

10 March 2022

Pay and Conditions Circular (M&D) 1/2022

Pay award for doctors and dentists in training and for specialty doctors and specialists on the 2021 terms and conditions of service

Summary

This circular informs employers of the pay arrangements applicable from 1 April 2022 for doctors and dentists in training, and specialty doctors and specialists on the 2021 terms and conditions of service.

Action

The revised national salaries, fees and allowances set out in this circular apply in full to doctors and dentists in training on national terms and conditions of service, and to specialty doctors and specialists on the 2021 national terms and conditions of service, with effect from 1 April 2022. Please implement the new awards from that date.

Increases to national salary scales from 1 April 2022

Salary scales for doctors and dentists in training will be increased by 2.0% to basic pay from 1 April 2022, as set out in the 2019 Framework Agreement.

Salary scales for specialty doctors and specialists on the 2021 terms and conditions of service will be increased to reflect the temporary transitional pay scales, as set out in the 2021 Framework Agreement.

Increase to Nodal Point 5 and associated penalty rates

The increase to Nodal Point 5 and associated allowances from 1 April 2022 also reflects the additional £1,200 investment in Nodal Point 5 as set out in the 2019 Framework Agreement.

This additional investment has also been reflected in an increase to the penalty rates and fines for Nodal Point 5. All other penalty rates and fines remain unchanged. This is the final stage of the additional investment so the value of all penalty rates and fines will now be fixed at the rates set out in this circular.

Inclusion of pay rates for other grades

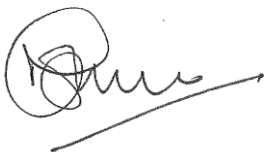
The 2% increase to basic pay for doctors in training has also been applied to pay points MT01-05 and to the training grades closed to new entrants. Section 4 includes some pay

rates for other closed grades. These have not been uplifted and have been included only to ensure that the tables remain consistent with past circulars. Any further increases to salaries will be notified following the government decision on the recommendations of the Doctors' and Dentists' Review Body.

Enquiries

1. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
2. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.
3. Copies of this circular can be downloaded from: www.nhsemployers.org.
4. 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 and Social Care. 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>
5. For Advance Letters prior to 2000, please contact the Department of Health and Social Care: <https://contactus.dhsc.gov.uk/>

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', with a long horizontal line extending to the right from the end of the signature.

Paul Wallace
Director of Employment Relations and Reward

NHS Employers

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Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances

Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	29,384
Foundation Doctor Year 2	FY2	MF02	2	34,012
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	40,257
	CT2	MC52		
	CT3	MC53	4	51,017
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	40,257
	ST2 / SpR2	MS02	4	51,017
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05	5	58,398
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
	ST8 / SpR8	MS08		

Dentists* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	CT1	MC51	3	40,257
	CT2	MC52		
	CT3	MC53	4	51,017
Dental Specialty Training <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS11	4	51,017
	ST2	MS12		
	ST3	MS13		
	ST4	MS14		
	ST5	MS15	5	58,398
	ST6	MS16		
	ST7	MS17		
	ST8	MS18		

*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

- Nodal point 1 (£29,384) local appointment grade code – MT01
- Nodal point 2 (£34,012) local appointment grade code – MT02
- Nodal point 3 (£40,257) local appointment grade code – MT03
- Nodal point 4 (£51,017) local appointment grade code – MT04
- Nodal point 5 (£58,398) local appointment grade code – MT05

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

On-call availability allowance*

Nodal point	Value (£)
1	2,351
2	2,721
3	3,221
4	4,082
5	4,672

* payable only to doctors working on-call rotas, as defined in paragraphs 9-13 of Schedule 2 of the 2016 TCS.

LTFT allowance

A doctor who is training less-than-full time will be paid an annual allowance of £1,000. This allowance will be paid on top of the doctor's salary and will be spread over the year, paid in monthly instalments.

Those trainees who are in receipt of the £1,500 transitional LTFT allowance, which was introduced under the terms of the 2016 contract, will continue to receive this as per Schedule 15, but will not receive the £1,000 permanent allowance on top of this. Once their entitlement to the transitional £1,500 allowance ends, they will then be eligible to receive the £1,000 allowance.

Weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4	Nodal point 5
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,408	5,102	6,039	7,653	8,760
<1 in 2 – 1 in 3	10%	2,939	3,402	4,026	5,102	5,840
<1 in 3 – 1 in 4	7.50%	2,204	2,551	3,020	3,827	4,380
<1 in 4 – 1 in 5	6%	1,764	2,041	2,416	3,062	3,504
<1 in 5 – 1 in 6	5%	1,470	1,701	2,013	2,551	2,920
<1 in 6 – 1 in 7	4%	1,176	1,361	1,611	2,041	2,336
<1 in 7 – 1 in 8	3%	882	1,021	1,208	1,531	1,752
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

Flexible pay premia

Table 1:

Name of premium	Applicable training programme		Eligibility	Full time annual value (£)
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	9,144	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,718	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,718
			4 year higher training programme:	2,789
Dual qualification – OMFS	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
	Oral and Maxillofacial Surgery, as per paragraph 42-44 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Histopathology	Histopathology	Payable to ST1 and above only	4,461	
Academia	As per paragraphs 36-41 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,461	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	7,435
4 years	5,577
5 years	4,461
6 years	3,718
7 years	3,187
8 years	2,789

Note.

This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an eligible training programme part way through their training programme or transferring to the 2016 TCS part way through their training programme will not be entitled to the full FPP amount.

The FPP values listed in table 2 above are payable to Emergency Medicine (from ST4 and above) and dual qualified OMFS trainees (from ST3 and above). The total amount (£22,305) is divided over the eligible years of training, meaning that if a trainee is due to receive their certificate of completion of training (CCT) following completion of their ST6 year, they should receive £7,435 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premium is applied to the full length of the training programme. The total amount is evenly distributed between the two applicable parts of the programme so that £11,153 is available in core training and £11,153 in higher training. The length of training in each applicable part of the programme will be used to determine the annual value the trainee should receive, as set out in table 1 above.

The Histopathology pay premium is applied to any trainee entering the eligible training programmes of histopathology, forensic histopathology, diagnostic neuropathology, and paediatric and perinatal pathology at ST1 from August 2018 onwards.

Trainees will continue to be paid this annual amount until they exit this training programme, so if a trainee's CCT date is put back by a year, they should receive the annual amount for that additional year. LTFT trainees will receive the FPP amount pro-rata.

Trainees who transition or join the programme part-way through may only receive part of the FPP; for example, those who transition into ST5 of a programme where the annual FPP is £7,435 would receive £7,435 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £22,305.

Trainees who are pay protected under Schedule 15 Section 2 will not receive the FPP but will instead be paid as per the provisions of that section.

Note – doctors paid according to Schedule 15 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 28-35, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes

Pay points for doctors in training transferring from Scotland, Wales, NI and Defence

Pay points for doctors in training transferring from Scotland are available [here](#).

Pay points for doctors in training transferring from Wales are available [here](#).

Pay points for doctors in training transferring from NI are available [here](#).

Pay points for doctors in training transferring from defence medical training programmes are available [here](#)

Please note that these figures may be updated following the publication of updated pay scales for all four UK countries.

As per the 2016 TCS, Schedule 15 paragraph 1, doctors moving from Health Education England and Defence Medical training programmes, as well as those in the devolved nations, are eligible for transitional pay protection. The table on the next page is to be used for the purposes of calculating the basic salary of the total cash floor amount for doctors transitioning from training programmes set out in paragraph 5 for section 1 pay protection, or the basic salary for section 2 pay protection. The doctor's basic salary on the day before transition shall be protected at the value of the equivalent 2002 TCS value for *England* of the incremental pay point they moved from, as above. Defence medical trainees are to have their pay protected at the value of their salary the day before they took up training on the 2016 TCS.

