

6 April 2010

Pay Circular (M&D) 1/2010

Notification of pay rates for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

To: All employers in the NHS (England)

Summary

This informs employers in the NHS (England) of changes in the national pay and conditions of service of hospital medical and dental staff and doctors and dentists in public health, the community health service, salaried primary dental care and salaried general practitioners effective from 1 April 2010.

This circular provides details of

- National salary scales
- Fees and allowances
- GP Registrar supplements
- New minima and maxima of the Salaried GPs' pay range.

applicable from 1 April 2010 as a result of the Government decisions arising from the recommendations of the Review Body on Doctors' and Dentists' Remuneration.

Action

- 1 The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 April 2010. Please implement and, where necessary, backdate as soon as possible.

Medical and Dental Consultants

- 2 Salary scales for medical and dental consultants are unchanged. The rates are given in Section 2 of the annex.

Clinical Excellence Awards

- 3 The value of clinical excellence awards and distinction awards are unchanged. The rates are given in Section 2 of the annex.

Foundation House Officers (1 and 2), House Officers, and Senior House Officers, Specialty Registrars, Specialty Doctors, Associate Specialists

- 4 Salary scales for Foundation House Officers (1 and 2), House Officers, Senior House Officers, Specialist and Specialty Registrars, Associate Specialists, Specialty and Staff Grade doctors have been increased by 1.0 per cent from 1 April 2010.
- 5 Foundation House Officers (1) in un-banded posts will receive a supplement of 5.0 per cent in addition to basic salary.

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Salaried Primary Dental Care Staff

- 6 The pay scales for salaried primary dental care staff for 2010/11 have been increased by 1.0 per cent from 1 April 2010. The rates are given in Section 9 of the Annex.
- 7 Following agreement to link the Indicative Training Allowance (ITA) to DDRB recommendations rather than to the Retail Price Index and to include the 2009 DDRB award, the ITA has been increased to £769 per annum from 1 April 2010.

Salaried GPs

- 8 The minimum and maximum of the pay range for salaried GPs employed by Primary Care Organisations (PCOs) have been increased by 1.0 per cent from 1 April 2010 to £53,781 and £81,158 respectively.

Other directly employed medical and dental practitioners

- 9 Salary scales for other directly employed medical and dental practitioners have been increased by 1.0 per cent.

GP Registrars

- 10 The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements is unchanged at 45 per cent of basic pay for contracts made after 31 March 2010.

The supplements for contracts made earlier remain as follows:

- 45 per cent for contracts made between 1 April 2009 and 31 March 2010;
- 50 per cent for contracts made between 1 April 2008 and 31 March 2009;
- 55 per cent for contracts made between 1 April 2007 and 31 March 2008;
- 65 per cent for contracts made before 1 April 2007.

The supplement is payable only to GPRs paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.

- 11 A Direction amending *Directions to Strategic Health Authorities concerning GP Registrars 2003* will be issued in due course. The allowances that, subject to the issue of the Direction, will be payable to GP Registrars employed by GP practices are given in section 10 of the Annex. These are taken from Annex 3 of the draft Direction and are provided for your information pending the issue of the Direction. Ordinarily the Direction takes effect from 1 April each year.

Effect of amendments

- 12 The revised national salaries, fees and allowances set out in the Annex to this pay circular replace those notified in Pay Circular (M&D) 1/2009 and take effect from 1 April 2010.

Enquiries

- 13 Employers should direct enquiries to: doctorsanddentists@nhsemployers.org
- 14 Employees should direct personal enquiries to their employer.

Further copies

- 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 conditions for medical and dental staff covered by this circular rested with the Department of Health and were published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 2000 to 2005 are available from the Department of Health website at: www.dh.gov.uk/letters



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Annex A: Section 1: Basic rates of pay per annum, effective from 1 April 2010

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

		Basic salary (£)													
Grade	Pay Scale Code	M in	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	M C 21¹/KC 11¹ /LC 01¹/LC 10¹	61,859	66,285	70,712	75,138	80,186									
Associate Specialist	M C 01	37,694	41,687	45,678	49,670	53,663	57,655	62,927	67,496	69,392 ²	71,866 ²	74,339 ²	76,813 ²	79,286 ²	81,762 ²
Staff Grade Practitioner	M H 01¹	34,100	36,807	39,514	42,221	44,928	47,634	50,342	53,048						
		M H 03	M H 03	M H 03	M H 03	M H 03	M H 03	M H 05	M H 05	M H 05	M H 05	M H 05	M H 05	M H 05	
Staff Grade Practitioner	M H 03/5³	34,100	36,807	39,514	42,221	44,928	48,115	50,342 ⁴	53,048 ⁴	55,755 ⁴	58,462 ⁴	61,169 ⁴	63,877 ⁴		
SCMO	KB 11¹	46,161	48,971	51,780	54,589	57,399	60,208	63,017	65,827						
CMO	KB 01¹	32,667	34,435	36,204	37,972	39,741	41,509	43,278	45,048						
Specialty Registrar (full)	M N 37	29,705	31,523	34,061	35,596	37,448	39,300	41,152	43,003 ⁵	44,856 ⁵	46,708 ⁵				
Specialty Registrar (Core training)	M N 39	29,705	31,523	34,061	35,596	37,448	39,300								
Specialty Registrar (Fixed term)	M N 35	29,705	31,523	34,061	35,596	37,448	39,300								
Specialist Registrar	M N 25/KA 31/ LF 25	30,992	32,526	34,061	35,596	37,448	39,300	41,152	43,003 ⁵	44,856 ⁵	46,708 ⁵				
Senior House Officer	M N 21/KA 01/ LF 21	27,798	29,616	31,434	33,251	35,069	36,887 ⁵	38,705 ⁵							
House Officer	M N 11	22,412	23,811	25,209											
PRHO	M N 01	22,412	23,811												
Hospital practitioners/sess	M D 01-41	4,508	4,769	5,031	5,291	5,552	5,813	6,074							
Foundation House Officer 2	M N 15	27,798	29,616	31,434											
Foundation House Officer 1	M N 13	22,412	23,811	25,209											

