

# Pay and Conditions Circular (M&D) 1/2015

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 2015 and 31 March 2016 only.

## Action

1. Staff who, on 1 April 2015, are on the top pay point in their pay scale, will receive a non-consolidated payment equivalent to either 1% or 2% of basic pay, payable in monthly instalments, with effect from 1 April 2015 and ending on 31 March 2016.
2. These payments and the criteria explaining if a 1% or 2% award is payable are set out in Annex C.
3. These non-consolidated payments are payable from 1 April 2015 until they cease on 31 March 2016. 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 (with the exception of the salaried GP ranges) remain unchanged since 2013/14.

## Salaried GPs

6. The minimum and maximum of the pay range for Salaried GPs are increased by 1% to £55,412 and £83,617 respectively.

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## GP Registrars

7. 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 2015.

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.

## Effect of amendments

8. Details of the changes made effective by this circular are in Annex C.

## Enquiries

9. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
10. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
11. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
12. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives:  
<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>.
13. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health:  
<http://www.info.doh.gov.uk/contactus.nsf/memo?openform>.

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Issued by:



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## Annex A: Section 1: Summary of basic pay – doctors in training and closed grades

The Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002 are applicable for the grades below. Information on closed grades is only included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales. Information on the 2008 Associate Specialist grade which is also closed is included at Section 4.

Open grades	Grade code <sup>(1)</sup>	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	22,636	24,049	25,461											
Foundation Doctor Year 2	MN15	28,076	29,912	31,748											
Specialty Registrar (Core training)	MN39	30,002	31,838	34,402	35,952	37,822	39,693								
Specialty Registrar (FT) <sup>(2)</sup>	MN35	30,002	31,838	34,402	35,952	37,822	39,693								
Specialty Registrar (full)	MN37	30,002	31,838	34,402	35,952	37,822	39,693	41,564	43,434**	45,304**	47,175**				
Dental Core Training <sup>(3)</sup>	MN21/KA01/LF21	N/A <sup>(3)</sup>	29,912	31,748	33,584	35,420	37,256**	39,092**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	31,301	32,852	34,402	35,952	37,822	39,693	41,564	43,434**	45,304**	47,175**				
Consultant pre 2003	MC21/KC11LC01/LC10	62,477	66,948	71,419	75,890	80,988									
Associate Specialist pre 2008	MC01	38,071	42,103	46,135	50,167	54,199	58,231	63,556	68,171	70,086*	72,584*	75,083*	77,581*	80,079*	82,580*
Staff Grade	MH01	34,441	37,175	39,909	42,643	45,377	48,111	50,843	53,578						
		<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>
Staff Grade <sup>(4)</sup>	MH03/05	34,441	37,175	39,909	42,643	45,377	48,111	50,843*	53,578*	56,313*	59,047*	61,780*	64,516*		
SCMO	KB11	46,623	49,461	52,298	55,135	57,973	60,810	63,647	66,485						
CMO	KB01	32,994	34,780	36,566	38,352	40,138	41,925	43,711	45,498						
Hospital Practitioner	MD01-41	4,553	4,816	5,081	5,344	5,608	5,871	6,135							

\*Discretionary points and optional points - guidance on application of discretionary points is contained in AL(MD)7/95, guidance on application of optional points is contained in AL(MD)4/97.

\*\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

1. Grade codes for Less than Full Time (LTFT) trainees can be found at Annex B.

2. This scale should only be used for positions designated as Fixed Term Specialty Training Appointments (FTSTA).

3. This grade has been renamed Dental Core Training. It was previously "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Doctors should not be placed on this scale, the SHO grade closed in 2007. All Dental CT1 trainees, whether full time or less than full time, should start on point 1 of this scale (MN21) unless they have previous service at Dental CT or higher. If the post attracts a banding supplement, the trainee's basic pay will decrease on entry to Dental CT1. If the post has no banding supplement, the trainee should have their basic pay protected at £30,132.

4. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

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

Threshold	Years completed as a consultant	Basic salary (£)	Period before eligibility for next threshold	Pay scale code	
				Substantive	Locum
1	0	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 also include YC, YM, YK, and YL.

### Clinical Excellence Awards

Awarded by local committees		Awarded by ACCEA	
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		
Level 9	35,484	Level 9 (Bronze)	35,484
		Level 10 (Silver)	46,644
		Level 11 (Gold)	58,305
		Level 12 (Platinum)	75,796

The Clinical Excellence Awards policy framework can be found on the Department of Health website.

## Discretionary Points\*

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

## Distinction Awards\*

<b>A+ award</b>	75,889
<b>A award</b>	55,924
<b>B award</b>	31,959

\*Information on Discretionary Points and Distinction Awards is included for those consultants in receipt of Discretionary Points and/or Distinction Awards which have not been subsumed by a new award under the current Clinical Excellence Awards scheme.

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

<b>Daytime intensity supplement</b>	1,274
<b>Out of hours intensity Band 1 (low intensity)</b>	960
<b>Out of hours intensity Band 2 (medium intensity)</b>	1,913
<b>Out of hours intensity Band 3 (high intensity)</b>	2,860

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

<b>Supplement band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional maximum</b>
Band A (Regional Director of Public Health)	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

This supplement is payable under both the pre 2003 and the current contract. Further information for the current contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the pre 2003 contract in HSG(92)12. Note pay scales KE01 – KE31 are now closed, no further appointments should be made to them.