As described in the TCS, in order to provide equity for trainees within a cohort, pay protection should be applicable until either the doctor exits training, or until four years of continuous employment have elapsed from the point that the doctor is first employed on these TCS, or four years from the date at which that trainee *would have* transferred with their relevant cohort of trainees had they been in England, whichever is the sooner. Those who have not received this protection to date will need to have their pay backdated accordingly

				ENGLAND	SCOTLAND	WALES	NI	DEFENCE
Grade	Stage of training	Grade code	Pay Point	Value (£) for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	25,494	Pay Point Min	Pay Point 1	Pay Point 1	OF1
			2	27,085	Pay Point 1	Pay Point 2	Pay Point 2	
			3	28,676	Pay Point 2	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	31,621	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 1) <i>Non-accredited</i>
			2	33,689	Pay Point 1	Pay Point 2	Pay Point 2	
			3	35,757	Pay Point 2	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	33,790	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non- accredited</i>
			2	35,858	Pay Point 1	Pay Point 2	Pay Point 2	
			3	38,746	Pay Point 2	Pay Point 3	Pay Point 3	
	4	40,492	Pay Point 3	Pay Point 4	Pay Point 4			
	CT2	MC52						
	CT3	MC53	5	42,598	Pay Point 4	Pay Point 5	Pay Point 5	
			6	44,705	Pay Point 5	Pay Point 6	Pay Point 6	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	33,790	Pay Point Min	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
	ST2 / SpR2	MS02	2	35,858	Pay Point 1	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
			3	38,746	Pay Point 2	Pay Point 3	Pay Point 3	
	ST3 / SpR3	MS03	4	40,492	Pay Point 3	Pay Point 4	Pay Point 4	OF2 (level 4) <i>Non-accredited</i>
			5	42,598	Pay Point 4	Pay Point 5	Pay Point 5	
			6	44,705	Pay Point 5	Pay Point 6	Pay Point 6	
			7	46,812	Pay Point 6	Pay Point 7	Pay Point 7	
			8	48,918	Pay Point 7^	Pay Point 8	Pay Point 8	
			9	51,025	Pay Point 8^	Pay Point 9	Pay Point 9	
	10	53,132	Pay Point 9^	Pay Point 10	Pay Point 10			
	ST4 / SpR4	MS04						OF2 (level 5) <i>Non-accredited</i>
	ST5 / SpR5	MS05						OF3-OF5 (level 1)
ST6 / SpR6	MS06						OF3-OF5 (level 2)	
ST7 / SpR7	MS07						OF3-OF5 (level 3)	
ST8 / SpR8	MS08						OF3-OF5 (level 4)	

Penalty rates and fines

i) Penalty rates and fines for hours worked at the basic hourly rate.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	63.56	23.83	39.73
2	73.56	27.59	45.97
3	87.04	32.64	54.40
4	110.32	41.38	68.94
5	126.52	47.45	79.07

ii) Penalty rates and fines for hours worked at the enhanced hourly rate.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	87.08	32.64	54.44
2	100.78	37.79	62.99
3	119.25	44.72	74.53
4	151.14	56.68	94.46
5	173.34	65.01	108.33

For information on which hours attract a 37% enhancement see schedule 2 paragraphs 16-18 of the 2016 TCS.

Penalty rates are now fixed and are based on the NHSI locum rates as set out in pay circular 3/2018.

Annex A: Section 2: Specialty Doctors (2021 contract) basic pay

Specialty Doctor pay scale

Pay scale code	Years of experience	Basic Salary (£)
MC75 – 01	0	50,373
MC75 – 02	1	50,373
MC75 – 03	2	50,373
MC75 – 04	3	56,906
MC75 – 05	4	56,906
MC75 – 06	5	58,756
MC75 – 07	6	64,237
MC75 – 08	7	64,237
MC75 – 09	8	64,237
Threshold		
MC75 – 10	9	71,654
MC75 – 11	10	71,654
MC75 – 12	11	71,654
MC75 – 13	12	75,361
MC75 – 14	13	75,361
MC75 – 15	14	75,361
MC75 – 16	15	75,361
MC75 – 17	16	75,361
MC75 – 18	17	78,759

Annex A: Section 3: Specialist basic pay

Specialist pay scale

Pay scale code	Years of experience	Basic Salary
MC70 – 01	0	80,693
MC70 – 02	1	80,693
MC70 – 03	2	80,693
MC70 – 04	3	86,139
MC70 – 05	4	86,139
MC70 – 06	5	86,139
MC70 – 07	6	91,584

Annex A: Section 4: Pay for grades closed to new entrants

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.

