

1 October 2007

Pay Circular (M&D) 7/2007

Pay and conditions for hospital medical and dental staff, doctors in public health medicine and the community health service

To: All NHS employers

Summary

This pay circular informs NHS employers of the changes with effect from 1 November 2007 in the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service.

Action

- 1 The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 November 2007. Please implement and, where necessary, backdate the new awards as soon as possible.

Uplifts to national salary scales from 1 November 2007

- 2 Where the increases in pay and fees and allowances for 2007/08, if paid in full, were greater than a 1.5% increase they were staged with 1.5% of the award being paid from 1 April 2007. Where necessary this should be increased to the full award from 1 November 2007. Pay Circular (M&D) 2/2007 contains more information on the staging of the 2007/08 award. This circular provides details on the pay rates and fees and allowances to be paid from 1 November 2007.

GP Registrars

- 3 The allowances for GP Specialist Registrars will be amended with effect from 1 November 2007 to reflect the second part of the pay award. This will be implemented separately through a Direction issued by the Department of Health and the scales subsequently published on the NHS Employers website at <http://www.nhsemployers.org/pay-conditions/pay-conditions-469.cfm>

Salaried GPs

- 4 In April 2007 the top point of the salary range for GPs employed by Primary Care Organisations (PCOs) was increased by £1,000. The bottom point of the salary range was uplifted by 1.5%. As of 1 November 2007 the bottom point of the scale will be increased so the cumulative increase including that implemented in April is £1,000. The salary range from 1 November 2007 is therefore £51,332 to £77,462.

Effect of amendments

- 5 The revised national salaries, fees and allowances given in annex A to this pay circular replace those notified in Pay Circular (M&D) 2/2007 and will take effect from 1 November 2007.
- 6 The revised allowances and salary points for 2007/08 are calculated on the basis of a cumulative uplift on 2003/04 baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2006/07 figures.

Documentation

- 7 For ease of reference, annex A to this circular incorporates those tables and rates previously issued with Pay Circular (M&D) 2/2007 which have remained unchanged.
- 8 Employers may therefore wish to substitute this amended annex A for that issued under cover of Pay Circular (M&D) 2/2007.

Enquiries

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

Further copies

- 11 Copies of this circular can be downloaded from: www.nhsemployers.org
- 12 Prior to the establishment of NHS Employers in November 2004 responsibility to inform the NHS of uplifts and increases in pay for medical and dental staff covered by this circular rested with the Department of Health and was published in Advance Letters (Medical and Dental). Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at: www.dh.gov.uk/letters.



Gill Bellord
Head of Pay and Negotiations
NHS Employers

Annex A: Section 1: Basic rates of pay per annum, effective from 1 November 2007

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

		Basic salary (£)													
Grade	Pay Scale Code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (pre 2003 contract)	MC21/KC11¹	59,632	63,899	68,167	72,434	77,300									
Associate Specialist	MC01	35,977	39,788	43,598	47,408	51,219	55,029	60,061	64,422	66,232 ²	68,593 ²	70,954 ²	73,315 ²	75,676 ²	78,039 ²
Staff Grade Practitioner	MH01¹	32,547	35,131	37,714	40,298	42,882	45,465	48,049	50,632						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03/5³	32,547	35,131	37,714	40,298	42,882	45,924	48,049 ⁴	50,632 ⁴	53,216 ⁴	55,800 ⁴	58,383 ⁴	60,968 ⁴		
SCMO	KB11¹	44,059	46,741	49,422	52,103	54,785	57,466	60,147	62,829						
CMO	KB01¹	31,179	32,867	34,555	36,243	37,931	39,619	41,307	42,996						
Specialty Registrar (full)	MN37	28,352	30,087	32,510	33,975	35,742	37,510	39,278	41,045 ⁵	42,813 ⁵	44,581 ⁵				
Specialty Registrar (Fixed term)	MN35	28,352	30,087	32,510	33,975	35,742	37,510								
Specialist Registrar	MN25/KA31	29,580	31,045	32,510	33,975	35,742	37,510	39,278	41,045 ⁵	42,813 ⁵	44,581 ⁵				
Senior House Officer	MN21/KA01	26,532	28,267	30,002	31,737	33,472	35,207 ⁵	36,942 ⁵							
House Officer	MN11	21,391	22,726	24,061											
PRHO	MN01	21,391	22,726												
Foundation House Officer 2	MN15	26,532	28,267	30,002											
Foundation House Officer 1	MN13	21,391	22,726	24,061											
Hospital practitioners/sess	MD01-41	4,302	4,551	4,801	5,050	5,299	5,548	5,797							

