	123,672	123,672	135,645	135,645	135,645	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC66	17	123,672	123,672	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC67	18	123,672	123,672	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC68	19	123,672	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC69	20	123,672	135,645	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC70	21-29	123,672	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569
YC71	30+	135,645	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569	150,569

\*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	63,696
MC75-02	1	63,696
MC75-03	2	63,696
MC75-04	3	73,383
MC75-05	4	73,383
MC75-06	5	73,383
MC75-07	6	81,804
MC75-08	7	81,804
MC75-09	8	81,804
<b>Threshold</b>		
MC75-10	9	90,548
MC75-11	10	90,548
MC75-12	11	90,548
MC75-13	12	102,689
MC75-14	13	102,689
MC75-15	14	102,689
MC75-16	15	102,689
MC75-17	16	102,689
MC75-18	17	102,689

## Annex A: Section 4: Specialist basic pay

### Specialist pay scale

Pay Scale Code	Years of Experience	Value (£)
MC70-01	0	104,401
MC70-02	1	104,401
MC70-03	2	104,401
MC70-04	3	108,484
MC70-05	4	108,484
MC70-06	5	108,484
MC70-07	6	115,341

## Annex A: Section 5: Salaried GP

### Salaried GP salary range

Range	Value (£)
Minimum	78,699
Maximum	118,759

### 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	117,904
GP01	KP02	Established course organiser or tutor	Standard scale point for VTS course organisers, GP tutors and primary care tutors	122,819
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	126,908
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	131,827
GP04	KP05		Established lead work and lead on new initiatives	135,917
GP05	KP06		Lead role on national organisations that enhance deanery performance	140,011
GP06	KP07	Deputy director	Leadership role, sharing some director duties, footprint extends beyond the deanery, and wider than education management	144,926

**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	54,502
	2	60,558
	3	69,641
	4	74,183
	5	78,725
	6	81,753
Band B - LD11	7	84,781
	8	87,809
	9	92,350
	10	94,621
	11	96,892
	12	99,163
Band C - LD21	13	101,434
	14	104,462
	15	107,490
	16	110,518
	17	113,545
	18	116,573

- 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 2026	2,843

## 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 2026	1,112

## 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

For dental educators on ESR, new dental educator pay codes will be created now that dental educator pay has diverged from that of GP educators, to allow the new rates to be applied. For details see the Summary, point 9.

Point	Grade	Description	Indicator	Value (£)
00	01	Preparatory or initial year for dental foundation training programme adviser, workforce development or transformation dental tutor (dentist)	Induction and probationary 12-month period	118,189
01	02	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	123,115
02	03		Advanced point for special responsibilities and lead roles in developing new initiatives	127,214
03	04	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	132,145
04	05	Associate postgraduate dental dean	Established lead work and lead on new initiatives	136,245
05	06		Lead role on national organisations that enhance deanery performance	140,349

## 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	1,221.57	122.16
Specialist MC71	2,002.22	200.23
Specialty Doctor MC47	1,260.25	126.03
Associate Specialist 2008 MC42 (CLOSED)	1,702.87	170.29
Associate Specialist MC03 (CLOSED)	1,473.01	133.91
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)	N/A	131.39
Hospital Practitioner MD02 (CLOSED)	N/A	150.51
Staff Grade MH02 (CLOSED)	1,247.10	124.71

## 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	35,309	37,305	39,301											
Foundation Doctor Year 2	MN15	42,995	45,588	48,182											
Specialty Registrar (Core training)	MN39	45,715	48,309	51,931	54,121	56,763	59,406								
Specialty Registrar (FT) (2)	MN35	45,715	48,309	51,931	54,121	56,763	59,406								
Specialty Registrar (full)	MN37	45,715	48,309	51,931	54,121	56,763	59,406	62,049	64,690**	67,333**	69,976**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	45,588	48,182	50,776	53,369	55,963	58,557							
Specialist Registrar	MN25/KA31/LF25	47,551	49,741	51,931	54,121	56,763	59,406	62,049	64,690**	67,333**	69,976**				
Consultant pre 2003	MC21/KC11LC01/LC10	88,733	95,082	101,433	107,782	115,023									
Associate Specialist pre 2008	MC01	56,466	62,278	68,089	73,899	79,711	85,522	93,196	99,847	102,608*	106,208*	109,809*	113,410*	117,011*	120,614*
Staff Grade	MH01	51,235	55,176	59,115	63,056	66,997	70,936	74,877	78,816						
			<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>
Staff Grade (2)	MH03/05	51,235	55,176	59,115	63,056	66,997	71,636	74,877	78,816	82,757*	86,698*	90,637*	94,580*		
SCMO	KB11	68,792	72,882	76,971	81,060	85,150	89,239	93,327	97,418						
CMO	KB01	49,149	51,723	54,297	56,872	59,446	62,020	64,595	67,171						
Hospital Practitioner	MD01-41	6,707	7,087	7,469	7,848	8,228	8,608	8,987							

\*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	35,309	37,305	39,301
F5	MT57	17,655	18,653	19,651
F6	MT57	21,185	22,383	23,581
F7	MT57	24,716	26,114	27,511
F8	MT57	28,247	29,844	31,441
F9	MT57	31,778	33,575	35,371