## Annex A: Section 2: Pay points for consultants transferring/transferred from the pre-2003 consultant contract to the 2003 consultant contract

Pay progression for consultants appointed before 31 October 2003.

Pay Scale	Seniority at transfer	Years after transfer before threshold level changes																		
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
YC51	1	75249	76424*	79961	82318	84667				90263					95860					101451
YC52	2	75836	77605	82318	84667				90263					95860					101451	
YC53	3	76424	78780*	82318	84667			90263					95860					101451		
YC54	4	77017	79961	82318	84667			90263				95860					101451			
YC55	5	82318	83492*	84667				90263				95860					101451			
YC56	6	83492	84667					90263				95860					101451			
YC57	7	84667						90263				95860					101451			
YC57	8	84667						90263				95860					101451			
YC58	9	84667				90263						95860				101451				
YC59	10	84667				90263				95860					101451					
YC60	11	84667				90263			95860					101451						
YC61	12	84667			90263			95860					101451							
YC62	13	84667			90263		95860					101451								
YC63	14	84667			90263		95860				101451									
YC64	15	84667			90263	95860				101451										
YC65	16	84667			90263	95860			101451											
YC66	17	84667		90263		95860		101451												
YC67	18	84667		90263	95860		101451													
YC68	19	84667	90263		95860		101451													
YC69	20	84667	90263		95860	101451														
YC70	21-29	84667	90263	95860	101451															
YC71	30 +	90263	95860	101451																

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

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

## Annex A: Section 3: Specialty Doctor and Salaried GP

### Specialty Doctor pay scale

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC46-01	Min	37,176	1 year
MC46-02	1	40,354	1 year
MC46-03	2	44,487	1 year
MC46-04	3	46,701	1 year
MC46-05	4	49,892	1 year
<b>Threshold 1</b>			
MC46-06	5	53,071	2 years
MC46-07		53,071	1 year
MC46-08	6	56,321	2 years
MC46-09		56,321	1 year
MC46-10	7	59,572	2 years
MC46-11		59,572	1 year
<b>Threshold 2</b>			
MC46-12	8	62,823	3 years
MC46-13		62,823	2 years
MC46-14		62,823	1 year
MC46-15	9	66,074	3 years
MC46-16		66,074	2 years
MC46-17		66,074	1 year
MC46-18	10	69,325	-

### Salaried GP salary range

Minimum	Maximum
55,412	83,617

There is no pay scale for Salaried GPs. The above sets out the minimum and the maximum of the pay range. It is for the employer to determine on what salary level the individual should be placed, and whether and how pay should vary over time.



## Annex A: Section 4: Associate Specialist 2008 contract (CLOSED)

This grade closed on 1 April 2008, no new entrants should be placed on this grade. Doctors on the pre 2008 Associate Specialist contract can elect to transfer to the 2008 Associate Specialist contract.

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC41-01	Min	52,122	1 year
MC41-02	1	56,312	1 year
MC41-03	2	60,500	1 year
MC41-04	3	66,032	1 year
MC41-05	4	70,827	1 year
<b>Threshold 1</b>			
MC41-06	5	72,816	2 years
MC41-07		72,816	1 year
MC41-08	6	75,412	2 years
MC41-09		75,412	1 year
MC41-10	7	78,008	2 years
MC41-11		78,008	1 year
<b>Threshold 2</b>			
MC41-12	8	80,603	3 years
MC41-13		80,603	2 years
MC41-14		80,603	1 year
MC41-15	9	83,199	3 years
MC41-16		83,199	2 years
MC41-17		83,199	1 year
MC41-18	10	85,797	-

## Annex A: Section 5: Emergency rota allowance (in accordance with paragraph 25a-e)

Protected salary scale (Para 25a – e of the Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002).

Emergency rota allowance (CMO/SCMO).

Number of duties	Rate per half year
4 to 11	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 6: Salaried Dental Staff

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

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

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

Maximum salary points for band C managerial dentist posts are identified by complexity levels as follows:

Standard complexity maximum pay point 16  
 Medium complexity maximum pay point 17  
 High complexity maximum pay point 18

Service complexity, for band C managerial dentists, is represented as follows within the pay scale:

		<b>Service complexity</b>		
		Standard	Medium	High
<b>Pay point range</b>	13			
	14			
	15			
	16			
	17			
	18			

### Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a Dental Foundation Trainee (formally vocational dental practitioner), or an undergraduate dental student, is £1,968 a year.

## Dental Foundation Training

<b>Full time salary per annum</b>	30,132
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Dental Foundation Trainees 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.

Information explaining pay arrangements for Dental Foundation Trainees progressing to Dental Core Training can be found on NHS Employers website at the following address: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars/dental-trainees-in-hospital-posts>.