(NB: Endnotes appear on page 19)

Annex A: Section 2

Consultant pay and allowances effective from 1 November 2007

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 (2007/08 Rates)	Pay Scale
30 +	On transfer to new contract		£86,153	MC71
	1 year after transfer	7	£91,495	
	2 years after transfer	8	£96,831	
21-29	On transfer to new contract		£80,812	MC70
	1 year after transfer	6	£86,153	
	2 years after transfer	7	£91,495	
	3 years after transfer	8	£96,831	
20	On transfer to new contract		£80,812	MC69
	1 year after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	4 years after transfer	8	£96,831	
19	On transfer to new contract		£80,812	MC68
	1 year after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	5 years after transfer	8	£96,831	
18	On transfer to new contract		£80,812	MC67
	2 years after transfer	6	£86,153	
	3 years after transfer	7	£91,495	
	5 years after transfer	8	£96,831	
17	On transfer to new contract		£80,812	MC66
	2 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	6 years after transfer	8	£96,831	
16	On transfer to new contract		£80,812	MC65
	3 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	7 years after transfer	8	£96,831	
15	On transfer to new contract		£80,812	MC64
	3 years after transfer	6	£86,153	
	4 years after transfer	7	£91,495	
	8 years after transfer	8	£96,831	
14	On transfer to new contract		£80,812	MC63
	3 years after transfer	6	£86,153	
	5 years after transfer	7	£91,495	
	9 years after transfer	8	£96,831	
13	On transfer to new contract		£80,812	MC62
	3 years after transfer	6	£86,153	
	5 years after transfer	7	£91,495	
	10 years after transfer	8	£96,831	
12	On transfer to new contract		£80,812	MC61
	3 years after transfer	6	£86,153	
	6 years after transfer	7	£91,495	
	11 years after transfer	8	£96,831	
11	On transfer to new contract		£80,812	MC60
	4 years after transfer	6	£86,153	
	7 years after transfer	7	£91,495	
	12 years after transfer	8	£96,831	
10	On transfer to new contract		£80,812	MC59
	4 years after transfer	6	£86,153	
	8 years after transfer	7	£91,495	
	13 years after transfer	8	£96,831	

Annex A: Section 2

Consultant pay and allowances effective from 1 November 2007

Seniority at transfer	Years after transfer before threshold level changes	Pay Threshold	Basic salary (2007/08 Rates)	Pay Scale
9	On transfer to new contract		£80,812	MC58
	4 years after transfer	6	£86,153	
	9 years after transfer	7	£91,495	
	14 years after transfer	8	£96,831	
8	On transfer to new contract		£80,812	MC57
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
	15 years after transfer	8	£96,831	
7	On transfer to new contract		£80,812	MC57
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
	15 years after transfer	8	£96,831	
6	On transfer to new contract		£79,690	MC56
	1 year after transfer	5	£80,812	
	5 years after transfer	6	£86,153	
	10 years after transfer	7	£91,495	
5	On transfer to new contract		£78,569	MC55
	1 year after transfer	*	£79,690	
	2 years after transfer	5	£80,812	
	6 years after transfer	6	£86,153	
4	On transfer to new contract		£73,510	MC54
	1 year after transfer	3	£76,320	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
3	On transfer to new contract		£72,944	MC53
	1 year after transfer	*	£75,193	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
2	On transfer to new contract		£72,383	MC52
	1 year after transfer	2	£74,071	
	2 years after transfer	4	£78,569	
	3 years after transfer	5	£80,812	
1	On transfer to new contract		£71,822	MC51
	1 year after transfer	*	£72,944	
	2 years after transfer	3	£76,320	
	3 years after transfer	4	£78,569	
	4 years after transfer	5	£80,812	
	9 years after transfer	6	£86,153	
	14 years after transfer	7	£91,495	
	19 years after transfer	8	£96,831	

