

Pay and Conditions Circular (M&D) 2/2014

Pay award for Hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

Summary

This Pay & Conditions circular informs employers of the pay arrangements for staff covered by the national medical and dental terms and conditions of service, which apply between 1 April 2014 and 31 March 2015 only.

Action

1. Staff who, on 31 March 2014, are on the top pay point in their pay scale, will receive a non-consolidated payment equivalent to 1% of basic pay, payable in monthly instalments, with effect from 1 April 2014 and ending on 31 March 2015.
2. These payments are set out in Annex B, a copy of which is attached to this pay circular.
3. These non-consolidated payments are payable from the 1 April 2014 until they cease on 31 March 2015. They will not count for pensionable pay, nor any of the other allowances and additions to pay in the various national terms and conditions of service. They will not, for example, count in the calculation of London Weighting, banding payments, additional programmed activities or on call availability allowance.
4. These changes apply to staff on the following terms and conditions of service:
Terms and Conditions of Service Medical and Dental Staff (England) 2002
Terms and Conditions – Consultants (England) 2003
Terms and Conditions of Service – Specialty Doctor (England) April 2008
Terms and Conditions of Service – Associate Specialist (England) April 2008
Salaried Primary Dental Care Services (England) Terms and Conditions of Service January 2008
5. The values of all basic pay points and allowances in Annex A remain unchanged from 2013.

Salaried Dentists

6. Employers should see Annex B point 3 and 4 for further information on Extended Competency points and service complexity.

Pay and Conditions Circular (M&D) 2/2014

Pay award for Hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

Salaried GPs

7. The minimum and the maximum of the pay range for salaried GPs employed by Primary Care Organisations (PCOs) are increased by 1% to £54,863 and £82,789 respectively.

GP Registrars

8. The GP Registrar (GPR) supplement for doctors in hospital training grades entering a GPR Vocational Training Scheme (VTS) practice placement is unchanged at 45 percent of basic pay for contracts made after 31 March 2014.

The supplement for contracts made earlier remain as follows:

- 45 percent for contracts made from 1 April 2009 until notified otherwise
 - 50 percent for contracts made between 1 April 2008 and 31 March 2009;
 - 55 percent for contracts made between 1 April 2007 and 31 March 2008;
 - 65 percent for contracts made before 1 April 2007
9. A Direction amending the *Direction to Health Education England (GP Registrars) 2014* will be issued. The allowances that will be payable to GP Registrars employed by GP practices are given in section 12 in Annex A of the pay circular. These are taken from the Direction and are provided for information only.

Associate Specialists on the pre-2008 contract

10. Employers should see Annex B point 1 for further information on Discretionary points for doctors employed on the pre-2008 Associate Specialist contract.

Staff Grades (pre-2008 contract)

11. Employers should see Annex B point 2 for further information on Optional points for doctors employed on the pre-2008 Staff Grade contract.

Effect of this amendment

12. Details of the changes made effective by this circular are in Annex B.

Pay and Conditions Circular (M&D) 2/2014

Pay award for Hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

Enquiries

13. Employees must direct personal enquiries to their employer.
14. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org
15. Copies of this circular can be downloaded from: www.nhsemployers.org
16. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances for staff on Agenda for Change contracts rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 1995 may be obtained from the Department of Health website.



Bill McMillan

Head of Medical Pay and Workforce

NHS Employers

Annex A: Section 1: Basic rates of pay per annum, effective from 1 April 2014

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

Grade	Pay Scale Code	Basic salary (£)													
		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	MC21¹/KC11¹/LC01¹/LC10¹	62,477	66,948	71,419	75,890	80,988									
Associate Specialist	MC01¹	38,071	42,103	46,135	50,167	54,199	58,231	63,556	68,171	70,086 ²	72,584 ²	75,083 ²	77,581 ²	80,079 ²	82,580 ²
Staff Grade Practitioner	MH01¹	34,441	37,175	39,909	42,643	45,377	48,111	50,845	53,578						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05	MH05	MH05
Staff Grade Practitioner	MH03/5³	34,441	37,175	39,909	42,643	45,377	48,596	50,845 ⁴	53,578 ⁴	56,313 ⁴	59,047 ⁴	61,780 ⁴	64,516 ⁴		
SCMO	KB11¹	46,623	49,461	52,298	55,135	57,973	60,810	63,647	66,485						
CMO	KB01¹	32,994	34,780	36,566	38,352	40,138	41,925	43,711	45,498						

Specialty Registrar (full)	MN37	30,002	31,838	34,402	35,952	37,822	39,693	41,564	43,434 ⁵	45,304 ⁵	47,175 ⁵
Specialty Registrar (Core training)	MN39	30,002	31,838	34,402	35,952	37,822	39,693				
Specialty Registrar (Fixed term)	MN35	30,002	31,838	34,402	35,952	37,822	39,693				
Specialist Registrar	MN25¹/KA31¹/LF25¹	31,301	32,852	34,402	35,952	37,822	39,693	41,564	43,434 ⁵	45,304 ⁵	47,175 ⁵
Dental Trainees in Hospital posts (DTHP)	MN21²¹/KA01²¹/LF21²¹	28,076	29,912	31,748	33,584	35,420	37,256 ⁵	39,092 ⁵			
Hospital practitioners/sess	MD01-41¹	4,553	4,816	5,081	5,344	5,608	5,871	6,135			
Foundation House Officer 2	MN15	28,076	29,912	31,748							
Foundation House Officer 1	MN13	22,636	24,049	25,461							

(NB: Endnotes appear on page 25)