## Annex A: Section 7: Locum appointments

Locum consultants should be employed on the 2003 consultant contract. Basic salary should be determined using Schedule 22 of the Terms and Conditions, and the consultant placed on the appropriate point of the YM73 scale set out in this document. Weekly locum rates are calculated by dividing the appropriate point on the scale by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.

	Rate (£) per week	Rate (£) per notional half day
<b>Specialty Doctor MC47</b>	853.20	85.32
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1,160.30	116.03
<b>Associate Specialist MC03 (CLOSED)</b>	1,000.78	90.98
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>	-	89.22
<b>Hospital Practitioner MD02 (CLOSED)</b>	-	102.49
<b>Staff Grade MH02 (CLOSED)</b>	844.10	84.41

### Foundation Doctor, Dental Core Training, Specialty Registrar and Specialist Registrar:

The system below is for Locum Appointment for Service (LAS) posts. Locum Appointment for Training (LAT) posts are excluded from this arrangement as their arrangements are the same as substantive trainees.

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

Band LA, LB and LC calculated using the mid-point (unrounded) of the current salary scale. 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.

### Hourly rates (£): Bands LA, LB, LC

Band	Basic rate	No band	LC	LB	LA
<b>Foundation Doctor Year 1</b>	11.53	12.11	16.15	17.30	20.76
<b>Foundation Doctor Year 2</b>	14.35	14.35	20.09	21.53	25.83
<b>Dental Core Training</b>	16.11	16.11	22.56	24.17	29.00
<b>Specialty Registrar (higher)</b>	18.59	18.59	26.03	27.89	33.47
<b>Specialty Registrar (lower)</b>	16.87	16.87	23.62	25.31	30.37
<b>Specialist Registrar (CLOSED)</b>	18.59	18.59	26.03	27.89	33.47

### Weekly rates (£): Band LL

Band	Basic rate	No band	1C (x1.2)	1B (x1.4)	1A/2B (x1.5)	2A (x1.8)	3 (x2)
<b>Foundation Doctor Year 1</b>	553.44	581.28	664.13	774.82	830.16	996.20	1,106.88
<b>Foundation Doctor Year 2</b>	688.80	688.80	826.56	964.32	1,033.20	1,239.84	1,377.60
<b>Dental Core Training</b>	773.28	773.28	927.94	1,082.60	1,159.92	1,391.91	1,546.56
<b>Specialty Registrar (higher)</b>	892.32	892.32	1,070.79	1,249.25	1,338.48	1,606.18	1,784.64
<b>Specialty Registrar (lower)</b>	809.76	809.76	971.72	1,133.67	1,214.64	1,457.57	1,619.52
<b>Specialist Registrar (CLOSED)</b>	892.32	892.32	1,070.79	1,249.25	1,338.48	1,606.18	1,784.64

## Annex A: Section 8: Mileage and transport allowances

1. Public transport rate: 24 pence per mile.
2. Regular user rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	Over 1,501
<b>Lump sum</b>	(£)	508	626	760
<b>Up to 9,000 miles</b>	(pence)	29.7	36.9	44
<b>Over 9,001 miles</b>	(pence)	17.8	20.1	22.6

A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

3. Standard rates:

Motor cars with three of four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	1,501 - 2,000	Over 2,000
<b>Up to 3,500 miles</b>	(pence)	37.4	47.3	58.3	58.3
<b>3,501 - 9,000 miles</b>	(pence)	23	28.2	33.5	41
<b>9,001 - 15,000 miles</b>	(pence)	17.8	20.1	22.7	25.5
<b>Over 15,001 miles</b>	(pence)	17.8	20.1	22.6	22.6

4. Other motor vehicles (Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles):

Engine capacity	(cc)	Up to 125	Over 125
<b>Up to 5,000 miles</b>	(pence)	17.8	27.8
<b>Over 5,000 miles</b>	(pence)	6.7	9.9

5. Passenger allowance: 5 pence per mile for each passenger.
6. Pedal cycles: For local agreement, subject to a minimum of 10 pence per mile.

### Lease Cars (Crown Cars), private use:

Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

- A. The current rates of:

<b>Road fund licence, e.g.</b>	£155
<b>Insurance for private use (national call-off contract), e.g.</b>	£88
<b>Including cover for private use, e.g.</b>	£128
<b>Handling charge</b>	£95

Crown Cars, while used solely on NHS business, are not required to be taxed or insured for the purposes of the Road Traffic Act 1972. Any private mileage requires that the vehicle be taxed and insured.

- B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

$$\frac{\left( \text{Cost of Contract Hire at maximum quoted mileage} \right) - \left( \text{Cost of Contract Hire at minimum quoted mileage} \right)}{1000}$$

Plus total excess costs for non-base vehicle, where appropriate,

Plus VAT on total charge to practitioner (A+B).

## Annex A: Section 9: Other fees, charges and allowances (not applicable to salaried primary care dentists)

Para <sup>11</sup> / Sched <sup>12</sup>	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	
			<b>Non-resident staff</b>	<b>Resident staff</b>
55 to 57 / Sch 16	<b>London Weighting:</b>		(£)	(£)
	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	<b>Staff Fund</b>			
	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	

Para <sup>11</sup> / Sched <sup>12</sup>	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 10: Family planning fees and miscellaneous

### Effective from 1 April 2013

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.