(NB: Endnotes appear on page 26)

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2010

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 (2010/11 Rates)	Pay Scale
30 +	On transfer to new contract		£89,370	LC71/MC71
	1 year after transfer	7	£94,911	
	2 years after transfer	8	£100,446	
21-29	On transfer to new contract		£83,829	LC70/MC70
	1 year after transfer	6	£89,370	
	2 years after transfer	7	£94,911	
	3 years after transfer	8	£100,446	
20	On transfer to new contract		£83,829	LC69/MC69
	1 year after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
	4 years after transfer	8	£100,446	
19	On transfer to new contract		£83,829	LC68/MC68
	1 year after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
	5 years after transfer	8	£100,446	
18	On transfer to new contract		£83,829	LC67/MC67
	2 years after transfer	6	£89,370	
	3 years after transfer	7	£94,911	
	5 years after transfer	8	£100,446	
17	On transfer to new contract		£83,829	LC66/MC66
	2 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
	6 years after transfer	8	£100,446	
16	On transfer to new contract		£83,829	LC65/MC65
	3 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
	7 years after transfer	8	£100,446	
15	On transfer to new contract		£83,829	LC64/MC64
	3 years after transfer	6	£89,370	
	4 years after transfer	7	£94,911	
	8 years after transfer	8	£100,446	
14	On transfer to new contract		£83,829	LC63/MC63
	3 years after transfer	6	£89,370	
	5 years after transfer	7	£94,911	
	9 years after transfer	8	£100,446	
13	On transfer to new contract		£83,829	LC62/MC62
	3 years after transfer	6	£89,370	
	5 years after transfer	7	£94,911	
	10 years after transfer	8	£100,446	
12	On transfer to new contract		£83,829	LC61/MC61
	3 years after transfer	6	£89,370	
	6 years after transfer	7	£94,911	
	11 years after transfer	8	£100,446	
11	On transfer to new contract		£83,829	LC60/MC60
	4 years after transfer	6	£89,370	
	7 years after transfer	7	£94,911	
	12 years after transfer	8	£100,446	
10	On transfer to new contract		£83,829	LC59/MC59
	4 years after transfer	6	£89,370	
	8 years after transfer	7	£94,911	
	13 years after transfer	8	£100,446	

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2010

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2010/11 Rates)	Pay Scale
9	On transfer to new contract		£83,829	LC58/MC58
	4 years after transfer	6	£89,370	
	9 years after transfer	7	£94,911	
	14 years after transfer	8	£100,446	
8	On transfer to new contract		£83,829	LC57/MC57
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
	15 years after transfer	8	£100,446	
7	On transfer to new contract		£83,829	LC57/MC57
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
	15 years after transfer	8	£100,446	
6	On transfer to new contract		£82,665	LC56/MC56
	1 year after transfer	5	£83,829	
	5 years after transfer	6	£89,370	
	10 years after transfer	7	£94,911	
5	On transfer to new contract		£81,502	LC55/MC55
	1 year after transfer	*	£82,665	
	2 years after transfer	5	£83,829	
	6 years after transfer	6	£89,370	
4	On transfer to new contract		£76,255	LC54/MC54
	1 year after transfer	3	£79,170	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
3	On transfer to new contract		£75,667	LC53/MC53
	1 year after transfer	*	£78,000	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
2	On transfer to new contract		£75,086	LC52/MC52
	1 year after transfer	2	£76,837	
	2 years after transfer	4	£81,502	
	3 years after transfer	5	£83,829	
1	On transfer to new contract		£74,504	LC51/MC51
	1 year after transfer	*	£75,667	
	2 years after transfer	3	£79,170	
	3 years after transfer	4	£81,502	
	4 years after transfer	5	£83,829	
	9 years after transfer	6	£89,370	
	14 years after transfer	7	£94,911	
	19 years after transfer	8	£100,446	

* For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes.