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2014

Annex A

Pay progression for consultants appointed before 31 October 2003

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2012/13 Rates)	Pay Scale
30 +	On transfer to new contract		£90,263	YC71**
	1 year after transfer	7	£95,860	
	2 years after transfer	8	£101,451	
21-29	On transfer to new contract		£84,667	YC70**
	1 year after transfer	6	£90,263	
	2 years after transfer	7	£95,860	
	3 years after transfer	8	£101,451	
	On transfer to new contract		£84,667	YC69**
	1 year after transfer	6	£90,263	
3 years after transfer	7	£95,860		
4 years after transfer	8	£101,451		
19	On transfer to new contract		£84,667	YC68**
	1 year after transfer	6	£90,263	
	3 years after transfer	7	£95,860	
	5 years after transfer	8	£101,451	
18	On transfer to new contract		£84,667	YC67**
	2 years after transfer	6	£90,263	
	3 years after transfer	7	£95,860	
	5 years after transfer	8	£101,451	
17	On transfer to new contract		£84,667	YC66**
	2 years after transfer	6	£90,263	
	4 years after transfer	7	£95,860	
	6 years after transfer	8	£101,451	
16	On transfer to new contract		£84,667	YC65**
	3 years after transfer	6	£90,263	
	4 years after transfer	7	£95,860	
	7 years after transfer	8	£101,451	
	On transfer to new contract		£84,667	YC64**
	3 years after transfer	6	£90,263	
4 years after transfer	7	£95,860		
8 years after transfer	8	£101,451		
14	On transfer to new contract		£84,667	YC63**
	3 years after transfer	6	£90,263	
	5 years after transfer	7	£95,860	
	9 years after transfer	8	£101,451	
13	On transfer to new contract		£84,667	YC62**
	3 years after transfer	6	£90,263	
	5 years after transfer	7	£95,860	
	10 years after transfer	8	£101,451	
12	On transfer to new contract		£84,667	YC61**
	3 years after transfer	6	£90,263	
	6 years after transfer	7	£95,860	
	11 years after transfer	8	£101,451	
11	On transfer to new contract		£84,667	YC60**
	4 years after transfer	6	£90,263	
	7 years after transfer	7	£95,860	
	12 years after transfer	8	£101,451	
10	On transfer to new contract		£84,667	YC59**
	4 years after transfer	6	£90,263	
	8 years after transfer	7	£95,860	
	13 years after transfer	8	£101,451	

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2014

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2012/13 Rates)	Pay Scale
9	On transfer to new contract		£84,667	YC58**
	4 years after transfer	6	£90,263	
	9 years after transfer	7	£95,860	
	14 years after transfer	8	£101,451	
8	On transfer to new contract		£84,667	YC57**
	5 years after transfer	6	£90,263	
	10 years after transfer	7	£95,860	
	15 years after transfer	8	£101,451	
7	On transfer to new contract		£84,667	YC57**
	5 years after transfer	6	£90,263	
	10 years after transfer	7	£95,860	
	15 years after transfer	8	£101,451	
6	On transfer to new contract		£83,492	YC56**
	1 year after transfer	5	£84,667	
	5 years after transfer	6	£90,263	
	10 years after transfer	7	£95,860	
	15 years after transfer	8	£101,451	
5	On transfer to new contract		£82,318	YC55**
	1 year after transfer	*	£83,492	
	2 years after transfer	5	£84,667	
	6 years after transfer	6	£90,263	
	11 years after transfer	7	£95,860	
4	On transfer to new contract		£77,017	YC54**
	1 year after transfer	3	£79,961	
	2 years after transfer	4	£82,318	
	3 years after transfer	5	£84,667	
	6 years after transfer	6	£90,263	
	11 years after transfer	7	£95,860	
3	On transfer to new contract		£76,424	YC53**
	1 year after transfer	*	£78,780	
	2 years after transfer	4	£82,318	
	3 years after transfer	5	£84,667	
	7 years after transfer	6	£90,263	
	12 years after transfer	7	£95,860	
2	On transfer to new contract		£75,836	YC52**
	1 year after transfer	2	£77,605	
	2 years after transfer	4	£82,318	
	3 years after transfer	5	£84,667	
	8 years after transfer	6	£90,263	
	13 years after transfer	7	£95,860	
1	On transfer to new contract		£75,249	YC51**
	1 year after transfer	*	£76,424	
	2 years after transfer	3	£79,961	
	3 years after transfer	4	£82,318	
	4 years after transfer	5	£84,667	
	9 years after transfer	6	£90,263	
	14 years after transfer	7	£95,860	
19 years after transfer	8	£101,451		

* 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 include YC, YM, YK and YL

Annex A: Section 2
Consultant pay and allowances effective from 1 April 2014

Annex B

Pay progression for consultants appointed on or after 31st October 2003

Threshold	Years completed as a consultant	Basic salary	Period before eligibility for next threshold	Payroll point	
				Substantive	Locum
1	0	£75,249	1 year	YC72* Point 00	YC73** Point 00
2	1	£77,605	1 year	YC72* Point 01	YC73** Point 01
3	2	£79,961	1 year	YC72* Point 02	YC73** Point 02
4	3	£82,318	1 year	YC72* Point 03	YC73** Point 03
5	4	£84,667	5 years	YC72* Point 04	YC73** Point 04
	5	£84,667	4 years	YC72* Point 05	YC73** Point 05
	6	£84,667	3 years	YC72* Point 06	YC73** Point 06
	7	£84,667	2 years	YC72* Point 07	YC73** Point 07
	8	£84,667	1 year	YC72* Point 08	YC73** Point 08
6	9	£90,263	5 years	YC72* Point 09	YC73** Point 09
	10	£90,263	4 years	YC72* Point 10	YC73** Point 10
	11	£90,263	3 years	YC72* Point 11	YC73** Point 11
	12	£90,263	2 years	YC72* Point 12	YC73** Point 12
	13	£90,263	1 year	YC72* Point 13	YC73** Point 13
7	14	£95,860	5 years	YC72* Point 14	YC73** Point 14
	15	£95,860	4 years	YC72* Point 15	YC73** Point 15
	16	£95,860	3 years	YC72* Point 16	YC73** Point 16
	17	£95,860	2 years	YC72* Point 17	YC73** Point 17
	18	£95,860	1 year	YC72* Point 18	YC73** Point 18
8	19	£101,451	-	YC72* Point 19	YC73** Point 19

* Applicable ESR pay codes for this group of staff include YC72, YM72, YK72, and YL72

** Applicable ESR pay codes for this group of staff include YC73, YM73, YK73 and YL73

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2014

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

Table 2: Value of supplement (either contract)⁶

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£13,646	£19,808	
Band B	£5,284	£10,579	£13,646
Band C	£4,418	£8,804	£10,579
Band D	£3,522	£7,042	£8,804

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary).

Table 3: Total salary for DPH's on old contract (with additional supplement included)⁶

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	KE31 ¹	£94,634	£100,796	
Band B	KE21 ¹	£86,272	£91,567	£94,634
Band C	KE11 ¹	£85,406	£89,792	£91,567
Band D	KE01 ¹	£84,510	£88,030	£89,792

(NB: Table 3 shows the value of the Director of Public Health supplement added to the maximum of the old consultant salary scale. **These total values are not to be used for consultants on the 2003 consultant contract**).

