

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division<sup>1</sup>



Dear Colleague

**PAY AND CONDITIONS FOR HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE**

**REVISED RATES OF PAY FOR SPECIALTY REGISTRAR (StR) GRADE INCLUDING FIXED TERM SPECIALTY TRAINING APPOINTMENTS (StR (FT))**

**Summary**

1. This circular authorises changes with effect from 1 August 2007 in the national pay rates for the Specialty Registrar Grade (StR) including Fixed Term Specialty Training Appointments (StR (FT)) in the Specialty Registrar Grade.

**Agreement**

2. NHS Circulars [PCS\(DD\)2007/7](#) and [PCS\(DD\)2007/9](#) introduced new rates of pay for the new Specialty Registrar (StR), the Fixed Term Specialty Training Appointments in the Specialty Registrar grade (StR (FT)) and Locum Appointments in these grades.

3. Following the Joint Negotiating Committee's decision to uprate the scales for these grades in line with the Doctors' and Dentists' Review Body recommendations for 2007-08 revised rates are set out in the attached Annexes to this Circular.

6 November 2007

**Addresses**

For action

Chairs, NHS Boards and Special Health Boards and NHS National Services Scotland  
Chief Executives, NHS Boards and Special Health Boards and NHS National Services Scotland  
Directors of Finance, NHS Boards and Special Health Boards and NHS National Services Scotland  
Directors of Human Resources, NHS Boards and Special Health Boards and NHS National Services Scotland

For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group

**Enquiries to:**

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## Action

4. New pay scales for the StR and StR (FT) grades came into effect from 1 August 2007 and should be used for all current and new appointments to these grades. The revised rates set out in the Annexes to this Circular replace those notified in NHS Pay Circulars PCS(DD)2007/7 and PCS(DD)2007/9 and apply retrospectively to contracts of employment entered into after 1 April 2007 where the StR or StR(FT) appointment commenced on or after 1 August 2007.
5. NHS Boards, Special Health Boards and NHS National Services Scotland are required to make the necessary arrangements to pay the revised salaries notified in the Annexes to this Circular from 1 August 2007 as appropriate.
6. A High Court judgement 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.
7. 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.

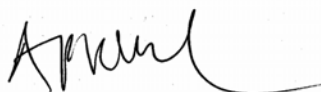
## GP Registrars

8. For the sake of completeness, details of pay scales for GP Registrars have also been included in this Circular at Annex D.

## Enquiries

9. Employees should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland.
10. NHS Employers are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the SHOW website at <http://www.show.scot.nhs.uk/pcs.asp>.

Yours sincerely



### ALEX KILLICK

Deputy Director for Health Workforce  
Employment and Retention



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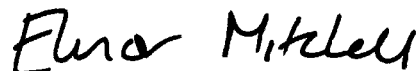
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NHS Circular PCS(DD)2007/12 SE Approved

## DIRECTION

The Cabinet Secretary for Health and Wellbeing, in exercise of the powers conferred on her by Section 105(7) of, and paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby gives to NHS Boards and Special Health Boards and NHS National Services Scotland the following Direction.

Hospital medical and dental staff and doctors and dentists in public health medicine and the community health service shall be paid the appropriate rates relating thereto which were approved by the Cabinet Secretary for Health and Wellbeing on 6 November 2007 in NHS Circular PCS(DD)2007/12 with effect from 1 August 2007.



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6 November 2007



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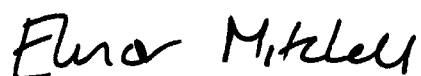
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**NATIONAL HEALTH SERVICE  
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

The Cabinet Secretary for Health and Wellbeing, in exercise of the powers conferred on her by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 hereby approves the agreement of the Joint Negotiating Committee to the amendments to the Handbook of the Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service, set out in the Annexes to NHS Circular PCS(DD)2007/12 dated 6 November 2007.

This approval has effect from 1 August 2007.