* 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 November 2007

Annex B

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

Threshold	Years completed as a consultant	Basic salary 2007/08	Period before eligibility for next threshold	Payroll point
1	0	£71,822	1 year	MC72 Point 00
2	1	£74,071	1 year	MC72 Point 01
3	2	£76,320	1 year	MC72 Point 02
4	3	£78,569	1 year	MC72 Point 03
5	4	£80,812	5 years	MC72 Point 04
	5	£80,812	4 years	MC72 Point 05
	6	£80,812	3 years	MC72 Point 06
	7	£80,812	2 years	MC72 Point 07
	8	£80,812	1 year	MC72 Point 08
6	9	£86,153	5 years	MC72 Point 09
	10	£86,153	4 years	MC72 Point 10
	11	£86,153	3 years	MC72 Point 11
	12	£86,153	2 years	MC72 Point 12
	13	£86,153	1 year	MC72 Point 13
7	14	£91,495	5 years	MC72 Point 14
	15	£91,495	4 years	MC72 Point 15
	16	£91,495	3 years	MC72 Point 16
	17	£91,495	2 years	MC72 Point 17
	18	£91,495	1 year	MC72 Point 18
8	19	£96,831	-	MC72 Point 19

Annex A: Section 2

Consultant pay and allowances effective from 1 November 2007

Additional supplement for Directors of Public Health (Chief Officer Supplement)

Table 2: Value of supplement (either contract)⁶

Supplement Band	Minimum	Maximum	Exceptional Maximum
Band A (Regional Director of PH)	£13,024	£18,906	
Band B	£5,043	£10,097	£13,024
Band C	£4,216	£8,403	£10,097
Band D	£3,361	£6,721	£8,403

(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	£90,324	£96,206	
Band B	KE21 ¹	£82,343	£87,397	£90,324
Band C	KE11 ¹	£81,516	£85,703	£87,397
Band D	KE01 ¹	£80,661	£84,021	£85,703

(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		Awarded by ACCEA	
Level 1	£2,850		
Level 2	£5,700		
Level 3	£8,550		
Level 4	£11,400		
Level 5	£14,250		
Level 6	£17,100		
Level 7	£22,800		
Level 8	£28,500		
Level 9	£34,200	Level 9 (Bronze)	£34,200
		Level 10 (Silver)	£44,965
		Level 11 (Gold)	£56,206
		Level 12 (Platinum)	£73,068

Table 5: Discretionary Points for Consultants (either contract)

Pay Scale/Code	1	2	3	4	5	6	7	8
MC10/KC10	£3,088	£6,176	£9,264	£12,352	£15,440	£18,528	£21,616	£24,704

Annex A: Section 2
Consultant pay and allowances effective from 1 November 2007

Table 6: Distinction Awards for Consultants (either contract)

Level of Award	
A+ awards	£73,158
A awards	£53,911
B awards	£30,808

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

Banding	
Daytime Intensity Supplement (paid yearly)	£1,228
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£925
Band 2 (medium intensity)	£1,844
Band 3 (high intensity)	£2,757

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	£172
12 to 17	£344
18 to 23	£516
24 to 29	£688
30 to 35	£860
36 to 41	£1,032
42 to 47	£1,204
48 to 53	£1,376
54 to 59	£1,548
60 to 65	£1,720
66 to 71	£1,892
72 or more	£2,064