Table 4: Clinical Excellence Awards for Consultants (either contract)⁷

Awarded by Local Committees			
Level 1	£2,957		
Level 2	£5,914		
Level 3	£8,871		
Level 4	£11,828		
Level 5	£14,785		
Level 6	£17,742		
Level 7	£23,656		
Level 8	£29,570	Awarded by ACCEA	
Level 9	£35,484	Level 9 (Bronze)	£35,484
		Level 10 (Silver)	£46,644
		Level 11 (Gold)	£58,305
		Level 12 (Platinum)	£75,796

Table 5: Discretionary Points for Consultants (either contract)

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,204	£6,408	£9,612	£12,816	£16,020	£19,224	£22,428	£25,632

Annex A: Section 2
Consultant pay and allowances effective from 1 April 2014

Table 6: Distinction Awards for Consultants (either contract)

Level of Award	
A+ awards	£75,889
A awards	£55,924
B awards	£31,959

Table 7: Intensity Supplements for Consultants (old contract only)

Banding	
Daytime Intensity Supplement (paid yearly)	£1,274
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£960
Band 2 (medium intensity)	£1,913
Band 3 (high intensity)	£2,860

Annex A: Section 3
Specialty Doctor & Associate Specialist (2008) Pay Scales effective from 1 April 2014

		Basic Salary			
Scale Value*	Specialty Doctor (MC46)	Associate Specialist (2008) (MC41)	Period before eligibility for next pay point	Payroll Code and Grade Step	
Min	£37,176	£52,122	1 year	MC46-01 / MC41-01	
1	£40,354	£56,312	1 year	MC46-02 / MC41-02	
2	£44,487	£60,500	1 year	MC46-03 / MC41-03	
3	£46,701	£66,032	1 year	MC46-04 / MC41-04	
4	£49,892	£70,827	1 year	MC46-05 / MC41-05	
Threshold 1	5	£53,071	£72,816	2 years	MC46-06 / MC41-06
		£53,071	£72,816	1 year	MC46-07 / MC41-07
	6	£56,321	£75,412	2 years	MC46-08 / MC41-08
	£56,321	£75,412	1 year	MC46-09 / MC41-09	
Threshold 2	7	£59,572	£78,008	2 years	MC46-10 / MC41-10
		£59,572	£78,008	1 year	MC46-11 / MC41-11
	8	£62,823	£80,603	3 years	MC46-12 / MC41-12
		£62,823	£80,603	2 years	MC46-13 / MC41-13
		£62,823	£80,603	1 year	MC46-14 / MC41-14
	9	£66,074	£83,199	3 years	MC46-15 / MC41-15
		£66,074	£83,199	2 years	MC46-16 / MC41-16
	£66,074	£83,199	1 year	MC46-17 / MC41-17	
10	£69,325	£85,797		MC46-18 / MC41-18	

* New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Associate Specialist (England) (2008) and Terms and Conditions – Specialty Doctor (England)

Annex A: Section 4
Public health pay and allowances effective 1 April 2014

Protected salary scale (Para 25a – e)

Table 1: Emergency rota allowance (CMO/SCMO)

Number of Duties	Rate per half year (£)
4 to 11	£183
12 to 17	£366
18 to 23	£549
24 to 29	£732
30 to 35	£915
36 to 41	£1,098
42 to 47	£1,281
48 to 53	£1,464
54 to 59	£1,647
60 to 65	£1,830
66 to 71	£2,013
72 or more	£2,196

Annex A: Section 5
Doctors and dentists in training effective 1 April 2014

Table 1: Total Salaries for Full-Time Training Posts from 1 April 2014 ⁸

Grade	Point	Basic salary	Band					
			No ND Band	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	£22,636	£23,768	£27,164	£31,691	£33,954	£40,745	£45,272
	1	£24,049	£25,252	£28,859	£33,669	£36,074	£43,289	£48,098
	2	£25,461	£26,735	£30,554	£35,646	£38,192	£45,830	£50,922
FHO2	Min	£28,076	£28,076	£33,692	£39,307	£42,114	£50,537	£56,152
	1	£29,912	£29,912	£35,895	£41,877	£44,868	£53,842	£59,824
	2	£31,748	£31,748	£38,098	£44,448	£47,622	£57,147	£63,496
DTHP	Min	£28,076	£28,076	£33,692	£39,307	£42,114	£50,537	£56,152
	1	£29,912	£29,912	£35,895	£41,877	£44,868	£53,842	£59,824
	2	£31,748	£31,748	£38,098	£44,448	£47,622	£57,147	£63,496
	3	£33,584	£33,584	£40,301	£47,018	£50,376	£60,452	£67,168
	4	£35,420	£35,420	£42,504	£49,588	£53,130	£63,756	£70,840
	5	£37,256	£37,256	£44,708	£52,159	£55,884	£67,061	£74,512
SpR	6	£39,092	£39,092	£46,911	£54,729	£58,638	£70,366	£78,184
	Min	£31,301	£31,301	£37,562	£43,822	£46,952	£56,342	£62,602
	1	£32,852	£32,852	£39,423	£45,993	£49,278	£59,134	£65,704
	2	£34,402	£34,402	£41,283	£48,163	£51,603	£61,924	£68,804
	3	£35,952	£35,952	£43,143	£50,333	£53,928	£64,714	£71,904
	4	£37,822	£37,822	£45,387	£52,951	£56,733	£68,080	£75,644
	5	£39,693	£39,693	£47,632	£55,571	£59,540	£71,448	£79,386
	6	£41,564	£41,564	£49,877	£58,190	£62,346	£74,816	£83,128
	7	£43,434	£43,434	£52,121	£60,808	£65,151	£78,182	£86,868
StR	8	£45,304	£45,304	£54,365	£63,426	£67,956	£81,548	£90,608
	9	£47,175	£47,175	£56,610	£66,045	£70,763	£84,915	£94,350
	Min	£30,002	£30,002	£36,003	£42,003	£45,003	£54,004	£60,004
	1	£31,838	£31,838	£38,206	£44,574	£47,757	£57,309	£63,676
	2	£34,402	£34,402	£41,283	£48,163	£51,603	£61,924	£68,804
	3	£35,952	£35,952	£43,143	£50,333	£53,928	£64,714	£71,904
	4	£37,822	£37,822	£45,387	£52,951	£56,733	£68,080	£75,644
	5	£39,693	£39,693	£47,632	£55,571	£59,540	£71,448	£79,386
	6	£41,564	£41,564	£49,877	£58,190	£62,346	£74,816	£83,128
StR (FT) and (ST)	7	£43,434	£43,434	£52,121	£60,808	£65,151	£78,182	£86,868
	8	£45,304	£45,304	£54,365	£63,426	£67,956	£81,548	£90,608
	9	£47,175	£47,175	£56,610	£66,045	£70,763	£84,915	£94,350
	Min	£30,002	£30,002	£36,003	£42,003	£45,003	£54,004	£60,004
	1	£31,838	£31,838	£38,206	£44,574	£47,757	£57,309	£63,676
2	£34,402	£34,402	£41,283	£48,163	£51,603	£61,924	£68,804	
3	£35,952	£35,952	£43,143	£50,333	£53,928	£64,714	£71,904	
4	£37,822	£37,822	£45,387	£52,951	£56,733	£68,080	£75,644	
5	£39,693	£39,693	£47,632	£55,571	£59,540	£71,448	£79,386	

