

**The Scottish Government**  
Directorate of Health Workforce  
Health Workforce Pay, Practice and Partnership Division



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

Dear Colleague

## **PAY AND CONDITIONS OF SERVICE**

### **REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE**

#### **REMUNERATION OF:**

- **HOSPITAL MEDICAL AND DENTAL STAFF**
- **DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE**
- **PUBLIC DENTAL SERVICE STAFF**
- **DENTAL TRAINING GRADES**
- **ASSOCIATE ADVISERS/ASSISTANT DIRECTORS**
- **DIRECTORS OF POSTGRADUATE GENERAL AND DENTAL PRACTICE EDUCATION (CRUMP)**
- **GP SPECIALTY REGISTRARS IN GENERAL PRACTICE**

#### **THIS CIRCULAR INCLUDES:**

**INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2024-25**

**UPLIFTS TO FEES AND ALLOWANCES 2024-25**

#### **Summary**

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The Scottish Government has confirmed the following uplifts:-
  - 2a Resident (formerly Junior) Doctors, and Dentists in Training - an uplift of 8.5% From 1<sup>st</sup> April 2024 with an additional uplift of 2.3% from 1<sup>st</sup> October 2024

21<sup>st</sup> November 2024

#### **Addressees**

##### For action

Chief Executives  
Directors of Finance  
Directors of Human Resources  
NHS Boards  
Special Health Boards  
NHS National Services Scotland  
(Common Services Agency)  
Healthcare Improvement Scotland

##### For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group  
Management Steering Group  
British Medical Association (Scotland)  
British Dental Association (Scotland)

##### Enquiries to:

Health Workforce  
Medical and Dental Team  
Scottish Government  
Health Workforce Division  
Ground Floor Rear  
St Andrew's House  
EDINBURGH  
EH1 3DG

Telephone: 0131 244 0900

Email:  
[MedicalandDentalTeam@gov.scot](mailto:MedicalandDentalTeam@gov.scot)

2b Consultants – an uplift of 10.5%, from 1<sup>st</sup> April 2024, and an increase in the value of all Discretionary Points from their current level of £3204 to £3600 from 1<sup>st</sup> April 2024.

2c A 6% uplift to basic pay from 1<sup>st</sup> April 2024 for General Practitioners pay and for Public Dental Service employees

2d Details of the Specialty and Specialist doctors pay uplift will be promulgated in an addendum to this circular, as described in paragraph 8 below.

3. This circular provides details of the new:

- National salary scales and post specific salaries
- Minima and Maxima of the Salaried GPs pay range
- Fees and allowances

### **INCREASES TO NATIONAL SALARY SCALES: 2024-25**

4. Pay scales will be uplifted from 1 April 2024 and from 1<sup>st</sup> October, if relevant, as noted above. Revised pay scales covering the relevant staff groups, transitional and pay progression arrangements for consultants covered by the 2004 consultant contract (sections 6 and 7 of Appendix 3 of the contract) etc. are detailed in the annexes and tables attached to this circular.

### **INCREASE TO POST SPECIFIC SALARIES: 2024-25**

5. Uplifts in line with the paragraphs above will apply from 1 April 2024 and from the 1<sup>st</sup> October 2024 as appropriate to the following post specific grades:

- Directors of Postgraduate and Dental Practice Education (Crump)
- Salaried GPs
- Dental Core Training 1 (CT1).
- Dental Vocational Trainee

Revised salary details are contained in **Annex E**.

### **GP Appraiser / Local Appraisal Advisers**

6. As the rates for GP Appraiser/Local Appraisal Advisers are based on Point AA01 (Appraiser) and Point AA03 (Local Appraisal Adviser) of the Associate Advisers/Assistant Directors scale, this circular also provides authority for employers to increase these scales, in line with paragraph 4.

### **GP Specialty Registrar Supplements**

7. The GP Specialty Registrar Supplement for doctors in hospital training grades entering Vocational Training Scheme (VTS) practice placements is unchanged and remains as detailed in paragraph 6 of NHS Circular **PCS(GPR)2014/1**.

### **Addendum**

8. An addendum to this Circular will be issued under separate cover which will contain tables as detailed on page 12 of this circular

### **UPLIFTS TO FEES AND ALLOWANCES (Annex I to this circular)**

9. The fees and allowances set out in this Circular have been uplifted by the applicable percentages, as detailed in paragraphs 3 - 5.

10. The value of intensity payments and distinction awards are unchanged. Discretionary points for consultants have increased in value. Details are included at **Annex I**.

11. The allowances for Public Dental Service and CT1 employees remain unchanged as in NHS Circular **PCS(DD)2006/7**, other than where specifically mentioned in the annexes to this circular.

12. The recruitment allowances payable to Public Dental Service (PDS) dentists employed in designated or non-designated areas remain unchanged from NHS Circular **PCS(DD)2019/1**, dated 11 February 2019. Any change to the value of designated or non-designated areas will be notified and published by separate circular.