<b>Family planning fees</b>	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
 <b>3. Miscellaneous</b>		
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	£129.19
	Half day	£64.60
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£197.38
	Half day	£98.70



## Annex A: Section 11: Payments in respect of the GP Registrar Scheme (for information only)

The following table is included for the sake of completeness. It shows the rate of allowances applicable to the GPR scheme as issued by the Department of Health in the Directions to Health Education England (GP Registrars) 2013 and Directions to the National Health Service Litigation Authority (GP Registrars) 2013 (Amendment) Directions 2013. This table is for information only, full details are included in the Directions which can be found at the following web address:

<https://www.gov.uk/government/publications/directions-to-health-education-england-gp-registrars-2013-and-directions-to-the-national-health-service-litigation-authority-gp-registrars-2013>

		Formal contract for practice placement made (dates are inclusive):											
		Basic Salary from Apr '13	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 data 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)

**Annex B: Section 1: Banding supplements and total salaries - full time staff**

Grade	Point	No Band (5% FY1 only)		Band 1C (20%)		Band 1B (40%)		Band 1A & 2B (50%)		Band 2A (80%)		Band 3 (100%)	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	1,132	23,768	4,528	27,164	9,055	31,691	11,318	33,954	18,109	40,745	22,636	45,272
	1	1,203	25,252	4,810	28,859	9,620	33,669	12,025	36,074	19,240	43,289	24,049	48,098
	2	1,274	26,735	5,093	30,554	10,185	35,646	12,731	38,192	20,369	45,830	25,461	50,922
Foundation Doctor Year 2	Min	N/A	28,076	5,616	33,692	11,231	39,307	14,038	42,114	22,461	50,537	28,076	56,152
	1	N/A	29,912	5,983	35,895	11,965	41,877	14,956	44,868	23,930	53,842	29,912	59,824
	2	N/A	31,748	6,350	38,098	12,700	44,448	15,874	47,622	25,399	57,147	31,748	63,496
Specialty Registrar	Min	N/A	30,002	6,001	36,003	12,001	42,003	15,001	45,003	24,002	54,004	30,002	60,004
	1	N/A	31,838	6,368	38,206	12,736	44,574	15,919	47,757	25,471	57,309	31,838	63,676
	2	N/A	34,402	6,881	41,283	13,761	48,163	17,201	51,603	27,522	61,924	34,402	68,804
	3	N/A	35,952	7,191	43,143	14,381	50,333	17,976	53,928	28,762	64,714	35,952	71,904
	4	N/A	37,822	7,565	45,387	15,129	52,951	18,911	56,733	30,258	68,080	37,822	75,644
	5	N/A	39,693	7,939	47,632	15,878	55,571	19,847	59,540	31,755	71,448	39,693	79,386
	6	N/A	41,564	8,313	49,877	16,626	58,190	20,782	62,346	33,252	74,816	41,564	83,128
	7	N/A	43,434	8,687	52,121	17,374	60,808	21,717	65,151	34,748	78,182	43,434	86,868
	8	N/A	45,304	9,061	54,365	18,122	63,426	22,652	67,956	36,244	81,548	45,304	90,608
Dental Core Training	9	N/A	47,175	9,435	56,610	18,870	66,045	23,588	70,763	37,740	84,915	47,175	94,350
	Min	N/A	28,076	5,616	33,692	11,231	39,307	14,038	42,114	22,461	50,537	28,076	56,152
	1	N/A	29,912	5,983	35,895	11,965	41,877	14,956	44,868	23,930	53,842	29,912	59,824
	2	N/A	31,748	6,350	38,098	12,700	44,448	15,874	47,622	25,399	57,147	31,748	63,496
	3	N/A	33,584	6,717	40,301	13,434	47,018	16,792	50,376	26,868	60,452	33,584	67,168
	4	N/A	35,420	7,084	42,504	14,168	49,588	17,710	53,130	28,336	63,786	35,420	70,840
	5	N/A	37,256	7,452	44,708	14,903	52,159	18,628	55,884	29,805	67,061	37,256	74,512
6	N/A	39,092	7,819	46,911	15,637	54,729	19,546	58,638	31,274	70,366	39,092	78,184	

## Annex B: Section 2: Basic pay for Less than Full Time (LTFT) trainees

Guidance on the pay system for Less than Full Time (LTFT) trainees can be found at: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars/less-than-full-time-training>.

Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Foundation Doctor Year 1 (MT57)</b>	F5	11,318	12,025	12,731	-	-	-	-	-	-	-
	F6	13,582	14,430	15,277	-	-	-	-	-	-	-
	F7	15,846	16,835	17,823	-	-	-	-	-	-	-
	F8	18,109	19,240	20,369	-	-	-	-	-	-	-
	F9	20,373	21,645	22,915	-	-	-	-	-	-	-
<b>Foundation Doctor Year 2 (MT58)</b>	F5	14,038	14,956	15,874	-	-	-	-	-	-	-
	F6	16,846	17,948	19,049	-	-	-	-	-	-	-
	F7	19,654	20,939	22,224	-	-	-	-	-	-	-
	F8	22,461	23,930	25,399	-	-	-	-	-	-	-
	F9	25,269	26,921	28,574	-	-	-	-	-	-	-
<b>Specialty Registrar full (MT59)</b>	F5	15,001	15,919	17,201	17,976	18,911	19,847	20,782	21,717*	22,652*	23,588*
	F6	18,002	19,103	20,642	21,572	22,694	23,816	24,939	26,061*	27,183*	28,305*
	F7	21,002	22,287	24,082	25,167	26,476	27,786	29,095	30,404*	31,713*	33,023*
	F8	24,002	25,471	27,522	28,762	30,258	31,755	33,252	34,748*	36,244*	37,740*
	F9	27,002	28,655	30,962	32,357	34,040	35,724	37,408	39,091*	40,774*	42,458*
<b>Specialty Registrar Core Training and FT (MT59)</b>	F5	15,001	15,919	17,201	17,976	18,911	19,847	-	-	-	-
	F6	18,002	19,103	20,642	21,572	22,694	23,816	-	-	-	-
	F7	21,002	22,287	24,082	25,167	26,476	27,786	-	-	-	-
	F8	24,002	25,471	27,522	28,762	30,258	31,755	-	-	-	-
	F9	27,002	28,655	30,962	32,357	34,040	35,724	-	-	-	-
<b>Dental Core Training (MT53)</b>	F5	14,038	14,956	15,874	16,792	17,710	18,628*	19,546*	-	-	-
	F6	16,846	17,948	19,049	20,151	21,252	22,354*	23,456*	-	-	-
	F7	19,654	20,939	22,224	23,509	24,794	26,080*	27,365*	-	-	-
	F8	22,461	23,930	25,399	26,868	28,336	29,805*	31,274*	-	-	-
	F9	25,269	26,921	28,574	30,226	31,878	33,531*	35,183*	-	-	-

\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

**Annex B: Section 2: Banding supplements and total salaries for Less than Full Time (LTFT) trainees**

<b>(5% supplement) Foundation Doctor Year 1 only</b>											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	566	11,884	680	14,262	793	16,639	906	19,015	1,019	21,392
	1	602	12,627	722	15,152	842	17,677	962	20,202	1,083	22,728
	2	637	13,368	764	16,041	892	18,715	1,019	21,388	1,146	24,061

<b>FC (20% supplement)</b>											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	2,264	13,582	2,717	16,299	3,170	19,016	3,622	21,731	4,075	24,448
	1	2,405	14,430	2,886	17,316	3,367	20,202	3,848	23,088	4,329	25,974
	2	2,547	15,278	3,056	18,333	3,565	21,388	4,074	24,443	4,583	27,498
Foundation Doctor Year 2	Min	2,808	16,846	3,370	20,216	3,931	23,585	4,493	26,954	5,054	30,323
	1	2,992	17,948	3,590	21,538	4,188	25,127	4,786	28,716	5,385	32,306
	2	3,175	19,049	3,810	22,859	4,445	26,669	5,080	30,479	5,715	34,289
Specialty Registrar	Min	3,001	18,002	3,601	21,603	4,201	25,203	4,801	28,803	5,401	32,403
	1	3,184	19,103	3,821	22,924	4,458	26,745	5,095	30,566	5,731	34,386
	2	3,441	20,642	4,129	24,771	4,817	28,899	5,505	33,027	6,193	37,155
	3	3,596	21,572	4,315	25,887	5,034	30,201	5,753	34,515	6,472	38,829
	4	3,783	22,694	4,539	27,233	5,296	31,772	6,052	36,310	6,808	40,848
	5	3,970	23,817	4,764	28,580	5,558	33,344	6,351	38,106	7,145	42,869
	6	4,157	24,939	4,988	29,927	5,819	34,914	6,651	39,903	7,482	44,890
	7	4,344	26,061	5,213	31,274	6,081	36,485	6,950	41,698	7,819	46,910
	8	4,531	27,183	5,437	32,620	6,343	38,056	7,249	43,493	8,155	48,929
Dental Core Training	Min	2,808	16,846	3,370	20,216	3,931	23,585	4,493	26,954	5,054	30,323
	1	2,992	17,948	3,590	21,538	4,188	25,127	4,786	28,716	5,385	32,306
	2	3,175	19,049	3,810	22,859	4,445	26,669	5,080	30,479	5,715	34,289
	3	3,359	20,151	4,031	24,182	4,702	28,211	5,374	32,242	6,046	36,272
	4	3,542	21,252	4,251	25,503	4,959	29,753	5,668	34,004	6,376	38,254
	5	3,726	22,354	4,471	26,825	5,216	31,296	5,961	35,766	6,707	40,238
	6	3,910	23,456	4,692	28,148	5,473	32,838	6,255	37,529	7,037	42,220