Annex A: Section 5
Doctors and dentists in training effective 1 April 2014

Table 1a: Basic Salaries and Supplements for Full-Time Training Posts from 1 April 2014

Grade	Point	Basic salary	Supplement					
			No ND Band	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	£22,636	£1,132	£4,528	£9,055	£11,318	£18,109	£22,636
	1	£24,049	£1,203	£4,810	£9,620	£12,025	£19,240	£24,049
	2	£25,461	£1,274	£5,093	£10,185	£12,731	£20,369	£25,461
FHO2	Min	£28,076	£0	£5,616	£11,231	£14,038	£22,461	£28,076
	1	£29,912	£0	£5,983	£11,965	£14,956	£23,930	£29,912
	2	£31,748	£0	£6,350	£12,700	£15,874	£25,399	£31,748
DTHP	Min	£28,076	£0	£5,616	£11,231	£14,038	£22,461	£28,076
	1	£29,912	£0	£5,983	£11,965	£14,956	£23,930	£29,912
	2	£31,748	£0	£6,350	£12,700	£15,874	£25,399	£31,748
	3	£33,584	£0	£6,717	£13,434	£16,792	£26,868	£33,584
	4	£35,420	£0	£7,084	£14,168	£17,710	£28,336	£35,420
	5	£37,256	£0	£7,452	£14,903	£18,628	£29,805	£37,256
SpR	Min	£31,301	£0	£6,261	£12,521	£15,651	£25,041	£31,301
	1	£32,852	£0	£6,571	£13,141	£16,426	£26,282	£32,852
	2	£34,402	£0	£6,881	£13,761	£17,201	£27,522	£34,402
	3	£35,952	£0	£7,191	£14,381	£17,976	£28,762	£35,952
	4	£37,822	£0	£7,565	£15,129	£18,911	£30,258	£37,822
	5	£39,693	£0	£7,939	£15,878	£19,847	£31,755	£39,693
	6	£41,564	£0	£8,313	£16,626	£20,782	£33,252	£41,564
	7	£43,434	£0	£8,687	£17,374	£21,717	£34,748	£43,434
	8	£45,304	£0	£9,061	£18,122	£22,652	£36,244	£45,304
StR	Min	£30,002	£0	£6,001	£12,001	£15,001	£24,002	£30,002
	1	£31,838	£0	£6,368	£12,736	£15,919	£25,471	£31,838
	2	£34,402	£0	£6,881	£13,761	£17,201	£27,522	£34,402
	3	£35,952	£0	£7,191	£14,381	£17,976	£28,762	£35,952
	4	£37,822	£0	£7,565	£15,129	£18,911	£30,258	£37,822
	5	£39,693	£0	£7,939	£15,878	£19,847	£31,755	£39,693
	6	£41,564	£0	£8,313	£16,626	£20,782	£33,252	£41,564
	7	£43,434	£0	£8,687	£17,374	£21,717	£34,748	£43,434
	8	£45,304	£0	£9,061	£18,122	£22,652	£36,244	£45,304
StR (FT) and (ST)	Min	£30,002	£0	£6,001	£12,001	£15,001	£24,002	£30,002
	1	£31,838	£0	£6,368	£12,736	£15,919	£25,471	£31,838
	2	£34,402	£0	£6,881	£13,761	£17,201	£27,522	£34,402
	3	£35,952	£0	£7,191	£14,381	£17,976	£28,762	£35,952
	4	£37,822	£0	£7,565	£15,129	£18,911	£30,258	£37,822
5	£39,693	£0	£7,939	£15,878	£19,847	£31,755	£39,693	

Annex A: Section 5
Doctors and dentists in training effective 1 April 2014

Table 2: Banding supplements and total salaries for trainees working less than 40 hours per week.⁹ (Pre-June 2005 Pay Arrangements)

Grade	Point	Basic salary	Banding supplement		Total Salary	
			FB 5%	FA 25%	FB 5%	FA 25%
SpR MT55	Min	£31,301	£1,566	£7,826	£32,867	£39,127
	1	£32,852	£1,643	£8,213	£34,495	£41,065
	2	£34,402	£1,721	£8,601	£36,123	£43,003
	3	£35,952	£1,798	£8,988	£37,750	£44,940
	4	£37,822	£1,892	£9,456	£39,714	£47,278
	5	£39,693	£1,985	£9,924	£41,678	£49,617
	6	£41,564	£2,079	£10,391	£43,643	£51,955
	7	£43,434	£2,172	£10,859	£45,606	£54,293
	8	£45,304	£2,266	£11,326	£47,570	£56,630
9	£47,175	£2,359	£11,794	£49,534	£58,969	

Annex A: Section 5
Doctors and dentists in training – Less Than Full Time (LTFT) Trainees
Post June 2005 pay arrangements¹⁰

Basic salary

FHO1 - MT57				FHO2 - MT58			Dental Trainees in Hospital posts - MT53						
Basic Salary				Basic Salary			Basic Salary						
Point	0	1	2	0	1	2	0	1	2	3	4	5	6
F5	11,318	12,025	12,731	14,038	14,956	15,874	14,038	14,956	15,874	16,792	17,710	18,628	19,546
F6	13,582	14,430	15,277	16,846	17,948	19,049	16,846	17,948	19,049	20,151	21,252	22,354	23,456
F7	15,846	16,835	17,823	19,654	20,939	22,224	19,654	20,939	22,224	23,509	24,794	26,080	27,365
F8	18,109	19,240	20,369	22,461	23,930	25,399	22,461	23,930	25,399	26,868	28,336	29,805	31,274
F9	20,373	21,645	22,915	25,269	26,921	28,574	25,269	26,921	28,574	30,226	31,878	33,531	35,183