13. The indicative tables contained in the circular and in any addenda will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees

### **Mileage Rates**

14. Arrangements and rates for mileage allowances and Crown Cars remain unchanged from NHS Circular **PCS(DD)2013/1**, dated 21 May 2013. Any future changes will be notified and published by separate circular.

### **Action**

15. NHS Boards, Special Health Boards, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) and NHS National Services Scotland (Common Services Agency) are required to:

- make the necessary arrangements to pay the salaries and fees notified in this circular and its Annexes, (effective from 1 April 2024, and 1 October 2024 as appropriate).
- notify former employees of any arrears of pay or expenses due to them. Where their current address is in doubt, enquiries should be made to ensure that payment can be made.
- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

16. NHS Employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the following websites:

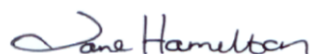
SHOW <https://www.publications.scot.nhs.uk/publication.asp>  
MSG <https://www.msg.scot.nhs.uk/publications>

### **Enquiries**

17. **Employees** should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (Common Services Agency).

18. **NHS Employers** in Scotland should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely



Deputy Director for Health Workforce Pay, Practice and Partnership Division



## **DIRECTION**

Scottish Ministers, in exercise of the powers conferred on them by Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service (Scotland) Regulations 1991, 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 give to NHS Boards and Special Health Boards, NHS Education for Scotland and NHS National Services Scotland (Common Services Agency) the following Direction.

All staff groups referred to in **PCS(DD)2024/01** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 21 November 2024 with effect from 1 April 2024 and 1 October 2024 as appropriate.

Jane Hamilton  
Deputy Director  
Health Workforce Pay, Practice and Partnership Division  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG

**21<sup>st</sup> November 2024**

The changes which are set out in the attached Annexes are in line with the pay deals negotiated between BMA(Scotland) and the Scottish Government for Resident (formerly Junior) Doctors, and Consultants employed by NHSScotland. Where these negotiated pay deals do not apply, the recommendations made by the Review Body on Doctors' and Dentists' Remuneration have been accepted by the Cabinet Secretary for Health and Social Care.

#### **ANNEX A**

Rates of pay effective from 1 April 2024 for consultants covered by the 2004 consultant contract, updating **Appendix 3** to the terms and conditions of service.

#### **ANNEX B**

Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9, updating **Appendix 3** to the terms and conditions of service.

#### **ANNEX C**

Rates of pay effective from 1 April 2024 for hospital medical and dental staff and dentists in public health medicine and the community health service (Scotland) (2007), updating **Appendix 1** to the terms and conditions of service and GP Specialty Registrars.

#### **ANNEX D**

Rates of pay effective from 1 April 2024 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

#### **Annex E and Annex E1**

An addendum to this Circular will be issued under separate cover which will contain Annexes E and E1

#### **ANNEX F**

Rates of pay effective from 1 April 2024 for Associate Adviser/Assistant Directors

#### **ANNEX G**

Rates of pay effective from 1 April 2024 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

#### **ANNEX H**

Uplifts to other rates of pay, fees and allowances from 1 April 2024.

#### **ANNEX I**

Tables containing the uplifts to rates of pay, fees and allowances for Resident (formerly Junior) Doctors and Dentists in Training from 1 April 2024 and from 1 October 2024

**CONSULTANTS****RATES OF PAY EFFECTIVE FROM 1 April 2024.****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

| Seniority Point | Pay Point | 2024/25 Pay Scale |
|-----------------|-----------|-------------------|
| 1               | 1         | £107,144          |
| 2               | 2         | £109,407          |
| 3               | 3         | £112,662          |
| 4               | 4         | £115,921          |
| 5               | 5         | £119,170          |
| 6               | 5         | £119,170          |
| 7               | 5         | £119,170          |
| 8               | 5         | £119,170          |
| 9               | 5         | £119,170          |
| 10              | 6         | £126,905          |
| 11              | 6         | £126,905          |
| 12              | 6         | £126,905          |
| 13              | 6         | £126,905          |
| 14              | 6         | £126,905          |
| 15              | 7         | £134,640          |
| 16              | 7         | £134,640          |
| 17              | 7         | £134,640          |
| 18              | 7         | £134,640          |
| 19              | 7         | £134,640          |
| 20              | 8         | £142,369          |

**TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFERRED BEFORE 1 APRIL 2008 UNDER THE PROVISIONS OF PARAs 14.2.7 TO 14.2.9.**

**APPENDIX 3: RATES OF PAY - TABLE 7**

**7(a) Salary Upon Transfer (based on 2024-25 rates)**

| Spine Point            | Seniority (years ) | Starting Salary £ |
|------------------------|--------------------|-------------------|
| 0                      | 1                  | 107,144           |
| 1                      | 2                  | 107,983           |
| 2                      | 3                  | 108,819           |
| 3                      | 4                  | 108,819           |
| 4 (<1 year @ max)      | 5                  | 115,921           |
| 4 (+1 year @ max)      | 6                  | 117,547           |
| 4 (+ 2-24 years @ max) | 7-29               | 119,170           |
| 4 (>25 years @ max)    | 30+                | 126,905           |