Annex A: Section 4 Doctors in training

Table 1: Total Salaries for Full-Time Training Posts from 1st November 2007⁸

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/FHO1	Min	£21,391	£25,670	£29,948	£32,087	£38,504	£42,782
	1	£22,726	£27,272	£31,817	£34,089	£40,907	£45,452
	2	£24,061	£28,874	£33,686	£36,092	£43,310	£48,122
FHO2	Min	£26,532	£31,839	£37,145	£39,798	£47,758	£53,064
	1	£28,267	£33,921	£39,574	£42,401	£50,881	£56,534
	2	£30,002	£36,003	£42,003	£45,003	£54,004	£60,004
SHO	Min	£26,532	£31,839	£37,145	£39,798	£47,758	£53,064
	1	£28,267	£33,921	£39,574	£42,401	£50,881	£56,534
	2	£30,002	£36,003	£42,003	£45,003	£54,004	£60,004
	3	£31,737	£38,085	£44,432	£47,606	£57,127	£63,474
	4	£33,472	£40,167	£46,861	£50,208	£60,250	£66,944
	5	£35,207	£42,249	£49,290	£52,811	£63,373	£70,414
	6	£36,942	£44,331	£51,719	£55,413	£66,496	£73,884
SpR	Min	£29,580	£35,496	£41,412	£44,370	£53,244	£59,160
	1	£31,045	£37,254	£43,463	£46,568	£55,881	£62,090
	2	£32,510	£39,012	£45,514	£48,765	£58,518	£65,020
	3	£33,975	£40,770	£47,565	£50,963	£61,155	£67,950
	4	£35,742	£42,891	£50,039	£53,613	£64,336	£71,484
	5	£37,510	£45,012	£52,514	£56,265	£67,518	£75,020
	6	£39,278	£47,134	£54,990	£58,917	£70,701	£78,556
	7	£41,045	£49,254	£57,463	£61,568	£73,881	£82,090
	8	£42,813	£51,376	£59,939	£64,220	£77,064	£85,626
	9	£44,581	£53,498	£62,414	£66,872	£80,246	£89,162
StR	Min	£28,352	£34,023	£39,693	£42,528	£51,034	£56,704
	1	£30,087	£36,105	£42,122	£45,131	£54,157	£60,174
	2	£32,510	£39,012	£45,514	£48,765	£58,518	£65,020
	3	£33,975	£40,770	£47,565	£50,963	£61,155	£67,950
	4	£35,742	£42,891	£50,039	£53,613	£64,336	£71,484
	5	£37,510	£45,012	£52,514	£56,265	£67,518	£75,020
	6	£39,278	£47,134	£54,990	£58,917	£70,701	£78,556
	7	£41,045	£49,254	£57,463	£61,568	£73,881	£82,090
	8	£42,813	£51,376	£59,939	£64,220	£77,064	£85,626
	9	£44,581	£53,498	£62,414	£66,872	£80,246	£89,162
StR (FT)	Min	£28,352	£34,023	£39,693	£42,528	£51,034	£56,704
	1	£30,087	£36,105	£42,122	£45,131	£54,157	£60,174
	2	£32,510	£39,012	£45,514	£48,765	£58,518	£65,020
	3	£33,975	£40,770	£47,565	£50,963	£61,155	£67,950
	4	£35,742	£42,891	£50,039	£53,613	£64,336	£71,484
	5	£37,510	£45,012	£52,514	£56,265	£67,518	£75,020

Annex A: Section 4
Doctors in training

**Table 2: Total salaries for flexible trainees working less than 40 hours per week⁹
(Pre-June 2005 pay arrangements)**

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	£21,391	£22,461	£26,739
	1	£22,726	£23,863	£28,408
	2	£24,061	£25,265	£30,077
SHO	Min	£26,532	£27,859	£33,165
	1	£28,267	£29,681	£35,334
	2	£30,002	£31,503	£37,503
	3	£31,737	£33,324	£39,672
	4	£33,472	£35,146	£41,840
	5	£35,207	£36,968	£44,009
	6	£36,942	£38,790	£46,178
SpR	Min	£29,580	£31,059	£36,975
	1	£31,045	£32,598	£38,807
	2	£32,510	£34,136	£40,638
	3	£33,975	£35,674	£42,469
	4	£35,742	£37,530	£44,678
	5	£37,510	£39,386	£46,888
	6	£39,278	£41,242	£49,098
	7	£41,045	£43,098	£51,307
	8	£42,813	£44,954	£53,517
9	£44,581	£46,811	£55,727	

Annex A: Section 4
Doctors in training – flexible Trainees
Post June 2005 pay arrangements¹⁰

PRHO / FHO1			
Basic			
Point	0	1	2*
F5	10,696	11,363	12,031
F6	12,835	13,636	14,437
F7	14,974	15,909	16,843
F8	17,113	18,181	19,249
F9	19,252	20,454	21,655
FC (20% supplement)			
	0	1	2*
F5	12,836	13,636	14,438
F6	15,402	16,364	17,325
F7	17,969	19,091	20,212
F8	20,536	21,818	23,099
F9	23,103	24,545	25,986
FB (40% supplement)			
	0	1	2*
F5	14,975	15,909	16,844
F6	17,969	19,091	20,212
F7	20,964	22,273	23,581
F8	23,959	25,454	26,949
F9	26,953	28,636	30,317
FA (50% supplement)			
	0	1	2*
F5	16,044	17,045	18,047
F6	19,253	20,454	21,656
F7	22,461	23,864	25,265
F8	25,670	27,272	28,874
F9	28,878	30,681	32,483
(* Not PRHO)			