Supplement payable in addition to basic salary

FHO1 - MT57				FHO2 - MT58			Dental Trainees in Hospital posts - MT53						
No New Deal Band - DDRB 2010 5% F1 supplement payable													
Point	0	1	2	0	1	2	0	1	2	3	4	5	6
F5	566	602	637	0	0	0	0	0	0	0	0	0	0
F6	680	722	764	0	0	0	0	0	0	0	0	0	0
F7	793	842	892	0	0	0	0	0	0	0	0	0	0
F8	906	962	1,019	0	0	0	0	0	0	0	0	0	0
F9	1,019	1,083	1,146	0	0	0	0	0	0	0	0	0	0
FC (20%) New Deal supplement payable													
0	1	2	0	1	2	0	1	2	3	4	5	6	
F5	2,264	2,405	2,547	2,808	2,992	3,175	2,808	2,992	3,175	3,359	3,542	3,726	3,910
F6	2,717	2,886	3,056	3,370	3,590	3,810	3,370	3,590	3,810	4,031	4,251	4,471	4,692
F7	3,170	3,367	3,565	3,931	4,188	4,445	3,931	4,188	4,445	4,702	4,959	5,216	5,473
F8	3,622	3,848	4,074	4,493	4,786	5,080	4,493	4,786	5,080	5,374	5,668	5,961	6,255
F9	4,075	4,329	4,583	5,054	5,385	5,715	5,054	5,385	5,715	6,046	6,376	6,707	7,037
FB (40%) New Deal supplement payable													
0	1	2	0	1	2	0	1	2	3	4	5	6	
F5	4,528	4,810	5,093	5,616	5,983	6,350	5,616	5,983	6,350	6,717	7,084	7,452	7,819
F6	5,433	5,772	6,111	6,739	7,180	7,620	6,739	7,180	7,620	8,061	8,501	8,942	9,383
F7	6,339	6,734	7,130	7,862	8,376	8,890	7,862	8,376	8,890	9,404	9,918	10,432	10,946
F8	7,244	7,696	8,148	8,985	9,572	10,160	8,985	9,572	10,160	10,748	11,335	11,922	12,510
F9	8,150	8,658	9,166	10,108	10,769	11,430	10,108	10,769	11,430	12,091	12,752	13,413	14,074
FA (50%) New Deal supplement payable													
0	1	2	0	1	2	0	1	2	3	4	5	6	
F5	5,659	6,013	6,366	7,019	7,478	7,937	7,019	7,478	7,937	8,396	8,855	9,314	9,773
F6	6,791	7,215	7,639	8,423	8,974	9,525	8,423	8,974	9,525	10,076	10,626	11,177	11,728
F7	7,923	8,418	8,912	9,827	10,470	11,112	9,827	10,470	11,112	11,755	12,397	13,040	13,683
F8	9,055	9,620	10,185	11,231	11,965	12,700	11,231	11,965	12,700	13,434	14,168	14,903	15,637
F9	10,187	10,823	11,458	12,635	13,461	14,287	12,635	13,461	14,287	15,113	15,939	16,766	17,592

Annex A: Section 5
 Doctors and dentists in training – Less Than Full Time (LTFT) Trainees
 Post June 2005 pay arrangements¹⁰

Basic Salary

SpR - MT55 Basic salary		
Point	0	1
F5	15,651	16,426
F6	18,781	19,712
F7	21,911	22,997
F8	25,041	26,282
F9	28,171	29,567

StR - MT59 Basic salary		
0	1	
15,001	15,919	
18,002	19,103	
21,002	22,287	
24,002	25,471	
27,002	28,655	

StR & SpR Basic salary									
2	3	4	5	6	7	8	9		
17,201	17,976	18,911	19,847	20,782	21,717	22,652	23,588		
20,642	21,572	22,694	23,816	24,939	26,061	27,183	28,305		
24,082	25,167	26,476	27,786	29,095	30,404	31,713	33,023		
27,522	28,762	30,258	31,755	33,252	34,748	36,244	37,740		
30,962	32,357	34,040	35,724	37,408	39,091	40,774	42,458		

StR & SpR (Fixed Term)/(Core Training) Basic salary						
0	1	2	3	4	5	Point
15,001	15,919	17,201	17,976	18,911	19,847	F5
18,002	19,103	20,642	21,572	22,694	23,816	F6
21,002	22,287	24,082	25,167	26,476	27,786	F7
24,002	25,471	27,522	28,762	30,258	31,755	F8
27,002	28,655	30,962	32,357	34,040	35,724	F9

Supplement payable in addition to basic salary

SpR - MT55		
	0	1
F5	3,131	3,286
F6	3,757	3,943
F7	4,383	4,600
F8	5,009	5,257
F9	5,635	5,914

StR - MT59		
0	1	
3,001	3,184	
3,601	3,821	
4,201	4,458	
4,801	5,095	
5,401	5,731	

StR & SpR FC (20%) New Deal supplement payable									
2	3	4	5	6	7	8	9		
3,441	3,596	3,783	3,970	4,157	4,344	4,531	4,718		
4,129	4,315	4,539	4,764	4,988	5,213	5,437	5,661		
4,817	5,034	5,296	5,558	5,819	6,081	6,343	6,605		
5,505	5,753	6,052	6,351	6,651	6,950	7,249	7,548		
6,193	6,472	6,808	7,145	7,482	7,819	8,155	8,492		

StR & SpR (Fixed Term)/(Core Training)						
0	1	2	3	4	5	
3,001	3,184	3,441	3,596	3,783	3,970	F5
3,601	3,821	4,129	4,315	4,539	4,764	F6
4,201	4,458	4,817	5,034	5,296	5,558	F7
4,801	5,095	5,505	5,753	6,052	6,351	F8
5,401	5,731	6,193	6,472	6,808	7,145	F9

SpR - MT55		
	0	1
F5	6,261	6,571
F6	7,513	7,885
F7	8,765	9,199
F8	10,017	10,513
F9	11,269	11,827

StR - MT59		
0	1	
6,001	6,368	
7,201	7,642	
8,401	8,915	
9,601	10,189	
10,801	11,462	

StR & SpR FB (40%) New Deal supplement payable									
2	3	4	5	6	7	8	9		
6,881	7,191	7,565	7,939	8,313	8,687	9,061	9,436		
8,257	8,629	9,078	9,527	9,976	10,425	10,874	11,322		
9,633	10,067	10,591	11,115	11,638	12,162	12,686	13,210		
11,009	11,505	12,104	12,702	13,301	13,900	14,498	15,096		
12,385	12,943	13,616	14,290	14,964	15,637	16,310	16,984		

StR & SpR (Fixed Term)/(Core Training)						
0	1	2	3	4	5	
6,001	6,368	6,881	7,191	7,565	7,939	F5
7,201	7,642	8,257	8,629	9,078	9,527	F6
8,401	8,915	9,633	10,067	10,591	11,115	F7
9,601	10,189	11,009	11,505	12,104	12,702	F8
10,801	11,462	12,385	12,943	13,616	14,290	F9

SpR - MT55		
	0	1
F5	7,826	8,213
F6	9,391	9,856
F7	10,956	11,499
F8	12,521	13,141
F9	14,086	14,784

StR - MT59		
0	1	
7,501	7,960	
9,001	9,552	
10,501	11,144	
12,001	12,736	
13,501	14,328	