## APPENDIX 3: RATES OF PAY - TABLE 7 (continued)

| Seniority (years) | Interval (years) | Basic Salary | Seniority (years) | Interval (years) | Basic Salary | Seniority (years) | Interval (years) | Basic Salary |
|-------------------|------------------|--------------|-------------------|------------------|--------------|-------------------|------------------|--------------|
| 30+               | 1                | 134,640      | 13                | 3                | 126,905      | 4                 | 1                | 112,662      |
|                   | 1                | 142,369      |                   | 2                | 134,640      |                   | 1                | 115,921      |
| 21 – 29           | 1                | 126,905      |                   | 5                | 142,369      |                   | 1                | 119,170      |
|                   | 1                | 134,640      | 12                | 3                | 126,905      |                   | 3                | 126,905      |
|                   | 1                | 142,369      |                   | 3                | 134,640      |                   | 5                | 134,640      |
| 20                | 1                | 126,905      |                   | 5                | 142,369      |                   | 5                | 142,369      |
|                   | 2                | 134,640      | 11                | 4                | 126,905      | 3                 | 1*               | 111,034      |
|                   | 1                | 142,369      |                   | 3                | 134,640      |                   | 1                | 115,921      |
| 19                | 1                | 126,905      |                   | 5                | 142,369      |                   | 1                | 119,170      |
|                   | 2                | 134,640      | 10                | 4                | 126,905      |                   | 4                | 126,905      |
|                   | 2                | 142,369      |                   | 4                | 134,640      |                   | 5                | 134,640      |
| 18                | 2                | 126,905      |                   | 5                | 142,369      |                   | 5                | 142,369      |
|                   | 1                | 134,640      | 9                 | 4                | 126,905      | 2                 | 1                | 109,407      |
|                   | 2                | 142,369      |                   | 5                | 134,640      |                   | 1                | 115,921      |
| 17                | 2                | 126,905      |                   | 5                | 142,369      |                   | 1                | 119,170      |
|                   | 2                | 134,640      | 7-8               | 5                | 126,905      |                   | 5                | 126,905      |
|                   | 2                | 142,369      |                   | 5                | 134,640      |                   | 5                | 134,640      |
| 16                | 3                | 126,905      |                   | 5                | 142,369      |                   | 5                | 142,369      |
|                   | 1                | 134,640      | 6                 | 1                | 119,170      | 1                 | 1*               | 108,819      |
|                   | 3                | 142,369      |                   | 4                | 126,905      |                   | 1                | 112,662      |
| 15                | 3                | 126,905      |                   | 5                | 134,640      |                   | 1                | 115,921      |
|                   | 1                | 134,640      | 5                 | 5                | 142,369      |                   | 1                | 119,170      |
|                   | 4                | 142,369      |                   | 1*               | 117,547      |                   | 5                | 126,905      |
| 14                | 3                | 126,905      |                   | 1                | 119,170      |                   | 5                | 134,640      |
|                   | 2                | 134,640      | 5                 | 4                | 126,905      |                   | 5                | 142,369      |
|                   | 4                | 142,369      |                   | 5                | 134,640      |                   |                  |              |
|                   |                  |              |                   | 5                | 142,369      |                   |                  |              |

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



**RATES OF PAY EFFECTIVE FROM 1 April 2024**  
**HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY**  
**HEALTH SERVICE IN SCOTLAND**

**BASIC RATES PER ANNUM (£)**

| Grade                          | Minimum<br>(rate of pay where there is no scale) | Incremental points |                 |                 |                 |                 |                 |                 |                 |                 |                  |                  |                  |                  |
|--------------------------------|--------------------------------------------------|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|------------------|------------------|
|                                |                                                  | 1st                | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 5 <sup>th</sup> | 6 <sup>th</sup> | 7 <sup>th</sup> | 8 <sup>th</sup> | 9 <sup>th</sup> | 10 <sup>th</sup> | 11 <sup>th</sup> | 12 <sup>th</sup> | 13 <sup>th</sup> |
| Consultant (pre 2004 contract) | 88,959                                           | 95,327             | 101,691         | 108,058         | 114,083         |                 |                 |                 |                 |                 |                  |                  |                  |                  |