FHO2		
Basic		
0	1	2
13,266	14,134	15,001
15,920	16,961	18,002
18,573	19,787	21,002
21,226	22,614	24,002
23,879	25,441	27,002
FC (20% supplement)		
0	1	2
15,920	16,961	18,002
19,104	20,354	21,603
22,288	23,745	25,203
25,472	27,137	28,803
28,655	30,530	32,403
FB (40% supplement)		
0	1	2
18,573	19,788	21,002
22,288	23,746	25,203
26,003	27,702	29,403
29,717	31,660	33,603
33,431	35,618	37,803
FA (50% supplement)		
0	1	2
19,899	21,201	22,502
23,880	25,442	27,003
27,860	29,681	31,503
31,839	33,921	36,003
35,819	38,162	40,503

SHO						
Basic						
0	1	2	3	4	5	6
13,266	14,134	15,001	15,869	16,736	17,604	18,471
15,920	16,961	18,002	19,043	20,084	21,125	22,166
18,573	19,787	21,002	22,216	23,431	24,645	25,860
21,226	22,614	24,002	25,390	26,778	28,166	29,554
23,879	25,441	27,002	28,564	30,125	31,687	33,248
FC (20% supplement)						
0	1	2	3	4	5	6
15,920	16,961	18,002	19,043	20,084	21,125	22,166
19,104	20,354	21,603	22,852	24,101	25,350	26,600
22,288	23,745	25,203	26,660	28,118	29,574	31,032
25,472	27,137	28,803	30,468	32,134	33,800	35,465
28,655	30,530	32,403	34,277	36,150	38,025	39,898
FB (40% supplement)						
0	1	2	3	4	5	6
18,573	19,788	21,002	22,217	23,431	24,646	25,860
22,288	23,746	25,203	26,661	28,118	29,575	31,033
26,003	27,702	29,403	31,103	32,804	34,503	36,204
29,717	31,660	33,603	35,546	37,490	39,433	41,376
33,431	35,618	37,803	39,990	42,175	44,362	46,548
FA (50% supplement)						
0	1	2	3	4	5	6
19,899	21,201	22,502	23,804	25,104	26,406	27,707
23,880	25,442	27,003	28,565	30,126	31,688	33,249
27,860	29,681	31,503	33,324	35,147	36,968	38,790
31,839	33,921	36,003	38,085	40,167	42,249	44,331
35,819	38,162	40,503	42,846	45,188	47,531	49,872

SpR									
Basic									
0	1	2	3	4	5	6	7	8	9
14,790	15,523	16,255	16,988	17,871	18,755	19,639	20,523	21,407	22,291
17,748	18,627	19,506	20,385	21,446	22,506	23,567	24,627	25,688	26,749
20,706	21,732	22,757	23,783	25,020	26,257	27,495	28,732	29,970	31,207
23,664	24,836	26,008	27,180	28,594	30,008	31,423	32,836	34,251	35,665
26,622	27,941	29,259	30,578	32,168	33,759	35,351	36,941	38,532	40,123
FC (20% supplement)									
0	1	2	3	4	5	6	7	8	9
17,748	18,628	19,506	20,386	21,446	22,506	23,567	24,628	25,689	26,750
21,298	22,353	23,408	24,462	25,736	27,008	28,281	29,553	30,826	32,099
24,848	26,079	27,309	28,540	30,024	31,509	32,994	34,479	35,964	37,449
28,397	29,804	31,210	32,616	34,313	36,010	37,708	39,404	41,102	42,798
31,947	33,530	35,111	36,694	38,602	40,511	42,422	44,330	46,239	48,148
FB (40% supplement)									
0	1	2	3	4	5	6	7	8	9
20,706	21,733	22,757	23,784	25,020	26,257	27,495	28,733	29,970	31,208
24,848	26,078	27,309	28,539	30,025	31,509	32,994	34,478	35,964	37,449
28,989	30,425	31,860	33,297	35,028	36,760	38,493	40,225	41,958	43,690
33,130	34,771	36,412	38,052	40,032	42,012	43,993	45,971	47,952	49,931
37,271	39,118	40,963	42,810	45,036	47,263	49,492	51,718	53,945	56,173
FA (50% supplement)									
0	1	2	3	4	5	6	7	8	9
22,185	23,285	24,383	25,482	26,807	28,133	29,459	30,785	32,111	33,437
26,622	27,941	29,259	30,578	32,169	33,759	35,351	36,941	38,532	40,124
31,059	32,598	34,136	35,675	37,530	39,386	41,243	43,098	44,955	46,811
35,496	37,254	39,012	40,770	42,891	45,012	47,135	49,254	51,377	53,498
39,933	41,912	43,889	45,867	48,252	50,639	53,027	55,412	57,798	60,185