Annex A: Section 2
Consultant pay and allowances effective from 1 April 2010

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
1	0	£74,504	1 year	MC72/LC72 Point 00
2	1	£76,837	1 year	MC72/LC72 Point 01
3	2	£79,170	1 year	MC72/LC72 Point 02
4	3	£81,502	1 year	MC72/LC72 Point 03
5	4	£83,829	5 years	MC72/LC72 Point 04
	5	£83,829	4 years	MC72/LC72 Point 05
	6	£83,829	3 years	MC72/LC72 Point 06
	7	£83,829	2 years	MC72/LC72 Point 07
	8	£83,829	1 year	MC72/LC72 Point 08
6	9	£89,370	5 years	MC72/LC72 Point 09
	10	£89,370	4 years	MC72/LC72 Point 10
	11	£89,370	3 years	MC72/LC72 Point 11
	12	£89,370	2 years	MC72/LC72 Point 12
	13	£89,370	1 year	MC72/LC72 Point 13
7	14	£94,911	5 years	MC72/LC72 Point 14
	15	£94,911	4 years	MC72/LC72 Point 15
	16	£94,911	3 years	MC72/LC72 Point 16
	17	£94,911	2 years	MC72/LC72 Point 17
	18	£94,911	1 year	MC72/LC72 Point 18
8	19	£100,446	-	MC72/LC72 Point 19

Annex A: Section 2

Consultant pay and allowances effective from 1 April 2010

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)	£13,511	£19,612	
Band B	£5,232	£10,474	£13,511
Band C	£4,374	£8,717	£10,474
Band D	£3,487	£6,972	£8,717

(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	£93,697	£99,798	
Band B	KE21 ¹	£85,418	£90,660	£93,697
Band C	KE11 ¹	£84,560	£88,903	£90,660
Band D	KE01 ¹	£83,673	£87,158	£88,903

(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 2010

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 2010/11

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step	
	Specialty Doctor (MC46)	Associate Specialist (2008) (MC41)			
Min	£36,807	£51,606	1 year	MC46-01 / MC41-01	
1	£39,955	£55,754	1 year	MC46-02 / MC41-02	
2	£44,046	£59,901	1 year	MC46-03 / MC41-03	
3	£46,239	£65,378	1 year	MC46-04 / MC41-04	
4	£49,398	£70,126	1 year	MC46-05 / MC41-05	
Threshold 1	5	£52,546	£72,095	2 years	MC46-06 / MC41-06
		£52,546	£72,095	1 year	MC46-07 / MC41-07
	6	£55,764	£74,665	2 years	MC46-08 / MC41-08
		£55,764	£74,665	1 year	MC46-09 / MC41-09
Threshold 2	7	£58,983	£77,235	2 years	MC46-10 / MC41-10
		£58,983	£77,235	1 year	MC46-11 / MC41-11
	8	£62,201	£79,805	3 years	MC46-12 / MC41-12
		£62,201	£79,805	2 years	MC46-13 / MC41-13
		£62,201	£79,805	1 year	MC46-14 / MC41-14
	9	£65,419	£82,375	3 years	MC46-15 / MC41-15
		£65,419	£82,375	2 years	MC46-16 / MC41-16
		£65,419	£82,375	1 year	MC46-17 / MC41-17
10	£68,638	£84,948		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 3 Public health pay and allowances

Protected salary scale (Para 25a – e)

Table 1: Emergency rota allowance (CMO/SCMO)

Number of Duties	Rate per half year (£)
4 to 11	£181
12 to 17	£362
18 to 23	£543
24 to 29	£724
30 to 35	£905
36 to 41	£1,086
42 to 47	£1,267
48 to 53	£1,448
54 to 59	£1,629
60 to 65	£1,810
66 to 71	£1,991
72 or more	£2,172