**Annex B: Section 2: Banding supplements and total salaries for Less than Full Time (LTFT) trainees**

FB (40% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	4,528	15,846	5,433	19,015	6,339	22,185	7,244	25,353	8,150	28,523
	1	4,810	16,835	5,772	20,202	6,734	23,569	7,696	26,936	8,658	30,303
	2	5,093	17,824	6,111	21,388	7,130	24,953	8,148	28,517	9,166	32,081
Foundation Doctor Year 2	Min	5,616	19,654	6,739	23,585	7,862	27,516	8,985	31,446	10,108	35,377
	1	5,983	20,939	7,180	25,128	8,376	29,315	9,572	33,502	10,769	37,690
	2	6,350	22,224	7,620	26,669	8,890	31,114	10,160	35,559	11,430	40,004
Specialty Registrar	Min	6,001	21,002	7,201	25,203	8,401	29,403	9,601	33,603	10,801	37,803
	1	6,368	22,287	7,642	26,745	8,915	31,202	10,189	35,660	11,462	40,117
	2	6,881	24,082	8,257	28,899	9,633	33,715	11,009	38,531	12,385	43,347
	3	7,191	25,167	8,629	30,201	10,067	35,234	11,505	40,267	12,943	45,300
	4	7,565	26,476	9,078	31,772	10,591	37,067	12,104	42,362	13,616	47,656
	5	7,939	27,786	9,527	33,343	11,115	38,901	12,702	44,457	14,290	50,014
	6	8,313	29,095	9,976	34,915	11,638	40,733	13,301	46,553	14,964	52,372
	7	8,687	30,404	10,425	36,486	12,162	42,566	13,900	48,648	15,637	54,728
	8	9,061	31,713	10,874	38,057	12,686	44,399	14,498	50,742	16,310	57,084
Dental Core Training	9	9,436	33,024	11,322	39,627	13,210	46,233	15,096	52,836	16,984	59,442
	Min	5,616	19,654	6,739	23,585	7,862	27,516	8,985	31,446	10,108	35,377
	1	5,983	20,939	7,180	25,128	8,376	29,315	9,572	33,502	10,769	37,690
	2	6,350	22,224	7,620	26,669	8,890	31,114	10,160	35,559	11,430	40,004
	3	6,717	23,509	8,061	28,212	9,404	32,913	10,748	37,616	12,091	42,317
	4	7,084	24,794	8,501	29,753	9,918	34,712	11,335	39,671	12,752	44,630
	5	7,452	26,080	8,942	31,296	10,432	36,512	11,922	41,727	13,413	46,944
6	7,819	27,365	9,383	32,839	10,946	38,311	12,510	43,784	14,074	49,257	

**Annex B: Section 2: Banding supplements and total salaries for Less than Full Time (LTFT) trainees**

FA (50% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary	Banding	Total salary
Foundation Doctor Year 1	Min	5,659	16,977	6,791	20,373	7,923	23,769	9,055	27,164	10,187	30,560
	1	6,013	18,038	7,215	21,645	8,418	25,253	9,620	28,860	10,823	32,468
	2	6,366	19,097	7,639	22,916	8,912	26,735	10,185	30,554	11,458	34,373
Foundation Doctor Year 2	Min	7,019	21,057	8,423	25,269	9,827	29,481	11,231	33,692	12,635	37,904
	1	7,478	22,434	8,974	26,922	10,470	31,409	11,965	35,895	13,461	40,382
	2	7,937	23,811	9,525	28,574	11,112	33,336	12,700	38,099	14,287	42,861
Specialty Registrar	Min	7,501	22,502	9,001	27,003	10,501	31,503	12,001	36,003	13,501	40,503
	1	7,960	23,879	9,552	28,655	11,144	33,431	12,736	38,207	14,328	42,983
	2	8,601	25,802	10,321	30,963	12,041	36,123	13,761	41,283	15,481	46,443
	3	8,988	26,964	10,786	32,358	12,584	37,751	14,381	43,143	16,179	48,536
	4	9,456	28,367	11,347	34,041	13,238	39,714	15,129	45,387	17,020	51,060
	5	9,924	29,771	11,908	35,724	13,893	41,679	15,878	47,633	17,862	53,586
	6	10,391	31,173	12,470	37,409	14,548	43,643	16,626	49,878	18,704	56,112
	7	10,859	32,576	13,031	39,092	15,202	45,606	17,374	52,122	19,546	58,637
	8	11,326	33,978	13,592	40,775	15,857	47,570	18,122	54,366	20,387	61,161
Dental Core Training	9	11,794	35,382	14,153	42,458	16,512	49,535	18,870	56,610	21,229	63,687
	Min	7,019	21,057	8,423	25,269	9,827	29,481	11,231	33,692	12,635	37,904
	1	7,478	22,434	8,974	26,922	10,470	31,409	11,965	35,895	13,461	40,382
	2	7,937	23,811	9,525	28,574	11,112	33,336	12,700	38,099	14,287	42,861
	3	8,396	25,188	10,076	30,227	11,755	35,264	13,434	40,302	15,113	45,339
	4	8,855	26,565	10,626	31,878	12,397	37,191	14,168	42,504	15,939	47,817
	5	9,314	27,942	11,177	33,531	13,040	39,120	14,903	44,708	16,766	50,297
6	9,773	29,319	11,728	35,184	13,683	41,048	15,637	46,911	17,592	52,775	