StR & SpR FA (50%) New Deal supplement payable									
2	3	4	5	6	7	8	9		
8,601	8,988	9,456	9,924	10,391	10,859	11,326	11,794		
10,321	10,786	11,347	11,908	12,470	13,031	13,592	14,153		
12,041	12,584	13,238	13,893	14,548	15,202	15,857	16,512		
13,761	14,381	15,129	15,878	16,626	17,374	18,122	18,870		
15,481	16,179	17,020	17,862	18,704	19,546	20,387	21,229		

StR & SpR (Fixed Term)/(Core Training)						
0	1	2	3	4	5	
7,501	7,960	8,601	8,988	9,456	9,924	F5
9,001	9,552	10,321	10,786	11,347	11,908	F6
10,501	11,144	12,041	12,584	13,238	13,893	F7
12,001	12,736	13,761	14,381	15,129	15,878	F8
13,501	14,328	15,481	16,179	17,020	17,862	F9

Annex A: Section 6
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

Para ¹¹ / Sched ¹²	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.67	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£5,214.06	
			Non-resident staff	Resident staff
55 to 57 / Sch 16	London Weighting:		(£)	(£)
	London Zone from 1 April 2005	year	£2,162	£602
	Extra-territorially managed Units from 1 July 1979	"	£527	£147
	Fringe Zone 1 July 1981	"	£149	£38
88	Staff Fund			
	Payment for each eligible bed	year	£664	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£8,179	
	Lower rate	year	£4,090	
	12 hrs per day Mon-Fri	year	£2,924	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,652	
91.b	Payment for one hour or less of clinical work per week	year	£1,239	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,478	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£26.72	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,652	
"	Maximum annual payment (i.e. for 9 sessions)	year	£41,868	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,239	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,478	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£25.20	
"	Maximum payment per session (i.e. three times hourly rate)	session	£75.60	

Annex A: Section 6
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

ANNEX A: SECTION 6 OTHER FEES, CHARGES AND ALLOWANCES

Para ¹¹ / Sched ¹²	Nature of fee	Charge or Allowance	
		Payable for each	Rate (£)
141 & 142 / Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	item of service	£83.37
	Intermediate Rate	"	£41.69
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£250.11
145 / Sch 10	Combined fee for completion of form CVI	item of service	£127.13
	For re-examination (provided previous form CVI available)	"	£108.62
146	Lower rate	items of service	£20.87
155	Exceptional consultation by a consultant		£156.16
157	Exceptional consultation by a general practitioner		£51.54
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£60.48
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£47.93
	Other grades	"	£35.21
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£76.62

Annex A: Section 7 Transport fees and allowances

Mileage Allowance¹³

1 Public transport rate: 24p per mile.

2 Regular user rates:

Motor cars with three or four wheels: ¹⁴

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Lump sum	(£)	508	626	760	760
Up to 9,000 miles	(p)	29.7	36.9	44	44
9,001 - 15,000 miles	(p)	17.8	20.1	22.6	22.6
Thereafter	(p)	17.8	20.1	22.6	22.6

3 Standard rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(p)	37.4	47.3	58.3	58.3
3,501 - 9,000 miles	(p)	23.0	28.2	33.5	41.0
9,001 - 15,000 miles	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4 Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	17.8	27.8		
Over 5,000 miles	(p)	6.7	9.9		

5 Passenger allowance:

Each passenger: 5p per mile

6 Pedal cycles: For local agreement, subject to a minimum of 10p per mile

Crown Cars: Private Use¹⁶

A The current rates of:

£

Road Fund Licence	e.g.	155
Insurance for Private Use ¹⁷ (National call-off contract)	e.g.	88
Including cover for private use:	e.g.	128
Handling charge		95

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 8 Locum tenens appointments

Consultant		
Locum consultants should be employed on the 2003 contract. Basic salary for individual locum consultants should be determined using Schedule 22 of the Terms and Conditions ¹⁸ , and the consultant placed on the appropriate point of the YM73 scale of annual salaries set out on page 7 of this circular.		
	Rate (£) : Per Week	Rate (£)/notional half day
Specialty Doctor - MC47	£853.20	£85.32
Associate Specialist (2008) - MC42	£1,160.30	£116.03
Associate Specialist - MC03	£1,000.78	£90.98
P/T Medical/Dental Officer (paras 94-105) - ME11		£89.22
Hospital Practitioner - MD02		£102.49
Staff Grade - MH02	£844.10	£84.41

Foundation House Officer, Dental Trainees in Hospital posts, Specialty Registrar and Specialist Registrar:

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ¹⁹
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ¹⁹
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ¹⁹
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²⁰

Hourly Rates (£) : Bands LA, LB, LC					
Band	Basic rate	No band	LC	LB	LA
HO / FHO1	11.53	12.11	16.15	17.30	20.76
FHO2	14.35	14.35	20.09	21.53	25.83
DTHP	16.11	16.11	22.56	24.17	29.00
SpR	18.59	18.59	26.03	27.89	33.47
StR (Higher)	18.59	18.59	26.03	27.89	33.47
StR (Lower)	16.87	16.87	23.62	25.31	30.37

Weekly Rates (£) : Band LL								
Band	Basic Rate²⁰	No band	1C	1B	1A	2B	2A	3
	(x1)	-	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
FHO1	553.44	581.28	664.13	774.82	830.16	830.16	996.20	1106.88
FHO2	688.80	688.80	826.56	964.32	1033.20	1033.20	1239.84	1377.60
DTHP	773.28	773.28	927.94	1082.60	1159.92	1159.92	1391.91	1546.56
SpR	892.32	892.32	1070.79	1249.25	1338.48	1338.48	1606.18	1784.64
StR (Higher)	892.32	892.32	1070.79	1249.25	1338.48	1338.48	1606.18	1784.64
StR (Lower)	809.76	809.76	971.72	1133.67	1214.64	1214.64	1457.57	1619.52

(NB: Junior doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointment for Training (LAT) posts are excluded from this arrangement).

Annex A: Section 9 Family planning fees and miscellaneous

Effective from 1 April 2014

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 in this handbook solely for the convenience of users. For consultants on the 2003 contract, employers should note the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees.