Annex A: Section 4 Doctors and dentists in training

Table 1: Total Salaries for Full-Time Training Posts from 1 April 2010⁸

Grade	Point	Basic salary	Band					
			No ND Band	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/ FHO1	Min	£22,412	£23,533	£26,895	£31,377	£33,618	£40,342	£44,824
	1	£23,811	£25,002	£28,574	£33,336	£35,717	£42,860	£47,622
	2	£25,209	£26,470	£30,251	£35,293	£37,814	£45,377	£50,418
FHO2	Min	£27,798	£27,798	£33,358	£38,918	£41,697	£50,037	£55,596
	1	£29,616	£29,616	£35,540	£41,463	£44,424	£53,309	£59,232
	2	£31,434	£31,434	£37,721	£44,008	£47,151	£56,582	£62,868
SHO	Min	£27,798	£27,798	£33,358	£38,918	£41,697	£50,037	£55,596
	1	£29,616	£29,616	£35,540	£41,463	£44,424	£53,309	£59,232
	2	£31,434	£31,434	£37,721	£44,008	£47,151	£56,582	£62,868
	3	£33,251	£33,251	£39,902	£46,552	£49,877	£59,852	£66,502
	4	£35,069	£35,069	£42,083	£49,097	£52,604	£63,125	£70,138
	5	£36,887	£36,887	£44,265	£51,642	£55,331	£66,397	£73,774
	6	£38,705	£38,705	£46,446	£54,187	£58,058	£69,669	£77,410
SpR	Min	£30,992	£30,992	£37,191	£43,389	£46,488	£55,786	£61,984
	1	£32,526	£32,526	£39,032	£45,537	£48,789	£58,547	£65,052
	2	£34,061	£34,061	£40,874	£47,686	£51,092	£61,310	£68,122
	3	£35,596	£35,596	£42,716	£49,835	£53,394	£64,073	£71,192
	4	£37,448	£37,448	£44,938	£52,428	£56,172	£67,407	£74,896
	5	£39,300	£39,300	£47,160	£55,020	£58,950	£70,740	£78,600
	6	£41,152	£41,152	£49,383	£57,613	£61,728	£74,074	£82,304
	7	£43,003	£43,003	£51,604	£60,205	£64,505	£77,406	£86,006
	8	£44,856	£44,856	£53,828	£62,799	£67,284	£80,741	£89,712
	9	£46,708	£46,708	£56,050	£65,392	£70,062	£84,075	£93,416
StR	Min	£29,705	£29,705	£35,646	£41,587	£44,558	£53,469	£59,410
	1	£31,523	£31,523	£37,828	£44,133	£47,285	£56,742	£63,046
	2	£34,061	£34,061	£40,874	£47,686	£51,092	£61,310	£68,122
	3	£35,596	£35,596	£42,716	£49,835	£53,394	£64,073	£71,192
	4	£37,448	£37,448	£44,938	£52,428	£56,172	£67,407	£74,896
	5	£39,300	£39,300	£47,160	£55,020	£58,950	£70,740	£78,600
	6	£41,152	£41,152	£49,383	£57,613	£61,728	£74,074	£82,304
	7	£43,003	£43,003	£51,604	£60,205	£64,505	£77,406	£86,006
	8	£44,856	£44,856	£53,828	£62,799	£67,284	£80,741	£89,712
	9	£46,708	£46,708	£56,050	£65,392	£70,062	£84,075	£93,416
StR (FT) and (ST)	Min	£29,705	£29,705	£35,646	£41,587	£44,558	£53,469	£59,410
	1	£31,523	£31,523	£37,828	£44,133	£47,285	£56,742	£63,046
	2	£34,061	£34,061	£40,874	£47,686	£51,092	£61,310	£68,122
	3	£35,596	£35,596	£42,716	£49,835	£53,394	£64,073	£71,192
	4	£37,448	£37,448	£44,938	£52,428	£56,172	£67,407	£74,896
	5	£39,300	£39,300	£47,160	£55,020	£58,950	£70,740	£78,600

Annex A: Section 4 Doctors and dentists in training

Table 1a: Basic Salaries and Supplements for Full-Time Training Posts from 1 April 2010

Grade	Point	Basic salary	Supplement					
			No ND Band	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	£22,412	£1,121	£4,483	£8,965	£11,206	£17,930	£22,412
	1	£23,811	£1,191	£4,763	£9,525	£11,906	£19,049	£23,811
	2	£25,209	£1,261	£5,042	£10,084	£12,605	£20,168	£25,209
FHO2	Min	£27,798	£0	£5,560	£11,120	£13,899	£22,239	£27,798
	1	£29,616	£0	£5,924	£11,847	£14,808	£23,693	£29,616
	2	£31,434	£0	£6,287	£12,574	£15,717	£25,148	£31,434
SHO	Min	£27,798	£0	£5,560	£11,120	£13,899	£22,239	£27,798
	1	£29,616	£0	£5,924	£11,847	£14,808	£23,693	£29,616
	2	£31,434	£0	£6,287	£12,574	£15,717	£25,148	£31,434
	3	£33,251	£0	£6,651	£13,301	£16,626	£26,601	£33,251
	4	£35,069	£0	£7,014	£14,028	£17,535	£28,056	£35,069
	5	£36,887	£0	£7,378	£14,755	£18,444	£29,510	£36,887
	6	£38,705	£0	£7,741	£15,482	£19,353	£30,964	£38,705
SpR	Min	£30,992	£0	£6,199	£12,397	£15,496	£24,794	£30,992
	1	£32,526	£0	£6,506	£13,011	£16,263	£26,021	£32,526
	2	£34,061	£0	£6,813	£13,625	£17,031	£27,249	£34,061
	3	£35,596	£0	£7,120	£14,239	£17,798	£28,477	£35,596
	4	£37,448	£0	£7,490	£14,980	£18,724	£29,959	£37,448
	5	£39,300	£0	£7,860	£15,720	£19,650	£31,440	£39,300
	6	£41,152	£0	£8,231	£16,461	£20,576	£32,922	£41,152
	7	£43,003	£0	£8,601	£17,202	£21,502	£34,403	£43,003
	8	£44,856	£0	£8,972	£17,943	£22,428	£35,885	£44,856
	9	£46,708	£0	£9,342	£18,684	£23,354	£37,367	£46,708
StR	Min	£29,705	£0	£5,941	£11,882	£14,853	£23,764	£29,705
	1	£31,523	£0	£6,305	£12,610	£15,762	£25,219	£31,523
	2	£34,061	£0	£6,813	£13,625	£17,031	£27,249	£34,061
	3	£35,596	£0	£7,120	£14,239	£17,798	£28,477	£35,596
	4	£37,448	£0	£7,490	£14,980	£18,724	£29,959	£37,448
	5	£39,300	£0	£7,860	£15,720	£19,650	£31,440	£39,300
	6	£41,152	£0	£8,231	£16,461	£20,576	£32,922	£41,152
	7	£43,003	£0	£8,601	£17,202	£21,502	£34,403	£43,003
	8	£44,856	£0	£8,972	£17,943	£22,428	£35,885	£44,856
	9	£46,708	£0	£9,342	£18,684	£23,354	£37,367	£46,708
StR (FT) and (ST)	Min	£29,705	£0	£5,941	£11,882	£14,853	£23,764	£29,705
	1	£31,523	£0	£6,305	£12,610	£15,762	£25,219	£31,523
	2	£34,061	£0	£6,813	£13,625	£17,031	£27,249	£34,061
	3	£35,596	£0	£7,120	£14,239	£17,798	£28,477	£35,596
	4	£37,448	£0	£7,490	£14,980	£18,724	£29,959	£37,448
	5	£39,300	£0	£7,860	£15,720	£19,650	£31,440	£39,300