**Rates Of Pay**  
**Effective From 1**  
**April 2024**

|                                                    |        |        |        |        |        |         |         |         |         |         |  |  |  |  |
|----------------------------------------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|--|--|--|--|
| Specialty Registrar (Full)                         | 44,480 | 47,202 | 51,003 | 53,302 | 56,073 | 58,845  | 61,621^ | 64,393^ | 67,165^ | 69,941^ |  |  |  |  |
| Specialty Registrar (Fixed Term)                   | 44,480 | 47,202 | 51,003 | 53,302 | 56,073 | 58,845  |         |         |         |         |  |  |  |  |
| Specialty Registrar (Core Training)                | 44,480 | 47,202 | 51,003 | 53,302 | 56,073 | 58,845  |         |         |         |         |  |  |  |  |
| Specialist Registrar                               | 46,406 | 48,705 | 51,003 | 53,302 | 56,073 | 58,845  | 61,621^ | 64,393^ | 67,165^ | 69,941^ |  |  |  |  |
| GP Specialty Registrars                            |        |        |        |        |        |         |         |         |         |         |  |  |  |  |
| (SHO)                                              | 41,831 | 44,567 | 47,303 | 50,037 | 52,773 | 55,507  | 58,242  |         |         |         |  |  |  |  |
| (SpR)                                              | 46,406 | 48,705 | 51,003 | 53,302 | 56,073 | 58,845  | 61,621  | 64,393  | 67,165  | 69,941  |  |  |  |  |
| (StR)                                              | 44,480 | 47,202 | 51,003 | 53,302 | 56,073 | 58,845  | 61,621  | 64,393  | 67,165  | 69,941  |  |  |  |  |
| Senior House Officer / Senior Dental House Officer | 41,831 | 44,567 | 47,303 | 50,037 | 52,773 | 55,507^ | 58,242^ |         |         |         |  |  |  |  |
| Foundation House Officer 2                         | 41,831 | 44,567 | 47,303 |        |        |         |         |         |         |         |  |  |  |  |
| Foundation House Officer 1                         | 33,724 | 35,832 | 37,936 |        |        |         |         |         |         |         |  |  |  |  |

**Rates Of Pay  
Effective From 1  
October 2024**

|                                                          |        |        |        |        |        |         |         |         |         |         |  |  |  |  |
|----------------------------------------------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|--|--|--|--|
| Specialty Registrar<br>(Full)                            | 45,504 | 48,288 | 52,177 | 54,528 | 57,363 | 60,199  | 63,039^ | 65,875^ | 68,710^ | 71,550^ |  |  |  |  |
| Specialty Registrar<br>(Fixed Term)                      | 45,504 | 48,288 | 52,177 | 54,528 | 57,363 | 60,199  |         |         |         |         |  |  |  |  |
| Specialty Registrar<br>(Core Training)                   | 45,504 | 48,288 | 52,177 | 54,528 | 57,363 | 60,199  |         |         |         |         |  |  |  |  |
| Specialist Registrar                                     | 47,474 | 49,826 | 52,177 | 54,528 | 57,363 | 60,199  | 63,039^ | 65,875^ | 68,710^ | 71,550^ |  |  |  |  |
| GP Specialty Registrars                                  |        |        |        |        |        |         |         |         |         |         |  |  |  |  |
| (SHO)                                                    | 42,794 | 45,593 | 48,391 | 51,188 | 53,987 | 56,784  | 59,582  |         |         |         |  |  |  |  |
| (SpR)                                                    | 47,474 | 49,826 | 52,177 | 54,528 | 57,363 | 60,199  | 63,039  | 65,875  | 68,710  | 71,550  |  |  |  |  |
| (StR)                                                    | 45,504 | 48,288 | 52,177 | 54,528 | 57,363 | 60,199  | 63,039  | 65,875  | 68,710  | 71,550  |  |  |  |  |
| Senior House<br>Officer / Senior<br>Dental House Officer | 42,794 | 45,593 | 48,391 | 51,188 | 53,987 | 56,784^ | 59,582^ |         |         |         |  |  |  |  |
| Foundation House<br>Officer 2                            | 42,794 | 45,593 | 48,391 |        |        |         |         |         |         |         |  |  |  |  |
| Foundation House<br>Officer 1                            | 34,500 | 36,657 | 38,809 |        |        |         |         |         |         |         |  |  |  |  |

**Notes:**

\* Discretionary

^ To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2024  
FOR POST SPECIFIC SALARIES/RANGES**

**BASIC RATES PER ANNUM**

| <b>GRADE</b>                                                    | <b>SALARY / RANGE</b><br><b>£</b> |
|-----------------------------------------------------------------|-----------------------------------|
| Directors of Postgraduate and Dental Practice Education (Crump) | <b>153, 520</b>                   |
| Salaried GPs                                                    | <b>74, 192     -     110,737</b>  |
| Dental Core Training 1 (CT1) ^^ From 1 April 2024               | <b>49,402</b>                     |
| Dental Core Training 1 (CT1) ^^ From 1 October 2024             | <b>50,538</b>                     |
| <sup>1</sup> Dental Vocational Training 1 ^^                    | <b>39,603</b>                     |

^^ On completion of Core Training employees will move to the nearest point on or above their existing salary on the DSHO scale (Annex C)

<sup>1</sup> DVT figures are for information only – salaries will continue to be paid by NES

As stated in Paragraph 8 of this circular, the following tables will be provided as an addendum.

|         |                                                                                                                                                          |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Table 1 | DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND) AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS                                                    |
| Table 2 | DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND) CONTRACT                                                                                         |
| Table 3 | DOCTORS COVERED BY THE 2022 ASSOCIATE SPECIALIST (SCOTLAND) CONTRACT                                                                                     |
| Table 4 | HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND - SPECIALIST REGISTRAR |
| Table 5 | PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES                                                                                         |
| Table 6 | BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS                                                                                            |
| Table 7 | LOCUM TENENS APPOINTMENTS                                                                                                                                |

Furthermore, as stated in Paragraph 14, it should be noted that all tables in this circular are for information only and that the individual figures are only an indicator. The actual values for individual employees are generated and applied by the payroll system.

**ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2024**

| Grade               | Annual Whole Time Salary* | Sessional Rate per Annum<br>(based on tenths)** |
|---------------------|---------------------------|-------------------------------------------------|
|                     | £                         |                                                 |
| Associate Advisers  |                           |                                                 |
| Introductory Year   | 115,217                   | 11,522                                          |
| AA01                | 119,929                   | 11,993                                          |
| AA02                | 123,853                   | 12,386                                          |
| AA03                | 128,569                   | 12,857                                          |
| Assistant Directors |                           |                                                 |
| AD01                | 132,497                   | 13,250                                          |
| AD02                | 136,422                   | 13,643                                          |
| AD03                | 141,134                   | 14,114                                          |

**\*Based on salary scales effective as at 1 April 2024**

**\*\* A session is based on a 4 hour sessional commitment**

**Notes**

1. One session is one-tenth of a week.
2. It is anticipated that opportunities will exist for GP educators to be paid on a higher scale point for agreed periods, covering specific and time limited pieces of work. This enhancement may be applied to some or all of existing sessions by written agreement with the deanery.
3. Annual appraisal of performance and professional development should include a review of GP educators' position on the pay scale.
4. The progression is normally as follows. After 1 year the individual moves from the introductory year to the next point, and progression thereafter is normally dependent on competencies and years of experience, subject to appraisal and review.

# RATES OF PAY EFFECTIVE FROM 1 April 2024 PUBLIC DENTAL SERVICE

|        |                                                                                                           | Pay Point | Pay Scale |
|--------|-----------------------------------------------------------------------------------------------------------|-----------|-----------|
| Band A | Dental Officer                                                                                            | 1         | 52,035    |
|        |                                                                                                           | 2         | 57,818    |
|        |                                                                                                           | 3         | 66,490    |
|        |                                                                                                           | 4         | 70,824    |
|        |                                                                                                           | 5         | 75,161    |
|        |                                                                                                           | 6         | 78,051    |
| Band B | Senior Dental Officer                                                                                     | 7         | 80,942    |
|        |                                                                                                           | 8         | 83,832    |
|        |                                                                                                           | 9         | 88,169    |
|        |                                                                                                           | 10        | 90,337    |
|        |                                                                                                           | 11        | 92,506    |
|        |                                                                                                           | 12        | 94,673    |
| Band C | Assistant Clinical Director                                                                               | 13        | 96,841    |
|        |                                                                                                           | 14        | 99,732    |
|        |                                                                                                           | 15        | 102,621   |
|        | Specialist Dental Officer                                                                                 | 13        | 96,841    |
|        |                                                                                                           | 14        | 99,732    |
|        |                                                                                                           | 15        | 102,621   |
|        |                                                                                                           | 16        | 104,479   |
|        | Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards) | 13        | 96,841    |
|        |                                                                                                           | 14        | 99,732    |
|        |                                                                                                           | 15        | 102,621   |
|        |                                                                                                           | 16*       | 104,479   |
|        |                                                                                                           | 17*       | 107,285   |
|        |                                                                                                           | 18*       | 110,092   |

\* The Service complexity weighting arrangements for Clinical Directors/CADOs remain unchanged from those set out in **Annex A** of the Public Dental Service TCS.

Sessional fees are increased with effect from 1 April 2024 as detailed below:

| Grade                                                    | Hourly Rates Payable<br>£ |
|----------------------------------------------------------|---------------------------|
| Dental Officer                                           | 39.20                     |
| Senior Dental Officer                                    | 51.98                     |
| Dental Surgeon employed as part-time hospital consultant | 64.14                     |

The allowance payable for occasional work should be increased to the rates shown for the sessional fees.

**UPLIFTS TO OTHER RATES OF PAY, FEES AND ALLOWANCES FROM 1 APRIL 2024**

All reference in this Annex to specific paragraphs in the “the terms and conditions of service” are to paragraphs in 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 Scotland (2007) unless otherwise stated.

**PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES**

| <b>Payment Per Session Per Annum</b> |             |
|--------------------------------------|-------------|
| Minimum (£)                          | Point I (£) |
| 7,765                                | 8,320       |

**BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS**

| <b>Hospital Practitioners</b> |       |       |       |       |       |       |
|-------------------------------|-------|-------|-------|-------|-------|-------|
| Minimum                       | 1     | 2     | 3     | 4     | 5     | 6     |
| 6,224                         | 6,583 | 6,994 | 7,302 | 7,664 | 8,023 | 8,382 |

**DISCRETIONARY POINTS (£) FOR CONSULTANTS\***

| 1            | 2            | 3             | 4             | 5             | 6             | 7             | 8             |
|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>3,600</b> | <b>7,200</b> | <b>10,800</b> | <b>14,400</b> | <b>18,000</b> | <b>21,600</b> | <b>25,200</b> | <b>28,800</b> |

\* Guidance on the application of discretionary points for consultants is contained in NHS Circular PCS(DD)1995/6 and the 12 January 2000 guidance “Discretionary Points for Consultants”.