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6 November 2007



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**NHS Circular PCS(DD)2007/12** SE Approved

**StR and StR (FT) – Full Time Trainee Pay Rates**  
**TABLE 1: Specialty Registrar (StR) and Fixed Term Specialty Registrar (StR (FT)) Pay Scales**

Grade	Min	1	2	3	4	5	6	7	8	9
<b>StR (FT)</b>	28,352	30,087	32,510	33,975	35,742	37,510				
<b>StR</b>	28,352	30,087	32,510	33,975	35,742	37,510	39,278	41,045	42,813	44,581

**TABLE 2: Total Salaries for Specialty Registrar (StR) and Fixed Term Specialty Registrar (StRFT)**

Grade	Point	Basic salary	Banding supplement				
			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
<b>StR (FT)</b>	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
<b>StR</b>	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



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TABLE 3: StR and StR (FT) – FLEXIBLE TRAINEE PAY RATES

**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



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**Specialty Registrar and Specialty Registrar (FT):**

<b>Band Working Arrangement</b>	<b>Supplement</b>
<b>LA</b> Outside Monday to Friday 9 am to 5pm working patterns	1.8 x basic hourly rate*
<b>LB</b> Outside Monday to Friday 9 am to 5pm for on-call working patterns	1.5 x basic hourly rate*
<b>LC</b> Monday to Friday 9 am to 5 pm 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)*

\*Midpoint of the grade salary scale

<b>Hourly Rates (£) : Bands LA, LB, LC</b>				
<b>Band</b>	<b>Basic Rate</b>	<b>LC</b>	<b>LB</b>	<b>LA</b>
<b>StR (lower rate)</b>	15.94	22.32	23.91	28.70
<b>StR (higher rate)</b>	17.57	24.60	26.36	31.63

<b>Weekly Rates (£) : Band LL</b>							
<b>Band</b>	<b>Basic Rate</b>	<b>1C</b>	<b>1B</b>	<b>1A</b>	<b>2B</b>	<b>2A</b>	<b>3</b>
<b>StR (lower rate)</b>	765.02	918.03	1071.03	1147.53	1147.53	1377.04	1530.04
<b>StR (higher rate)</b>	842.90	1011.48	1180.06	1264.35	1264.35	1517.22	1685.80

(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).



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## ANNEX D

### SPECIALTY REGISTRARS TRAINING IN GENERAL PRACTICE GP REGISTRAR PAY SCALES – SUPPLEMENTARY INFORMATION

The following information and table is included for the sake of completeness. They show the rate of allowances applicable to the GP Registrar Scheme.

#### Determination of allowances for doctors entering VTS training in the Specialty Registrar grade

- 1) Doctors appointed from hospital training grades shall have their basic salary as a Specialty Registrar established under the transitional arrangements described in Annex B of NHS Pay Circular PCS(DD)2007/7.
- 2) The total allowance can then be determined by reference to the table set out for information below.
- 3) Doctors appointed from career grades before 1 August 2007 will have their allowance determined under the allowances for those appointed on or after that date will be determined under the arrangements as set out in Annex D of NHS Pay Circular PCS(DD)2007/7.

#### Contracts of employment entered into after 1 April 2007 where the GP Registrar placement commenced on or after 1 August 2007

- c. Col A : Hospital salary (last NHS appointment held) = current GPR basic allowance  
Col B : GP Registrar Supplement  
Col C : Col A + Col B = total allowance payable to GP Registrar

			A	B	C
			£	£	£
1	Specialty Registrar (StR)	minimum	28,352	15,594	43,946
2		2 <sup>nd</sup> Year StR	30,087	16,548	46,635
4		3 <sup>rd</sup> year StR	32,510	17,881	50,391
5		4 <sup>th</sup> year StR	33,975	18,687	52,662
		5 <sup>th</sup> year StR (Registrar			
6		Maximum)‡	35,742	19,659	55,401
7		6 <sup>th</sup> year StR	37,510	20,631	58,141
8		7 <sup>th</sup> year StR	39,278	21,603	60,881
9		8 <sup>th</sup> year StR	41,045	22,575	63,620
10		9 <sup>th</sup> year StR	42,813	23,548	66,361
11		10 <sup>th</sup> year StR	44,581	24,520	69,101