Annex A: Section 4
Doctors in training – flexible Trainees
Post June 2005 pay arrangements¹⁰

StR

Basic

Point	0	1	2	3	4	5	6	7	8	9
F5	14,176	15,044	16,255	16,988	17,871	18,755	19,639	20,523	21,407	22,291
F6	17,012	18,053	19,506	20,385	21,446	22,506	23,567	24,627	25,688	26,749
F7	19,847	21,061	22,757	23,783	25,020	26,257	27,495	28,732	29,970	31,207
F8	22,682	24,070	26,008	27,180	28,594	30,008	31,423	32,836	34,251	35,665
F9	25,517	27,079	29,259	30,578	32,168	33,759	35,351	36,941	38,532	40,123

FC (20% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	17,012	18,053	19,506	20,386	21,446	22,506	23,567	24,628	25,689	26,750
F6	20,415	21,664	23,408	24,462	25,736	27,008	28,281	29,553	30,826	32,099
F7	23,817	25,274	27,309	28,540	30,024	31,509	32,994	34,479	35,964	37,449
F8	27,219	28,884	31,210	32,616	34,313	36,010	37,708	39,404	41,102	42,798
F9	30,621	32,495	35,111	36,694	38,602	40,511	42,422	44,330	46,239	48,148

FB (40% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	19,847	21,062	22,757	23,784	25,020	26,257	27,495	28,733	29,970	31,208
F6	23,817	25,275	27,309	28,539	30,025	31,509	32,994	34,478	35,964	37,449
F7	27,786	29,486	31,860	33,297	35,028	36,760	38,493	40,225	41,958	43,690
F8	31,755	33,698	36,412	38,052	40,032	42,012	43,993	45,971	47,952	49,931
F9	35,724	37,911	40,963	42,810	45,036	47,263	49,492	51,718	53,945	56,173

FA (50% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	21,264	22,566	24,383	25,482	26,807	28,133	29,459	30,785	32,111	33,437
F6	25,518	27,080	29,259	30,578	32,169	33,759	35,351	36,941	38,532	40,124
F7	29,771	31,592	34,136	35,675	37,530	39,386	41,243	43,098	44,955	46,811
F8	34,023	36,105	39,012	40,770	42,891	45,012	47,135	49,254	51,377	53,498
F9	38,276	40,619	43,889	45,867	48,252	50,639	53,027	55,412	57,798	60,185

StR (Fixed Term)

Basic

	0	1	2	3	4	5	Point
	14,176	15,044	16,255	16,988	17,871	18,755	F5
	17,012	18,053	19,506	20,385	21,446	22,506	F6
	19,847	21,061	22,757	23,783	25,020	26,257	F7
	22,682	24,070	26,008	27,180	28,594	30,008	F8
	25,517	27,079	29,259	30,578	32,168	33,759	F9

FC (20% supplement)

	0	1	2	3	4	5	
	17,012	18,053	19,506	20,386	21,446	22,506	F5
	20,415	21,664	23,408	24,462	25,736	27,008	F6
	23,817	25,274	27,309	28,540	30,024	31,509	F7
	27,219	28,884	31,210	32,616	34,313	36,010	F8
	30,621	32,495	35,111	36,694	38,602	40,511	F9

FB (40% supplement)

	0	1	2	3	4	5	
	19,847	21,062	22,757	23,784	25,020	26,257	F5
	23,817	25,275	27,309	28,539	30,025	31,509	F6
	27,786	29,486	31,860	33,297	35,028	36,760	F7
	31,755	33,698	36,412	38,052	40,032	42,012	F8
	35,724	37,911	40,963	42,810	45,036	47,263	F9

FA (50% supplement)

	0	1	2	3	4	5	
	21,264	22,566	24,383	25,482	26,807	28,133	F5
	25,518	27,080	29,259	30,578	32,169	33,759	F6
	29,771	31,592	34,136	35,675	37,530	39,386	F7
	34,023	36,105	39,012	40,770	42,891	45,012	F8
	38,276	40,619	43,889	45,867	48,252	50,639	F9