Family planning fees		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£119.96	£59.19
	b. during the course of another procedure	£81.09	£39.23
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£162.18	£79.21
	b. during the course of another procedure	£108.48	£52.77
iii.	Fee for the reversal of male sterilisation	£184.44	£92.16
iv.	Fee for the reversal of female sterilisation	£257.98	£129.26
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£81.09	£59.19
	b. during the course of another procedure	£53.65	£39.23
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£257.98	£129.26
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£22.21
vii.	Radiological services provided in connection with NHS family planning cases	Case	£22.21
viii.	Notional half-day special family planning session	Session	£137.92
 3. Miscellaneous			
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,392.94
ii.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day Half day	£129.19 £64.60
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day Half day	£197.38 £98.70

Annex A: Section 10
Pay and allowances: Salaried Primary Care Dental staff
Terms and Conditions for Salaried Primary Care Dental Staff (2008)

	Salary Point	Salary from 1 April 2014
Band A LD01	1	38,095
	2	42,328
	3	48,677
	4	51,851
	5	55,026
	6	57,142
Band B LD11	7 ^a	59,259
	8	61,375
	9	64,550
	10	66,137
	11	67,724
	12	69,311
Band C LD21	13 ^{bc}	70,899
	14 ^c	73,015
	15 ^c	75,131
	16	77,248
	17	79,364
	18	81,480

- a) Salary point 7 is the entry level to Band B but is also the Extended Competency Point at the top of Band A.
- b) Salary point 13 is the entry level to Band C but is also the Extended Competency Point at the top of Band B.
- c) Salary points 13-15 represents those available to current Assistant Clinical Directors under the new pay spine.
- d) 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
- e) 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			

Annex A: Section 11 Pay and allowances: VDP and London Weighting

Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a vocational dental practitioner or undergraduate dental student is £1,968 a year.

Vocational Dental Practitioners

Vocational dental practitioners (VDPs) in the salaried primary dental care services should be employed in accordance with the details set out in schedule 17 of their terms and conditions, available at the NHS Employers website. From 1 April 2014 – 31 March 2015 the full-time salary will be £30,132 per annum, with an additional non-consolidated payment of £302 per annum, for newly appointed VDPs.

London Weighting

		Non-resident staff	Resident staff
		(£)	(£)
London Zone from 1 April 2005	year	2,162	602
Extra-territorially managed Units from 1 July 1979	"	527	147
Fringe Zone 1 July 1981	"	149	38

Annex A: Section 12
Payments in respect of the GP Registrar Scheme (for information only)

		Formal contract for practice placement made (dates are inclusive):											
		Basic Salary from Apr '14	Pre-April 2007 Supplement 65%		April '07-July '07 Supplement 55%		August '07-March'08 Supplement 55%		April '08-March '09 Supplement 50%		From April '09 Supplement 45%		
Scale Point	(All contracts)		GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	
a)	SpR minimum	£31,301	£20,346	£51,647	£17,216	£48,517	£17,216	£48,517	£15,651	£46,952	£14,086	£45,387	*
	SpR point 01	£32,852	£21,354	£54,206	£18,069	£50,921	£18,069	£50,921	£16,426	£49,278	£14,784	£47,636	*
	SpR point 02	£34,402	£22,362	£56,764	£18,922	£53,324	£18,922	£53,324	£17,201	£51,603	£15,481	£49,883	*
	SpR point 03	£35,952	£23,369	£59,321	£19,774	£55,726	£19,774	£55,726	£17,976	£53,928	£16,179	£52,131	*
	SpR point 04	£37,822	£24,585	£62,407	£20,803	£58,625	£20,803	£58,625	£18,911	£56,733	£17,020	£54,842	*¥
	SpR point 05	£39,693	£25,801	£65,494	£21,832	£61,525	£21,832	£61,525	£19,847	£59,540	£17,862	£57,555	*
	SpR point 06	£41,564	£27,017	£68,581	£22,861	£64,425	£22,861	£64,425	£20,782	£62,346	£18,704	£60,268	*
	SpR point 07	£43,434	£28,233	£71,667	£23,889	£67,323	£23,889	£67,323	£21,717	£65,151	£19,546	£62,980	*
	SpR point 08	£45,304	£29,448	£74,752	£24,918	£70,222	£24,918	£70,222	£22,652	£67,956	£20,387	£65,691	*
	SpR point 09	£47,175	£30,664	£77,839	£25,947	£73,122	£25,947	£73,122	£23,588	£70,763	£21,229	£68,404	
b)	StR minimum	£30,002	n/a	n/a	n/a	n/a	£16,502	£46,504	£15,001	£45,003	£13,501	£43,503	*
	StR point 01	£31,838	n/a	n/a	n/a	n/a	£17,511	£49,349	£15,919	£47,757	£14,328	£46,166	*
	StR point 02	£34,402	n/a	n/a	n/a	n/a	£18,922	£53,324	£17,201	£51,603	£15,481	£49,883	*
	StR point 03	£35,952	n/a	n/a	n/a	n/a	£19,774	£55,726	£17,976	£53,928	£16,179	£52,131	*
	StR point 04	£37,822	n/a	n/a	n/a	n/a	£20,803	£58,625	£18,911	£56,733	£17,020	£54,842	*¥
	StR point 05	£39,693	n/a	n/a	n/a	n/a	£21,832	£61,525	£19,847	£59,540	£17,862	£57,555	*
	StR point 06	£41,564	n/a	n/a	n/a	n/a	£22,861	£64,425	£20,782	£62,346	£18,704	£60,268	*
	StR point 07	£43,434	n/a	n/a	n/a	n/a	£23,889	£67,323	£21,717	£65,151	£19,546	£62,980	*
	StR point 08	£45,304	n/a	n/a	n/a	n/a	£24,918	£70,222	£22,652	£67,956	£20,387	£65,691	*
	StR point 09	£47,175	n/a	n/a	n/a	n/a	£25,947	£73,122	£23,588	£70,763	£21,229	£68,404	
c)	Consultant/Career Grade	As determined under the provisions of Paragraph 2)c) of schedule 1 to the Directions, as inserted by the Strategic Health Authorities and GP Registrar (Amendment) (No 2) Directions 2007 which came into force on 1 August 2007										#	

* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Speciality Registrar grade

Mark-time basis

¥ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar scale is equivalent to 5th Year Specialist/Speciality Registrar (scale point 04)