## Annex B: Section 2: Basic pay and banding supplements for Less than Full Time (LTFT) Specialist Registrars (SpR) – CLOSED

### Basic pay (LTFT)

Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Specialist Registrar (MT55)</b>	<b>F5</b>	15,651	16,426	17,201	17,976	18,911	19,847	20,782	21,717*	22,652*	23,588*
	<b>F6</b>	18,781	19,712	20,642	21,572	22,694	23,816	24,939	26,061*	27,183*	28,305*
	<b>F7</b>	21,911	22,997	24,082	25,167	26,476	27,786	29,095	30,404*	31,713*	33,023*
	<b>F8</b>	25,041	26,282	27,522	28,762	30,258	31,755	33,252	34,748*	36,244*	37,740*
	<b>F9</b>	28,171	29,567	30,962	32,357	34,040	35,724	37,408	39,091*	40,774*	42,458*

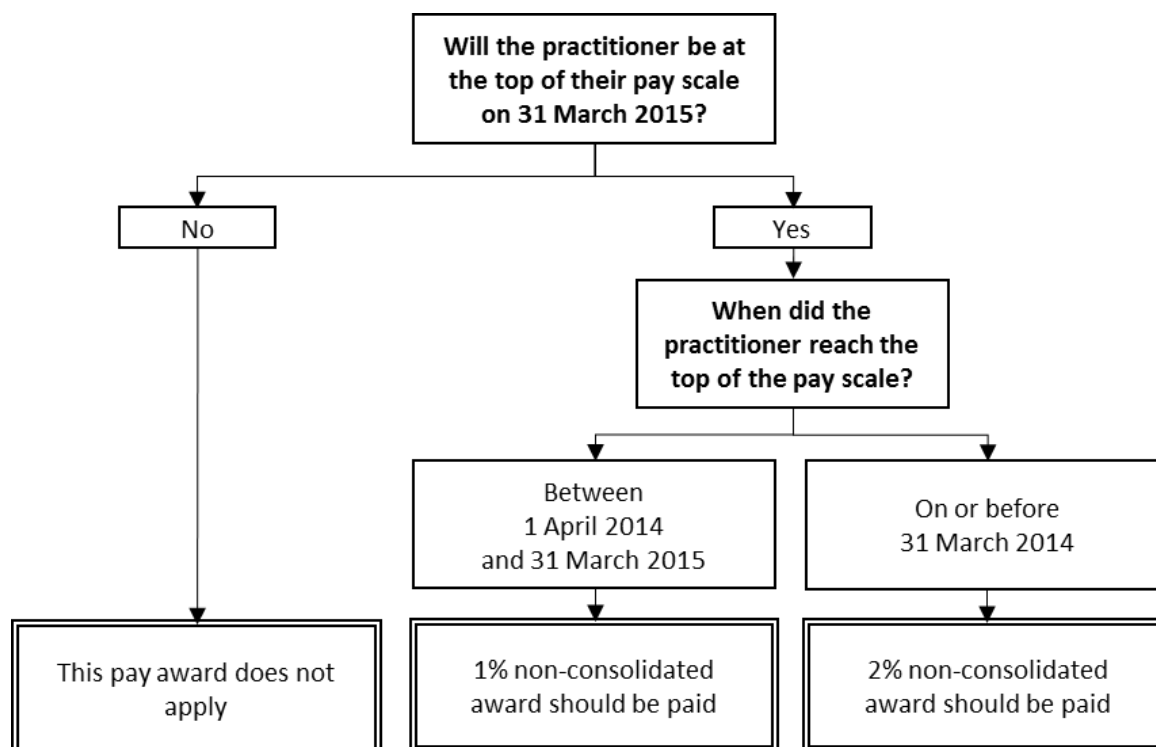
\*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

### Banding supplements (LTFT)

<b>FC (20% banding supplement)</b>											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Specialist Registrar (MT55)</b>	<b>F5</b>	3,131	3,286	3,441	3,596	3,783	3,970	4,157	4,344	4,531	4,718
	<b>F6</b>	3,757	3,943	4,129	4,315	4,539	4,764	4,988	5,213	5,437	5,661
	<b>F7</b>	4,383	4,600	4,817	5,034	5,296	5,558	5,819	6,081	6,343	6,605
	<b>F8</b>	5,009	5,257	5,505	5,753	6,052	6,351	6,651	6,950	7,249	7,548
	<b>F9</b>	5,635	5,914	6,193	6,472	6,808	7,145	7,482	7,819	8,155	8,492
<b>FB (40% banding supplement)</b>											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Specialist Registrar (MT55)</b>	<b>F5</b>	6,261	6,571	6,881	7,191	7,565	7,939	8,313	8,687	9,061	9,436
	<b>F6</b>	7,513	7,885	8,257	8,629	9,078	9,527	9,976	10,425	10,874	11,322
	<b>F7</b>	8,765	9,199	9,633	10,067	10,591	11,115	11,638	12,162	12,686	13,210
	<b>F8</b>	10,017	10,513	11,009	11,505	12,104	12,702	13,301	13,900	14,498	15,096
	<b>F9</b>	11,269	11,827	12,385	12,943	13,616	14,290	14,964	15,637	16,310	16,984
<b>FA (50% banding supplement)</b>											
Grade	F number	Min	1	2	3	4	5	6	7	8	9
<b>Specialist Registrar (MT55)</b>	<b>F5</b>	7,826	8,213	8,601	8,988	9,456	9,924	10,391	10,859	11,326	11,794
	<b>F6</b>	9,391	9,856	10,321	10,786	11,347	11,908	12,470	13,031	13,592	14,153
	<b>F7</b>	10,956	11,499	12,041	12,584	13,238	13,893	14,548	15,202	15,857	16,512
	<b>F8</b>	12,521	13,141	13,761	14,381	15,129	15,878	16,626	17,374	18,122	18,870
	<b>F9</b>	14,086	14,784	15,481	16,179	17,020	17,862	18,704	19,546	20,387	21,229