Annex A: Section 4
Doctors and dentists in training

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%
PRHO	Min	£22,412	£1,121	£5,603	£23,533	£28,015
	1	£23,811	£1,191	£5,953	£25,002	£29,764
	2	£25,209	£1,261	£6,303	£26,470	£31,512
SHO	Min	£27,798	£1,390	£6,950	£29,188	£34,748
	1	£29,616	£1,481	£7,404	£31,097	£37,020
	2	£31,434	£1,572	£7,859	£33,006	£39,293
	3	£33,251	£1,663	£8,313	£34,914	£41,564
	4	£35,069	£1,754	£8,768	£36,823	£43,837
	5	£36,887	£1,845	£9,222	£38,732	£46,109
	6	£38,705	£1,936	£9,677	£40,641	£48,382
SpR	Min	£30,992	£1,550	£7,748	£32,542	£38,740
	1	£32,526	£1,627	£8,132	£34,153	£40,658
	2	£34,061	£1,704	£8,516	£35,765	£42,577
	3	£35,596	£1,780	£8,899	£37,376	£44,495
	4	£37,148	£1,873	£9,362	£39,321	£46,810
	5	£38,700	£1,965	£9,825	£41,265	£49,125
	6	£41,152	£2,058	£10,288	£43,210	£51,440
	7	£43,003	£2,151	£10,751	£45,154	£53,754
	8	£44,856	£2,243	£11,214	£47,099	£56,070
	9	£46,708	£2,336	£11,677	£49,044	£58,385

Annex A: Section 4 Doctors and dentists in training

Less-than-Full-Time Trainees - Post June 2005 pay arrangements¹⁰

Basic salary

Point	FHO1 Basic Salary			FHO2 Basic Salary			SHO Basic Salary						
	0	1	2	0	1	2	0	1	2	3	4	5	6
F5	11,206	11,906	12,605	13,899	14,808	15,717	13,899	14,808	15,717	16,626	17,535	18,444	19,353
F6	13,448	14,287	15,126	16,679	17,770	18,861	16,679	17,770	18,861	19,951	21,042	22,133	23,223
F7	15,689	16,668	17,647	19,459	20,732	22,004	19,459	20,732	22,004	23,276	24,549	25,821	27,094
F8	17,930	19,049	20,168	22,239	23,693	25,148	22,239	23,693	25,148	26,601	28,056	29,510	30,964
F9	20,171	21,430	22,689	25,019	26,655	28,291	25,019	26,655	28,291	29,926	31,563	33,199	34,835

Supplement payable in addition to basic salary

Point	FHO1			FHO2			SHO						
	0	1	2	0	1	2	0	1	2	3	4	5	6
No New Deal Band - DDRB 2010 5% F1 supplement payable													
F5	561	596	631	0	0	0	0	0	0	0	0	0	0
F6	673	715	757	0	0	0	0	0	0	0	0	0	0
F7	785	834	883	0	0	0	0	0	0	0	0	0	0
F8	897	953	1,009	0	0	0	0	0	0	0	0	0	0
F9	1,009	1,072	1,135	0	0	0	0	0	0	0	0	0	0
FC (20%) New Deal supplement payable													
F5	2,242	2,382	2,521	2,780	2,962	3,144	2,780	2,962	3,144	3,326	3,507	3,689	3,871
F6	2,690	2,858	3,026	3,336	3,554	3,773	3,336	3,554	3,773	3,991	4,209	4,427	4,645
F7	3,138	3,334	3,530	3,892	4,147	4,401	3,892	4,147	4,401	4,656	4,910	5,165	5,419
F8	3,586	3,810	4,034	4,448	4,739	5,030	4,448	4,739	5,030	5,321	5,612	5,902	6,193
F9	4,035	4,286	4,538	5,004	5,331	5,659	5,004	5,331	5,659	5,986	6,313	6,640	6,967
FB (40%) New Deal supplement payable													
F5	4,483	4,763	5,042	5,560	5,924	6,287	5,560	5,924	6,287	6,651	7,014	7,378	7,742
F6	5,380	5,715	6,051	6,672	7,108	7,545	6,672	7,108	7,545	7,981	8,417	8,854	9,290
F7	6,276	6,668	7,059	7,784	8,293	8,802	7,784	8,293	8,802	9,311	9,820	10,329	10,838
F8	7,172	7,620	8,068	8,896	9,478	10,060	8,896	9,478	10,060	10,641	11,223	11,804	12,386
F9	8,069	8,572	9,076	10,008	10,662	11,317	10,008	10,662	11,317	11,971	12,626	13,280	13,934
FA (50%) New Deal supplement payable													
F5	5,603	5,953	6,303	6,950	7,404	7,859	6,950	7,404	7,859	8,313	8,768	9,222	9,677
F6	6,724	7,144	7,563	8,340	8,885	9,431	8,340	8,885	9,431	9,976	10,521	11,067	11,612
F7	7,845	8,334	8,824	9,730	10,366	11,002	9,730	10,366	11,002	11,638	12,275	12,911	13,547
F8	8,965	9,525	10,084	11,120	11,847	12,574	11,120	11,847	12,574	13,301	14,028	14,755	15,482
F9	10,086	10,715	11,345	12,510	13,328	14,146	12,510	13,328	14,146	14,963	15,782	16,600	17,418