Notes

- ¹ These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.
- ² Discretionary point - guidance on the application of discretionary points for associate specialists is contained in AL(MD)7/95.
- ³ This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.
- ⁴ Optional point - guidance on the application of optional points for staff grades is contained in AL(MD)4/97.
- ⁵ To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.
- ⁶ Payable under both the old contract and 2003 consultant contract. Further information for the new contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the old consultant contract in HSG (92)12. The KE01 – KE31 scales are now closed payscales, and no further appointments should be made to them.
- ⁷ Clinical excellence awards policy framework can be found on the Department of Health website
- ⁸ Guidance on the pay system for full-time and flexible trainees (pre-June 2005 pay arrangements) can be found in AL(MD)1/01.
- ⁹ Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40. PRHO and SHO scales detailed in this section in previous pay circulars have been removed as there should no longer be any doctors in these grades
- ¹⁰ Guidance on the pay system for flexible trainees (post-June 2005 pay arrangements) can be found at:
<http://www.nhsemployers.org/pay-conditions/pay-conditions-468.cfm>
- ¹¹ Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales).
- ¹² Schedule references taken from Terms and Conditions - Consultants 2003.
- ¹³ For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.
- ¹⁴ A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
- ¹⁵ Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
- ¹⁶ 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.
- ¹⁷ Crown Cars, while used solely on NHS business, do not require 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.
- ¹⁸ For consultants see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.
- ¹⁹ Calculated using the mid-point (unrounded) of the current salary scale.
- ²⁰ The basic weekly rate shown for Band LL is calculated as: ((hourly rate x 40) x 1.2). The banding multiplier, where applicable, is then applied to this figure.
- ²¹ This grade has been renamed from SHO to Dental Trainees in Hospital posts to reflect that doctors should not be placed on the SHO scale after the introduction of the StR scale in 2007. It is still appropriate to place Dental trainees in hospital posts on this grade however it is inappropriate to place 'Trust grade' doctors on this scale.

Non-consolidated payments from 1 April 2014 – 31 March 2015

Annex B

Non-consolidated payments from 1 April 2014

1. Staff who, on 31 March 2014, are on the top pay point in their pay scale, will receive a non-consolidated lump sum, payable in monthly instalments, with effect from 1 April 2014 and ending on 31 March 2015. The pay points affected and the value of the lump sum are set out in table 1 below.
2. These payments apply from the 1 April 2014 until 31 March 2015. They will not count for pensionable pay nor any of the other allowances and additions to pay. They will not, for example, count in the calculation of London Weighting, banding payments, additional programmed activities or on call availability allowance.

Table 1

Grade	Pay scale code	Top pay scale point	Basic salary at 31 March 2014	Non-consolidated sum effective from 1 April 2014
Consultant (pre 2003 contract)	MC21/KC11/LC01/LC10	4	£80,988	£810
Associate Specialist	MC01	7	£68,171	£682
Associate Specialist	MC01	8	£70,086	£701
Associate Specialist	MC01	9	£72,584	£726
Associate Specialist	MC01	10	£75,083	£751
Associate Specialist	MC01	11	£77,581	£776
Associate Specialist	MC01	12	£80,079	£801
Associate Specialist	MC01	13	£82,580	£826
Staff Grade Practitioner	MH01	7	£53,578	£536
Staff Grade Practitioner	MH03/05	5	£48,596	£486
Staff Grade Practitioner	MH03/05	6	£50,845	£509
Staff Grade Practitioner	MH03/05	7	£53,578	£536
Staff Grade Practitioner	MH03/05	8	£56,313	£564
Staff Grade Practitioner	MH03/05	9	£59,047	£591
Staff Grade Practitioner	MH03/05	10	£61,780	£618
Staff Grade Practitioner	MH03/05	11	£64,516	£646
SCMO	KB11	7	£66,485	£665
CMO	KB01	7	£45,498	£455
Specialty Registrar (full) including GPRs	MN37	9	£47,175	£472

Non-consolidated payments from 1 April 2014 – 31 March 2015

Grade	Pay scale code	Top pay scale point	Basic salary at 31 March 2014	Non-consolidated sum effective from 1 April 2014
in practice placements				
Specialty Registrar (core training)	MN39	5	£39,693	£397
Specialty Registrar (Fixed term)	MN35	5	£39,693	£397
Specialist Registrar including GPRs in practice placements	MN25/KA31/L F25	9	£47,175	£472
Dental Trainees in Hospital Posts (DTHP)	MN21/KA01/L F21	6	£39,092	£391
Hospital practitioners/sess	MD01-41	6	£6,135	£62
Foundation 2 Doctor	MN15	2	£31,748	£318
Foundation 1 Doctor	MN13	2	£25,461	£255
Consultant (2003 contract)	YC51-73 YM51-73 YK51-73 YL51-73	8	£101,451	£1015
Specialty Doctor	MC46	10	£69,325	£694
Associate Specialist (2008)	MC41	10	£85,797	£858
Salaried Primary Care Dental Staff: Band A	LD01	6	£57,142	£572
Salaried Primary Care Dental Staff: Band A plus extended competency point	LD01	7	£59,259	£593
Salaried Primary Care Dental Staff: Band B	LD11	12	£69,311	£694
Salaried Primary Care Dental Staff: Band B plus extended competency point	LD11	13	£70,899	£709
Salaried Primary Care Dental Staff: Band C	LD21	18	£81,480	£815
Band C Managerial Dentists: Standard Complexity	LD21	16	£77,248	£773
Band C Managerial Dentists: Medium Complexity	LD21	17	£79,364	£794
Band C Managerial	LD21	18	£81,480	£815

Non-consolidated payments from 1 April 2014 – 31 March 2015

Grade	Pay scale code	Top pay scale point	Basic salary at 31 March 2014	Non-consolidated sum effective from 1 April 2014
Dentists: High Complexity				
Assistant Clinical Directors under the new pay spine	LD21	15	£75,131	£752
Dental Foundation Year (formerly VDP)	N/A	N/A	£30,132	£302
Payment to part time medical and dental Officers (Ts & Cs paras 94 & 105): per notional half day (per year)	ME11	N/A	£4,652	£47
Payment to part time medical and dental officers (Ts & Cs paras 94 & 105): Maximum annual payment (9 sessions)	ME11	N/A	£41,868	£419
Payment to part time medical and dental officers (Ts & Cs paras 94 & 105): Payment for 1 hour or less (per year)	ME11	N/A	£1,239	£13
Payment to part time medical and dental officers (Ts & Cs paras 94 & 105): twice hourly rate (per year)	ME11	N/A	£2,478	£25

Supplementary notes:

1. For Associate Specialists on the pre 2008 contract Discretionary Points (consolidated payments in addition to the maximum of the associate specialist salary scale) can be paid depending on performance and at the discretion of the employer. The non-consolidated sum should be awarded to all Associate Specialists on MC01 from point 7 through to point 13.

2. For Staff Grade Practitioners on MH03/05 Optional points (consolidated payments in addition to the maximum of the scale) can be paid depending on performance and at the discretion of the employer. The non-consolidated sum should be awarded to all Staff Grade Practitioners on MH03/05 from point 5 through to point 11.

Non-consolidated payments from 1 April 2014 – 31 March 2015

3. For Salaried Primary Care Dental Staff the non-consolidated sum should be awarded to staff at the top of their band as well as staff with extended competency points.
4. Maximum salary points for band C Managerial Dentist posts are identified by complexity levels which are set locally. Therefore the maximum pay scale point for these staff differs depending on the complexity level of the specific role.