

4 August 2008

## Pay Circular (M&D) 5/2008

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

To: All NHS employers (England) for action

Cc: 4 UK Health Departments for information/action

#### Summary

This pay circular informs NHS employers of the introduction of new mileage rates for hospital medical and dental staff and doctors and dentists in public health, the community health service and salaried primary dental care.

#### Agreement

- 1 Revised mileage rates have been agreed for hospital medical and dental staff and doctors and dentists in public health, the community health service and salaried primary dental care.

#### Mileage rates

- 2 NHS Employers and the BMA have agreed that mileage rates for hospital medical and dental staff and doctors in public health medicine and the community health service will be adjusted in line with agreements reached in Staff Council where these are more advantageous. Previous rates that were higher than those in the current agreement will be held at their earlier value.
- 3 NHS Employers and the BDA have agreed that mileage rates for dentists employed in the salaried primary dental care services will be as set out in Annex L of the NHS Terms and Conditions of Service Handbook as updated from time to time.

#### Action

- 4 The attached Section 6 of Annex A to Appendix I of the terms and conditions of service for Hospital Medical and Dental staff and Doctors in Public Health Medicine and the Community Health Service replaces that previously published as part of Pay Circular (M&D) 3/2008. Employers should ensure that local documentation is amended accordingly.
- 5 A copy of Annex L to the NHS Terms and Conditions of Service Handbook is attached for reference.
- 6 The revised rates are effective from 1 July 2008. Employers should make arrangements where necessary to ensure that the appropriate rates are paid from that date.
- 7 Other Health Departments should ensure that where applicable their local documentation reflects the changes detailed here.
- 8 A High Court judgment in 2006 highlighted the need for NHS employers to take all reasonable steps to ensure that the effects of nationally negotiated collective agreements are incorporated into individual contracts of employment.

It is good practice that employers should:

- write to individual medical and dental practitioners in order to notify them of the revisions to their TCS; and
- place a copy of the notification on each individual's HR record

## Enquiries

**9** Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto: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](http://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](http://www.dh.gov.uk/letters)



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## Annex A: Section 6 Transport fees and allowances (from 1 July 2008)

### Mileage Allowance<sup>13</sup>

1 Public transport rate: 24p per mile.

2 Regular user rates:

Motor cars with three or four wheels: <sup>14</sup>

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:<sup>15</sup>

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 Use<sup>16</sup>

A The current rates of: £

Road Fund Licence	e.g.	155
Insurance for Private Use <sup>17</sup> (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).

## Mileage allowances

1. Public transport rate

24p per mile

2. Regular user allowance

Cars:

Engine capacity:	Up to 1000cc	1001 to 1500cc	Over 1500cc
Lump sum	£508	£626	£760
Up to 9000 miles	29.7p Per mile	36.9p Per mile	44.0p Per mile
Thereafter	17.8p Per mile	20.1p Per mile	22.6p Per mile

3. Standard rates

a. Cars:

Engine capacity:-	Up to 1000cc	1001 to 1500cc	Over 1500cc
Up to 3,500 miles	37.4p Per mile	47.3p Per mile	58.3p Per mile
Thereafter	17.8p Per mile	20.1p Per mile	22.6p Per mile

b. Motor cycles:

Engine capacity:	125 cc or less	Over 125cc
Up to 5,000 Miles	17.8p Per mile	27.8p Per mile
Over 5,000 miles	6.7p Per mile	9.9p Per mile

c. Pedal cycles:

For local agreement, subject to a minimum of 10p per mile.

4. Passenger allowance

Each passenger 5p per mile