Annex A: Section 4
Doctors and dentists in training

Less-than-Full-Time Trainees - Post June 2005 pay arrangements (page 2)¹⁰

Basic Salary

Point	SpR Basic salary	
	0	1
F5	16,496	16,263
F6	18,596	19,516
F7	21,695	22,769
F8	24,794	26,021
F9	27,893	29,274

StR Basic salary	
0	1
14,853	15,762
17,823	18,914
20,794	22,067
23,764	25,219
26,735	28,371

StR & SpR Basic salary								
2	3	4	5	6	7	8	9	
17,031	17,798	18,724	19,650	20,576	21,502	22,428	23,354	
20,437	21,358	22,469	23,580	24,692	25,802	26,914	28,025	
23,843	24,918	26,214	27,510	28,807	30,103	31,400	32,696	
27,249	28,477	29,959	31,440	32,922	34,403	35,885	37,367	
30,655	32,037	33,704	35,370	37,037	38,703	40,371	42,038	

StR & SpR (Fixed Term)/(Core Training) Basic salary							Point
0	1	2	3	4	5		
14,853	15,762	17,031	17,798	18,724	19,650	F5	
17,823	18,914	20,437	21,358	22,469	23,580	F6	
20,794	22,067	23,843	24,918	26,214	27,510	F7	
23,764	25,219	27,249	28,477	29,959	31,440	F8	
26,735	28,371	30,655	32,037	33,704	35,370	F9	

Supplement payable in addition to basic salary

Point	SpR	
	0	1
F5	3,100	3,253
F6	3,720	3,904
F7	4,339	4,554
F8	4,959	5,205
F9	5,579	5,855

StR	
0	1
2,971	3,153
3,565	3,783
4,159	4,414
4,753	5,044
5,347	5,675

StR & SpR FC (20%) New Deal supplement payable								
2	3	4	5	6	7	8	9	
3,407	3,560	3,745	3,930	4,116	4,301	4,486	4,671	
4,088	4,272	4,494	4,716	4,939	5,161	5,383	5,605	
4,769	4,984	5,243	5,502	5,762	6,021	6,280	6,540	
5,450	5,696	5,992	6,288	6,585	6,881	7,177	7,474	
6,131	6,408	6,741	7,074	7,408	7,741	8,075	8,408	

StR & SpR (Fixed Term)/(Core Training)						Point
0	1	2	3	4	5	
2,971	3,153	3,407	3,560	3,745	3,930	F5
3,565	3,783	4,088	4,272	4,494	4,716	F6
4,159	4,414	4,769	4,984	5,243	5,502	F7
4,753	5,044	5,450	5,696	5,992	6,288	F8
5,347	5,675	6,131	6,408	6,741	7,074	F9

Point	SpR	
	0	1
F5	6,199	6,506
F6	7,439	7,807
F7	8,678	9,108
F8	9,918	10,409
F9	11,158	11,710

StR	
0	1
5,942	6,305
7,130	7,566
8,318	8,827
9,506	10,088
10,694	11,349

StR & SpR FB (40%) New Deal supplement payable								
2	3	4	5	6	7	8	9	
6,813	7,120	7,490	7,860	8,231	8,601	8,972	9,342	
8,175	8,544	8,988	9,432	9,877	10,321	10,766	11,210	
9,538	9,968	10,486	11,004	11,523	12,042	12,560	13,079	
10,900	11,391	11,984	12,576	13,169	13,762	14,354	14,947	
12,262	12,815	13,482	14,148	14,815	15,482	16,149	16,816	

StR & SpR (Fixed Term)/(Core Training)						Point
0	1	2	3	4	5	
5,942	6,305	6,813	7,120	7,490	7,860	F5
7,130	7,566	8,175	8,544	8,988	9,432	F6
8,318	8,827	9,538	9,968	10,486	11,004	F7
9,506	10,088	10,900	11,391	11,984	12,576	F8
10,694	11,349	12,262	12,815	13,482	14,148	F9

Point	SpR	
	0	1
F5	7,748	8,132
F6	9,298	9,758
F7	10,848	11,385
F8	12,397	13,011
F9	13,947	14,637

StR	
0	1
7,427	7,881
8,912	9,457
10,397	11,034
11,882	12,610
13,368	14,186

StR & SpR FA (50%) New Deal supplement payable								
2	3	4	5	6	7	8	9	
8,516	8,899	9,362	9,825	10,288	10,751	11,214	11,677	
10,219	10,679	11,235	11,790	12,346	12,901	13,457	14,013	
11,922	12,459	13,107	13,755	14,404	15,052	15,700	16,348	
13,625	14,239	14,980	15,720	16,461	17,202	17,943	18,684	
15,328	16,019	16,852	17,685	18,519	19,352	20,186	21,019	