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

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	42,995	45,588	48,182
F5	MT58	21,498	22,794	24,091
F6	MT58	25,797	27,353	28,909
F7	MT58	30,097	31,912	33,727
F8	MT58	34,396	36,470	38,546
F9	MT58	38,696	41,029	43,364

### 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	45,715	48,309	51,931	54,121	56,763	59,406
F5	MT60	22,858	24,155	25,966	27,061	28,382	29,703
F6	MT60	27,429	28,985	31,159	32,473	34,058	35,644
F7	MT60	32,001	33,816	36,352	37,885	39,734	41,584
F8	MT60	36,572	38,647	41,545	43,297	45,410	47,525
F9	MT60	41,144	43,478	46,738	48,709	51,087	53,465

### 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	45,715	48,309	51,931	54,121	56,763	59,406	62,049	64,690**	67,333**	69,976**
F5	MT59	22,858	24,155	25,966	27,061	28,382	29,703	31,025	32,345	33,667	34,988
F6	MT59	27,429	28,985	31,159	32,473	34,058	35,644	37,229	38,814	40,400	41,986
F7	MT59	32,001	33,816	36,352	37,885	39,734	41,584	43,434	45,283	47,133	48,983
F8	MT59	36,572	38,647	41,545	43,297	45,410	47,525	49,639	51,752	53,866	55,981
F9	MT59	41,144	43,478	46,738	48,709	51,087	53,465	55,844	58,221	60,600	62,978

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

<b>Pay scale code</b>	<b>Scale value</b>	<b>Value (£)</b>	<b>Period before eligibility for next pay point</b>
MC46-01	Min	55,176	1 year
MC46-02	1	59,757	1 year
MC46-03	2	65,713	1 year
MC46-04	3	68,905	1 year
MC46-05	4	73,504	1 year
<b>Threshold 1</b>			
MC46-06	5	78,085	2 years
MC46-07		78,085	1 year
MC46-08	6	82,769	2 years
MC46-09		82,769	1 year
MC46-10	7	87,455	2 years
MC46-11		87,455	1 year
<b>Threshold 2</b>			
MC46-12	8	92,141	3 years
MC46-13		92,141	2 years
MC46-14		92,141	1 year
MC46-15	9	96,825	3 years
MC46-16		96,825	2 years
MC46-17		96,825	1 year
MC46-18	10	101,511	-

## 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	76,717	1 year
MC41-02	1	82,756	1 year
MC41-03	2	88,792	1 year
MC41-04	3	96,765	1 year
MC41-05	4	103,676	1 year
<b>Threshold 1</b>			
MC41-06	5	106,543	2 years
MC41-07		106,543	1 year
MC41-08	6	110,284	2 years
MC41-09		110,284	1 year
MC41-10	7	114,025	2 years
MC41-11		114,025	1 year
<b>Threshold 2</b>			
MC41-12	8	117,766	3 years
MC41-13		117,766	2 years
MC41-14		117,766	1 year
MC41-15	9	121,507	3 years
MC41-16		121,507	2 years
MC41-17		121,507	1 year
MC41-18	10	125,251	-

## 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 of 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	5.23
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	7,441.75
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	947
91.a	<b>Payment for provision of a casualty service</b>		
	Higher rate	Year	11,673
	Lower rate	Year	5,837
	12 hours per day Monday to Friday	Year	4,173
91.b	Payment for each notional half-day of clinical work per week	Year	6,640
91.b	Payment for one hour or less of clinical work per week	Year	1,768
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	3,535
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	38.14
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	6,851
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	61,659
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,825
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	3,650

### 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	118.99
	Intermediate Rate	Item of Service	59.50
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of Visits	356.99
145 / Sch 10	Combined fee for completion of form CMI	Item of Service	181.47
	For re-examination (provided previous form CMI available)	Item of Service	155.04
146	Lower rate	Item of Service	29.81
155	Exceptional consultation by a consultant		222.90
157	Exceptional consultation by a general practitioner		73.58
165 / Sch 11	<b>Fees for lectures to nurses, etc.</b>		
	Consultants	Lecture	86.34
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	Lecture	68.42
	Other grades	Lecture	50.28
166 / Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	109.37

## 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	263
12 to 17	526
18 to 23	789
24 to 29	1,052
30 to 35	1,315
36 to 41	1,578
42 to 47	1,841
48 to 53	2,104
54 to 59	2,367
60 to 65	2,630
66 to 71	2,893
72 or more	3,156

## 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	171.21	84.48
b. During the course of another procedure	115.74	55.99
<b>Fee per case of female sterilisation performed</b>		
a. As a separate procedure	231.47	113.05
b. During the course of another procedure	154.82	75.31
Fee for the reversal of male sterilisation	263.23	131.54
Fee for the reversal of female sterilisation	368.20	184.49
<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	115.74	84.48
b. During the course of another procedure	76.58	55.99
c. Where the removal of a misplaced device involves laparoscopy or laparotomy	368.20	184.49
Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	31.69
Radiological services provided in connection with NHS family planning cases	Case	31.69
Notional half-day special family planning session	Session	196.84

### Miscellaneous

Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Value (£)
Full Day	184.38
Half Day	92.19