## Annex C: Non-consolidated payments from 1 April 2015 – 31 March 2016

- Staff who 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 2015 and ending on 31 March 2016. This non-consolidated sum will be either 1% or 2% of basic pay depending on the criteria set out in the flow chart below. The pay points affected and the value of the lump sum are set out in table 1 below.



- These payments apply from the 1 April 2015 until 31 March 2016. 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.

### Supplementary notes:

- 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.
- 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.
- 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.
- 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.
- Dental foundation trainees have a spot salary (£30,132) and are therefore, for the purpose of this pay award, classed as at the top of their scale. New dental foundation trainees commencing in 2015 will be entitled to a 1% non-consolidated award. Existing dental foundation trainees will be entitled to a 2% non-consolidated award.



## Annex C: Table 1

Grade	Pay scale code	Top pay scale point	Basic salary at 31 March 2015	Non-consolidated 1% effective from 1 April 2015	Non-consolidated 2% effective from 1 April 2015	
Consultant (2003 contract)	YC51-73, YM51-73, YK51-73, YL51-73	8	101,451	1,015	2,030	
Specialty Doctor	MC46	10	69,325	694	1,387	
Specialty Registrar (full) including GPRs in practice placements	MN37	9	47,175	472	944	
Specialty Registrar (Core Training)	MN39	5	39,693	397	794	
Specialty Registrar (FT)	MN35	5	39,693	397	794	
Specialist Registrar including GPRs in practice placements	MN25/KA31/LF25	9	47,175	472	944	
Foundation Doctor Year 2	MN15	2	31,748	318	635	
Foundation Doctor Year 1	MN13	2	25,461	255	510	
Dental Core Training	MN21/KA01/LF21	6	39,092	391	782	
Dental Foundation Training	N/A	N/A	30,132	302	603	
Consultant (pre 2003 contract)	MC21/KC11/LC01/ LC10	4	80,988	810	1,620	
Associate Specialist pre 2008	MC01	7	68,171	682	1,364	
Associate Specialist pre 2008	MC01	8	70,086	701	1,402	
Associate Specialist pre 2008	MC01	9	72,584	726	1,452	
Associate Specialist pre 2008	MC01	10	75,083	751	1,502	
Associate Specialist pre 2008	MC01	11	77,581	776	1,552	
Associate Specialist pre 2008	MC01	12	80,079	801	1,602	
Associate Specialist pre 2008	MC01	13	82,580	826	1,652	
Associate Specialist (2008)	MC41	10	85,797	858	1,716	
Staff Grade Practitioner	MH01	7	53,578	536	1,072	
Staff Grade Practitioner	MH03/05	5	48,596	486	972	
Staff Grade Practitioner	MH03/05	6	50,845	509	1,017	
Staff Grade Practitioner	MH03/05	7	53,578	536	1,072	
Staff Grade Practitioner	MH03/05	8	56,313	564	1,127	
Staff Grade Practitioner	MH03/05	9	59,047	591	1,181	
Staff Grade Practitioner	MH03/05	10	61,780	618	1,236	
Staff Grade Practitioner	MH03/05	11	64,516	646	1,291	
SCMO	KB11	7	66,485	665	1,330	
CMO	KB01	7	45,498	455	910	
Hospital practitioner	MD01-41	6	6,135	62	123	
<b>Salaried Primary Care Dental Staff:</b>	Band A	LD01	6	57,142	572	1,143
	Band A plus extended competency point	LD01	7	59,259	593	1,186
	Band B	LD11	12	69,311	694	1,387
	Band B plus extended competency point	LD11	13	70,899	709	1,418
	Band C	LD21	18	81,480	815	1,630
<b>Band C Managerial Dentists:</b>	Standard Complexity	LD21	16	77,248	773	1,545
	Medium Complexity	LD21	17	79,364	794	1,588
	High Complexity	LD21	18	81,480	815	1,630
Assistant Clinical Directors under the new pay spine	LD21	15	75,131	752	1,503	
<b>Part time medical and dental officers (TCS paras 94-105)</b>	per notional half day (per year)	ME11	N/A	4,652	47	94
	Maximum annual payment (9 sessions)	ME11	N/A	41,868	419	838
	Payment for 1 hour or less (per year)	ME11	N/A	1,239	13	25
	twice hourly rate (per year)	ME11	N/A	2,478	25	50