StR & SpR (Fixed Term)/(Core Training)						Point
0	1	2	3	4	5	
7,427	7,881	8,516	8,899	9,362	9,825	F5
8,912	9,457	10,219	10,679	11,235	11,790	F6
10,397	11,034	11,922	12,459	13,107	13,755	F7
11,882	12,610	13,625	14,239	14,980	15,720	F8
13,368	14,186	15,328	16,019	16,852	17,685	F9

Annex A: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

Para ¹¹ / Sch ¹²	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.63	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£5,162.44	
			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	£657	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£8,098	
	Lower rate	year	£4,049	
	12 hrs per day Mon-Fri	year	£2,895	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,606	
91.b	Payment for one hour or less of clinical work per week	year	£1,226	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,452	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£26.46	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,606	
"	Maximum annual payment (i.e. for 9 sessions)	year	£41,454	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,226	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,452	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£24.95	
"	Maximum payment per session (i.e. three times hourly rate)	session	£74.85	

Annex A: Section 5
Other fees, charges and allowances
(Not applicable to salaried primary care dentists)

ANNEX A: SECTION 5 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	£81.72
	Intermediate Rate	"	£40.86
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£245.16
145 / Sch 10	Combined fee for completion of form CVI	item of service	£124.62
	For re-examination (provided previous form CVI available)	"	£106.48
146	Lower rate	items of service	£20.46
155	Exceptional consultation by a consultant		£153.08
157	Exceptional consultation by a general practitioner		£51.03
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£59.29
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£47.46
	Other grades	"	£34.50
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£75.86

Annex A: Section 6 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 7 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 scale of annual salaries below.										
Code	0	1	2	3	4	5	6	7	8	9
MC73-0	£74,504	£75,086	£75,667	£76,255	£76,837	£78,000	£79,170	£81,502	£82,665	£83,829
MC73-1	£89,370	£94,911	£100,446							

	Rate (£) : Per Week	Rate (£)/notional half day
Specialty Doctor	£844.80	£84.48
Associate Specialist (2008)	£1,148.80	£114.88
Associate Specialist	£990.88	£90.08
P/T Medical/Dental Officer (paras 94-105)		£88.34
Hospital F		£101.47
Staff Grade	£835.70	£83.57

House Officer, Senior House Officer, Specialist Registrar, Registrar, & Senior 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	11.42	11.99	15.99	17.13	20.56
FHO2	14.20	14.20	19.88	21.30	25.56
SHO	15.95	15.95	22.33	23.93	28.71
SpR	18.40	18.40	25.76	27.60	33.12
StR (Higher)	18.40	18.40	25.76	27.60	33.12
StR (Lower)	16.70	16.70	23.38	25.05	30.06

Weekly Rates (£) : Band LL								
Band	Basic Rate ²⁰	No band	1C	1B	1A	2B	2A	3
	(x1)	-	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	548.16	575.52	657.80	767.43	822.24	822.24	986.69	1096.32
FHO2	681.60	681.60	817.92	954.24	1022.40	1022.40	1226.88	1363.20
SHO	765.60	765.60	918.72	1071.84	1148.40	1148.40	1378.08	1531.20
SpR	883.20	883.20	1059.84	1236.48	1324.80	1324.80	1589.76	1766.40
StR (Higher)	883.20	883.20	1059.84	1236.48	1324.80	1324.80	1589.76	1766.40
StR (Lower)	801.60	801.60	961.92	1122.24	1202.40	1202.40	1442.88	1603.20

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

Annex A: Section 8 Family planning fees and miscellaneous

Effective from 1 April 2010

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	£118.77	£58.60
b. during the course of another procedure	£80.29	£38.84
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£160.58	£78.43
b. during the course of another procedure	£107.41	£52.24
iii. Fee for the reversal of male sterilisation	£182.61	£91.25
iv. Fee for the reversal of female sterilisation	£255.42	£127.98
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
a. as a separate procedure	£80.29	£58.60
b. during the course of another procedure	£53.12	£38.84
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£255.42	£127.98
vi. Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£21.99
vii. Radiological services provided in connection with NHS family planning cases	Case	£21.99
viii. Notional half-day special family planning session	Session	£136.55
 3. Miscellaneous		
i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,369.25
ii. Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£127.91
	Half day	£63.96
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£195.43
	Half day	£97.72

Annex A: Section 9
Pay and allowances: Salaried Primary Dental Care Staff
Terms and Conditions for Salaried Primary Dental Care Staff (2008)

	Salary Point	Salary from 1 April 2010 (£)
Band A	1	37,718
	2	41,909
	3	48,195
	4	51,338
	5	54,481
	6	56,576
Band B	7 ^a	58,672
	8	60,767
	9	63,910
	10	65,482
	11	67,054
	12	68,625
Band C	13 ^{bc}	70,197
	14 ^c	72,292
	15 ^c	74,387
	16	76,483
	17	78,578
	18	80,674

- 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 9
Pay and allowances: Salaried Primary Dental Care Staff
Terms and Conditions for Salaried Primary Dental Care Staff (2008)

Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a vocational dental practitioner or undergraduate dental student should be increased from £1,930 to £1,949 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 1st April 2009 the full-time salary will be £30,132 per annum for newly appointed VDPs. Existing VDPs should receive pay protection until they complete their vocational training period.