**DISTINCTION AWARDS FOR CONSULTANTS**

|           |         |
|-----------|---------|
| A+ awards | £75,889 |
| A         | £55,924 |
| B         | £31,959 |

**ANNUAL INTENSITY SUPPLEMENTS FOR CONSULTANTS – (pre 2004 contract only)**  
(These remain unchanged)

|                              | Rate (£) |
|------------------------------|----------|
| Daytime Intensity Supplement | 1,274    |
| Out of Hours Intensity:      |          |
| Band 1 (low intensity)       | 960      |
| Band 2 (medium intensity)    | 1,913    |
| Band 3 (high intensity)      | 2,860    |

**GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS**

| Paragraph | Nature of Fee, Charge or Allowance                                                  | Rate   |
|-----------|-------------------------------------------------------------------------------------|--------|
|           | STAFF FUND                                                                          | £      |
| 88        | Payment for each eligible bed:                                                      | 911    |
| 91(a)     | Payment for provision of a casualty service                                         |        |
|           | higher rate:                                                                        | 11,178 |
|           | lower rate:                                                                         | 5,590  |
|           | 12 hours per day Mon-Fri                                                            | 3,998  |
| 91(b)     | Payment for each notional half-day of clinical work per week:                       | 6,359  |
| "         | Payment for one hour or less of clinical work per week:                             | 1,698  |
| "         | Payment for more than one hour, but not more than 2 hours of clinical work per week | 3,388  |
| 93        | Payment for each casualty seen, where number is less than 200 per annum             | 36.54  |

**BANDING SUPPLEMENTS**

Practitioners in Training Grades: Specialist Registrar, Specialty Registrar, Senior House Officer and Foundation House Officer

|                       | BAND |     |     |     |     |     |
|-----------------------|------|-----|-----|-----|-----|-----|
|                       | 1C   | 1B  | 1A  | 2B  | 2A  | 3   |
| From 1 December 2002* | 1.2  | 1.4 | 1.5 | 1.5 | 1.8 | 2.0 |

\* NHS Circular PCS(DD)2001/3 and HDL(2000)17



## **MEDICAL PRACTITIONERS**

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978:

£6,358 a year per weekly notional half-day up to a maximum of  
£57,221 a year (ie for 9 sessions).

In accordance with NHS 1989(PCS)4, new appointments are restricted to 5 notional half-days.

Where the number of hours per week is not more than 2:-

|                                                                       |                |
|-----------------------------------------------------------------------|----------------|
| 1 hour or less                                                        | £1,698 a year; |
| over 1 hour, but not more than 2 hours:<br>(ie twice the hourly rate) | £3,396 a year. |

## **PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE**

£34.43 per hour or part of an hour with a  
maximum of

£103.29 per session (i.e. 3 times the hourly rate)

**Banding Supplements for Foundation House Officer, Specialty Registrar,  
Senior House Officer, Specialist Registrar**

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

\* Mid-point of the grade salary scale

**FEES AND ALLOWANCES FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE**

**MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL**

Allowance under paragraph 49 of the Terms and Conditions of Service:

£7,424 per annum.

**LECTURE FEES**

**The fees for lectures have been amended and the rates from 1 April 2024 are set out below:**

|                                                                                                                     |        |
|---------------------------------------------------------------------------------------------------------------------|--------|
| For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS) | 109.12 |
|---------------------------------------------------------------------------------------------------------------------|--------|

| <b>Fees applicable for lectures to nurses and other non-medical and non-dental staff</b>                                                                                                     |       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| For lectures given by:                                                                                                                                                                       |       |
| • Consultants (applicable only to consultants for work undertaken out with programmed activities.)                                                                                           | 85.29 |
| • Chief Administrative Dental Officers* ( (PDS Band C)                                                                                                                                       | 81.18 |
| For lectures given by:                                                                                                                                                                       |       |
| •Clinical Dental Officers*                                                                                                                                                                   |       |
| •Associate Specialists                                                                                                                                                                       |       |
| •Specialty Doctors                                                                                                                                                                           |       |
| •Specialist Registrars                                                                                                                                                                       |       |
| •Specialty Registrars at incremental point 3 or above                                                                                                                                        |       |
| •Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service. |       |
| •Hospital Practitioners                                                                                                                                                                      | 65.48 |
| Other medical and dental staff not mentioned elsewhere                                                                                                                                       | 48.12 |

**\* Under Section D and Annex B of the TCS for the Scottish Public Dental Service**

## DOMICILIARY CONSULTATIONS

Applicable only to consultants for work undertaken outwith programmed activities as detailed in Section 9.1 of the TCS.