Succeeded by 2016 TCS	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	25,494	27,085	28,676											
Foundation Doctor Year 2	MN15	31,621	33,689	35,757											
Specialty Registrar (Core training)	MN39	33,790	35,858	38,746	40,492	42,598	44,705								
Specialty Registrar (FT)	MN35	33,790	35,858	38,746	40,492	42,598	44,705								
Specialty Registrar (full)	MN37	33,790	35,858	38,746	40,492	42,598	44,705	46,812	48,918**	51,025**	53,132**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	33,689	35,757	37,825	39,892	41,960**	44,028**							
Closed grades															
Specialist Registrar	MN25/KA31/LF25	35,254	37,000	38,746	40,492	42,598	44,705	46,812	48,918**	51,025**	53,132**				
Consultant pre 2003	MC21/KC11LC01/LC10	70,208	75,231	80,256	85,280	91,009									
Associate Specialist pre 2008	MC01	43,413	48,012	52,610	57,207	61,806	66,403	72,475	77,738	79,922*	82,771*	85,620*	88,469*	91,318*	94,169*
Staff Grade	MH01	39,274	42,393	45,509	48,627	51,746	54,862	57,981	61,097						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade (2)	MH03/05	39,274	42,393	45,509	48,627	51,746	55,416	57,981*	61,097*	64,215*	67,334*	70,450*	73,570*		
SCMO	KB11	53,166	56,402	59,637	62,872	66,109	69,344	72,579	75,815						
CMO	KB01	37,624	39,661	41,697	43,734	45,771	47,808	49,845	51,883						
Hospital Practitioner	MD01-41	5,192	5,492	5,794	6,094	6,395	6,695	6,996							

*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. This scale is closed to new entrants and was previously listed as "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Dental Core Training now falls under the 2016 TCS. Doctors should not be placed on this scale as the SHO grade closed in 2007.

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

LTFT Doctors and Dentists in Training (pre-2016 contract)

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	25,494	27,085	28,676
F5	MT57	12,747	13,543	14,338
F6	MT57	15,297	16,251	17,206
F7	MT57	17,846	18,960	20,074
F8	MT57	20,396	21,668	22,941
F9	MT57	22,945	24,377	25,809

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	31,621	33,689	35,757
F5	MT58	15,811	16,845	17,879
F6	MT58	18,973	20,214	21,455
F7	MT58	22,135	23,583	25,030
F8	MT58	25,297	26,952	28,606
F9	MT58	28,459	30,321	32,182

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	33,790	35,858	38,746	40,492	42,598	44,705
F5	MT60	16,895	17,929	19,373	20,246	21,299	22,353
F6	MT60	20,274	21,515	23,248	24,296	25,559	26,823
F7	MT60	23,653	25,101	27,123	28,345	29,819	31,294
F8	MT60	27,032	28,687	30,997	32,394	34,079	35,764
F9	MT60	30,411	32,273	34,872	36,443	38,339	40,235

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	33,790	35,858	38,746	40,492	42,598	44,705	46,812	48,918**	51,025**	53,132**
F5	MT59	16,895	17,929	19,373	20,246	21,299	22,353	23,406	24,459	25,513	26,566
F6	MT59	20,274	21,515	23,248	24,296	25,559	26,823	28,088	29,351	30,615	31,880
F7	MT59	23,653	25,101	27,123	28,345	29,819	31,294	32,769	34,243	35,718	37,193
F8	MT59	27,032	28,687	30,997	32,394	34,079	35,764	37,450	39,135	40,820	42,506
F9	MT59	30,411	32,273	34,872	36,443	38,339	40,235	42,131	44,027	45,923	47,819