Annex A: Section 5 Other fees, charges and allowances

Para ¹¹ / Sched ¹²	Nature of fee	Payable for each:	Rate (£)	
32.b / Sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£3.46	
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	£4,927.38	
55 to 57 / Sch 16	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
88	Staff Fund			
	Payment for each eligible bed	year	£627	
91.a	Payment for provision of a casualty service:			
	Higher rate	year	£7,729	
	Lower rate	year	£3,865	
	12 hrs per day Mon-Fri	year	£2,763	
91.b	Payment for each notional half-day of clinical work per week:	year	£4,396	
91.b	Payment for one hour or less of clinical work per week	year	£1,170	
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	year	£2,340	
93	Payment for each casualty seen, where the number is less than 200 per annum:	casualty seen	£25.25	
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	year	£4,396	
"	Maximum annual payment (i.e. for 9 sessions)	year	£39,564	
"	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	year	£1,170	
"	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	year	£2,340	
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	£23.81	
"	Maximum payment per session (i.e. three times hourly rate)	session	£71.43	

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	£78.76
	Intermediate Rate	"	£39.38
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	£236.28
145 / Sch 10	Combined fee for completion of form CVI	item of service	£120.13
	For re-examination (provided previous form CVI available)	"	£102.64
146	Lower rate	items of service	£19.72
155	Exceptional consultation by a consultant		£147.57
157	Exceptional consultation by a general practitioner		£48.70
165 / Sch 11	Fees for lectures to nurses, etc		
	Consultants	lecture	£57.15
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	"	£45.29
	Other grades	"	£33.25
166 / Sch 11	Lecture fee for Postgraduate Medical Education	"	£72.40

Annex A: Section 6 Transport fees and allowances

Mileage Allowance¹³

1 Public transport rate: 23p 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	(£)	399	475	580	580
Up to 9,000 miles	(p)	27	33.5	40	40
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

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)	34	43	53	53
3,501 - 9,000 miles	(p)	23	28.2	33.5	41
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4 Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	16.2	25.3		
Over 5,000 miles	(p)	6.1	9		

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p 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	£71,822	£72,383	£72,944	£73,510	£74,071	£75,193	£76,320	£78,569	£79,690	£80,812
MC73-1	£86,153	£91,495	£96,831							

	Rate (£) : Per Week	Rate (£)/notional half day
Associate Specialist	945.78	85.98
P/T Medical/Dental Officer (paras 94-105)		84.31
Hospital Practitioner		96.85
Staff Grade	797.70	79.77

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	LC	LB	LA
HO / FHO1	10.90	15.26	16.35	19.62
FHO2	13.56	18.99	20.34	24.41
SHO	15.22	21.31	22.83	27.40
SpR	17.57	24.60	26.36	31.63
StR (Higher Rate)	17.57	24.60	26.36	31.63
StR (Lower Rate)	15.94	22.32	23.91	28.70

Weekly Rates (£) : Band LL							
Band	Basic Rate²⁰	1C	1B	1A	2B	2A	3
	(x1)	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
HO / FHO1	523.01	627.62	732.22	784.52	784.52	941.42	1046.02
FHO2	650.52	780.63	910.73	975.78	975.78	1170.94	1301.04
SHO	730.38	876.46	1022.54	1095.57	1095.57	1314.69	1460.76
SpR	842.90	1011.48	1180.06	1264.35	1264.35	1517.22	1685.80
StR (Higher Rate)	842.90	1011.48	1180.06	1264.35	1264.35	1517.22	1685.80
StR (Lower Rate)	765.02	918.03	1071.03	1147.53	1147.53	1377.04	1530.04

(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 November 2007

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	£113.36	£55.93
	b. during the course of another procedure	£76.63	£37.07
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£153.26	£74.85
	b. during the course of another procedure	£102.51	£49.86
iii.	Fee for the reversal of male sterilisation	£174.29	£87.09
iv.	Fee for the reversal of female sterilisation	£243.79	£122.15
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£76.63	£55.93
	b. during the course of another procedure	£50.70	£37.07
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£243.79	£122.15
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£20.98
vii.	Radiological services provided in connection with NHS family planning cases	Case	£20.98
viii.	Notional half-day special family planning session	Session	£130.33
3.	Miscellaneous		
i.	Junior hospital doctors in "peripheral" hospitals	Allowance per year	£2,283.98
ii.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£123.30
		Half day	£61.65
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£188.39
		Half day	£94.20

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: (((mid point of the current salary scale x 1.2) / 365) x 7). The banding multiplier, where applicable, is then applied to this figure.