|                                                               |         |
|---------------------------------------------------------------|---------|
| <b>The domiciliary consultation fees shall be as follows:</b> |         |
| Standard rate                                                 | £118.75 |
| Intermediate rate                                             | £58.80  |
| Lower rate                                                    | £29.46  |

|                                                                                                                                    |         |
|------------------------------------------------------------------------------------------------------------------------------------|---------|
| The overall maximum payable for a series of visits in connection with <b>anti-coagulant therapy or the use of cytotoxic drugs:</b> | £352.60 |
|------------------------------------------------------------------------------------------------------------------------------------|---------|

|                                                                |         |
|----------------------------------------------------------------|---------|
| <b>EXCEPTIONAL CONSULTATION</b>                                |         |
| The fee payable to a consultant shall be                       | £220.16 |
| The fee payable to a general practitioner under paragraph 157: | £73.42  |

|                                                                             |       |
|-----------------------------------------------------------------------------|-------|
| <b>RADIOLOGY AND PATHOLOGY TESTS</b>                                        |       |
| The fee payable under paragraph 32b of the Terms and Conditions of Service: | £5.26 |

|                                                                                                                 |         |
|-----------------------------------------------------------------------------------------------------------------|---------|
| <b>COMPLETION OF FORM BP1</b>                                                                                   |         |
| The fee payable to a consultant under Section 9.1.5 of the TCS (not the fee under NHS Circular No 1986(PCS)33): |         |
| Combined fee for completion of Form BP1                                                                         | £179.25 |
| For re-examination (provided previous form BP1)                                                                 | £153.16 |

## CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

| Band                           | Population                | Minimum £ | Maximum £ | Exceptional Maximum £ |
|--------------------------------|---------------------------|-----------|-----------|-----------------------|
| <b>B</b>                       | <b>450,000 and over</b>   | 7,525     | 15,064    | 19,430                |
| <b>C</b>                       | <b>250,000 to 449,999</b> | 6,291     | 12,536    | 15,064                |
| <b>D</b>                       | <b>50,000 to 249,999</b>  | 5,017     | 10,028    | 12,536                |
| <b>E: Island Health Boards</b> | <b>under 50,000</b>       | 2,613     | 5,179     |                       |

## EMERGENCY ROTA ALLOWANCES

The emergency rota allowances for out-of-hours responsibility for environmental health and communicable diseases control payable to public health doctors should be at the following rates (increasing in multiples of the 4-11 duties per half-year):

| Duties per half year | Allowances per half year £ |
|----------------------|----------------------------|
| 4-11                 | 264                        |
| 12-17                | 528                        |
| 18-23                | 792                        |
| 24-29                | 1,056                      |
| 30-35                | 1,320                      |
| 36-41                | 1,584                      |
| 42-47                | 1,848                      |
| 48-53                | 2,112                      |
| 54-59                | 2,376                      |
| 60-65                | 2,640                      |
| 66-71                | 2,904                      |
| 72 or more           | 3,168                      |

## FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

### 1. FAMILY PLANNING FEES (£) – pre 2004 consultant contract only - from 1 April 2024:

|       |                                                                                                                 | Operating Fee | Anaesthetist's Fee |
|-------|-----------------------------------------------------------------------------------------------------------------|---------------|--------------------|
| i.    | Fee per case of male sterilisation performed                                                                    |               |                    |
|       | a. as a separate procedure                                                                                      | 170.86        | 84.30              |
|       | b. during the course of another procedure                                                                       | 115.48        | 55.89              |
| iii.  | Fee per case of female sterilisation performed                                                                  |               |                    |
|       | a. as a separate procedure                                                                                      | 230.96        | 112.80             |
|       | b. during the course of another procedure                                                                       | 154.48        | 75.17              |
| iii.  | Fee for the reversal of male sterilisation                                                                      | 262.64        | 131.25             |
| iv.   | Fee for the reversal of female sterilisation                                                                    | 367.37        | 184.06             |
| v.    | Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device |               |                    |
|       | a. as a separate procedure                                                                                      | 115.48        | 84.30              |
|       | b. during the course of another procedure                                                                       | 76.41         | 55.89              |
|       | c. where the removal of a misplaced device involves laparoscopy or laparotomy                                   | 367.37        | 184.06             |
| vi.   | Examination and report on pathological specimens referred in connection with NHS family planning cases          | Case          | 31.65              |
| vii.  | Radiological services provided in connection with NHS family planning cases                                     | Case          | 31.65              |
| viii. | Notional half-day special family planning session                                                               | Session       | 196.40             |

**OTHER FEES (Effective from 1 April 2024 AND 1 October 2024 as appropriate)**

**PERIPHERAL ALLOWANCES**

Existing allowances for designated training grade posts approved by Scottish Ministers. NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

From 1 April 2024

|           |
|-----------|
| £ 3649.77 |
| £ 2735.23 |
| £ 1818.49 |

From 1 October 2024

|         |
|---------|
| 3733.71 |
| 2798.14 |
| 1860.32 |

**ADVISORY APPOINTMENTS COMMITTEE**

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to:

|         |                 |
|---------|-----------------|
| £183.97 | for a whole day |
| £92.00  | for a half-day. |

**SECTION 47 OF PART 5 OF THE ADULTS WITH INCAPACITY (SCOTLAND) ACT 2000**

The fee payable for completion of assessment and certificate under Section 47 of Part 5 of the Adults with Incapacity (Scotland) Act 2000 for authorising treatment under the NHS by an independent health professional (for example, dentist, opticians and community pharmacists) where no valid certificate exists in respect of treatment by the practitioner or where they are unable to treat under an existing certificate is:

£153.36

**FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER**

£272.84

The following tables, which relate to Doctors and Dentists in Training, are in line with the agreement reached between the Scottish Government and the British Medical Association Scottish Junior Doctors Committee and have been accepted by the Cabinet Secretary for Health and Social Care.