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 10

Payments in respect of the GP Registrar Scheme (provisional for Information only)

The following table from Annex 3 of the Direction to Strategic Health Authorities in respect of GP Registrars, is included for the sake of completeness. It shows the rate of allowances applicable to the GPR scheme, subject to the issue by the Department of Health of Directions to Strategic Health Authorities confirming the details. This information is **for information only** until the issue of the Direction authorising payment at the attached rates.

Formal contract for practice placement made (dates are inclusive):												
		Pre-April 2007 Supplement 65%		April '07 - July '07 Supplement 55%		August '07 - March '08 Supplement 55%		April '08 - March '09 Supplement 50%		April '09 - March '11 Supplement 45%		
Scale point	Basic Salary From Apr '10 (all contracts)	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	
a)	SHO minimum	£27,798	£18,069	£45,867	£15,289	£43,087	n/a	n/a	n/a	n/a	n/a	
	SHO point 01	£29,616	£19,251	£48,867	£16,289	£45,905	n/a	n/a	n/a	n/a	n/a	
	SHO point 02	£31,434	£20,433	£51,867	£17,289	£48,723	n/a	n/a	n/a	n/a	n/a	
	SHO point 03	£33,251	£21,614	£54,865	£18,289	£51,540	n/a	n/a	n/a	n/a	n/a	
	SHO point 04	£35,069	£22,795	£57,864	£19,288	£54,357	n/a	n/a	n/a	n/a	n/a	
	SHO point 05	£36,887	£23,977	£60,864	£20,288	£57,175	n/a	n/a	n/a	n/a	n/a	
	SHO point 06	£38,705	£25,159	£63,864	£21,288	£59,993	n/a	n/a	n/a	n/a	n/a	
b)	SpR minimum	£30,992	£20,145	£51,137	£17,046	£48,038	£17,046	£48,038	£15,496	£46,488	£13,947	£44,939
	SpR point 01	£32,526	£21,142	£53,668	£17,890	£50,416	£17,890	£50,416	£16,263	£48,789	£14,637	£47,163
	SpR point 02	£34,061	£22,140	£56,201	£18,734	£52,795	£18,734	£52,795	£17,031	£51,092	£15,328	£49,389
	SpR point 03	£35,596	£23,138	£58,734	£19,578	£55,174	£19,578	£55,174	£17,798	£53,394	£16,019	£51,615
	SpR point 04	£37,448	£24,342	£61,790	£20,597	£58,045	£20,597	£58,045	£18,724	£56,172	£16,852	£54,300
	SpR point 05	£39,300	£25,545	£64,845	£21,615	£60,915	£21,615	£60,915	£19,650	£58,950	£17,685	£56,985
	SpR point 06	£41,152	£26,749	£67,901	£22,634	£63,786	£22,634	£63,786	£20,576	£61,728	£18,519	£59,671
	SpR point 07	£43,003	£27,952	£70,955	£23,652	£66,655	£23,652	£66,655	£21,502	£64,505	£19,352	£62,355
	SpR point 08	£44,856	£29,157	£74,013	£24,671	£69,527	£24,671	£69,527	£22,428	£67,284	£20,186	£65,042
	SpR point 09	£46,708	£30,361	£77,069	£25,690	£72,398	£25,690	£72,398	£23,354	£70,062	£21,019	£67,727
c)	StR minimum	£29,705	n/a	n/a	n/a	n/a	£16,338	£46,043	£14,853	£44,558	£13,368	£43,073
	StR point 01	£31,523	n/a	n/a	n/a	n/a	£17,338	£48,861	£15,762	£47,285	£14,186	£45,709
	StR point 02	£34,061	n/a	n/a	n/a	n/a	£18,734	£52,795	£17,031	£51,092	£15,328	£49,389
	StR point 03	£35,596	n/a	n/a	n/a	n/a	£19,578	£55,174	£17,798	£53,394	£16,019	£51,615
	StR point 04	£37,448	n/a	n/a	n/a	n/a	£20,597	£58,045	£18,724	£56,172	£16,852	£54,300
	StR point 05	£39,300	n/a	n/a	n/a	n/a	£21,615	£60,915	£19,650	£58,950	£17,685	£56,985
	StR point 06	£41,152	n/a	n/a	n/a	n/a	£22,634	£63,786	£20,576	£61,728	£18,519	£59,671
	StR point 07	£43,003	n/a	n/a	n/a	n/a	£23,652	£66,655	£21,502	£64,505	£19,352	£62,355
	StR point 08	£44,856	n/a	n/a	n/a	n/a	£24,671	£69,527	£22,428	£67,284	£20,186	£65,042
	StR point 09	£46,708	n/a	n/a	n/a	n/a	£25,690	£72,398	£23,354	£70,062	£21,019	£67,727
d)	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 1st August 2007.										

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

† Doctors on the first incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (03) of the Specialty Registrar scale.

‡ 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/ Specialty Registrar (scale point 04).

Mark-time basis

Explanatory 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 at:
<http://www.dh.gov.uk/assetRoot/04/08/42/35/04084235.pdf>
 - 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.
 - 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.
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