Furthermore, it should be noted that these tables are for information only and that the individual figures are only an indicator. The actual values for individual employees are generated and applied by the NHSS ePayroll system.

|                 |                                                                                                                                                                                                                                                                                                                                                    |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Table 1</b>  | Total Salaries for Full-time Training Posts from 1 April 2024, updating Appendix 1 to 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 (Scotland) (2007).                                                                             |
| <b>Table 1a</b> | As above from 1 <sup>st</sup> October 2024                                                                                                                                                                                                                                                                                                         |
| <b>Table 2</b>  | Total Salaries for Flexible Resident Doctors Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2024, updating <b>Appendix 1</b> to 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 (Scotland) (2007) |
| <b>Table 2a</b> | As above from 1 <sup>st</sup> October 2024                                                                                                                                                                                                                                                                                                         |
| <b>Table 3</b>  | Resident Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2024, updating <b>Appendix 1</b> to 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 (Scotland) (2007).                 |
| <b>Table 3a</b> | As above from 1 <sup>st</sup> October 2024                                                                                                                                                                                                                                                                                                         |
| <b>Table 4</b>  | Guidance relating to GP Specialty Registrars (GPStR) from 1 April 2024, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1.                                                                                                                                                                                                |
| <b>Table 5</b>  | Payment to GP Speciality Registrars from April 2024                                                                                                                                                                                                                                                                                                |
| <b>Table 5</b>  | Payment to GP Speciality Registrars from October 2024                                                                                                                                                                                                                                                                                              |
| <b>Table 6</b>  | Locum Tenens Appointments – banding supplements, hourly and weekly rates from 1 April 2024                                                                                                                                                                                                                                                         |
| <b>Table 6a</b> | As above from 1 October 2024                                                                                                                                                                                                                                                                                                                       |

TABLE 1

## Total Salaries for Full-time Training Posts from 1 April 2024

|                   |       | Basic salary<br>£ | Supplement for non-banded staff<br>5% | Banding supplement £ |           |                |           |           |
|-------------------|-------|-------------------|---------------------------------------|----------------------|-----------|----------------|-----------|-----------|
|                   |       |                   |                                       | 1C<br>20%            | 1B<br>40% | 1A & 2B<br>50% | 2A<br>80% | 3<br>100% |
| Grade             | Point |                   |                                       |                      |           |                |           |           |
| FHO1              | Min   | 33,724            | 35,411                                | 40,469               | 47,214    | 50,586         | 60,704    | 67,448    |
|                   | 1     | 35,832            | 37,624                                | 42,999               | 50,165    | 53,748         | 64,498    | 71,664    |
|                   | 2     | 37,936            | 39,833                                | 45,524               | 53,111    | 56,904         | 68,285    | 75,872    |
| FHO2              | Min   | 41,831            |                                       | 50,198               | 58,564    | 62,747         | 75,296    | 83,662    |
|                   | 1     | 44,567            |                                       | 53,481               | 62,394    | 66,851         | 80,221    | 89,134    |
|                   | 2     | 47,303            |                                       | 56,764               | 66,225    | 70,955         | 85,146    | 94,606    |
| SHO / DSHO        | Min   | 41,831            |                                       | 50,198               | 58,564    | 62,747         | 75,296    | 83,662    |
|                   | 1     | 44,567            |                                       | 53,481               | 62,394    | 66,851         | 80,221    | 89,134    |
|                   | 2     | 47,303            |                                       | 56,764               | 66,225    | 70,955         | 85,146    | 94,606    |
|                   | 3     | 50,037            |                                       | 60,045               | 70,052    | 75,056         | 90,067    | 100,074   |
|                   | 4     | 52,773            |                                       | 63,328               | 73,883    | 79,160         | 94,992    | 105,546   |
|                   | 5^    | 55,507            |                                       | 66,609               | 77,710    | 83,261         | 99,913    | 111,014   |
|                   | 6^    | 58,242            |                                       | 69,891               | 81,539    | 87,363         | 104,836   | 116,484   |
| SpR               | Min   | 46,406            |                                       | 55,688               | 64,969    | 69,609         | 83,531    | 92,812    |
|                   | 1     | 48,705            |                                       | 58,446               | 68,187    | 73,058         | 87,669    | 97,410    |
|                   | 2     | 51,003            |                                       | 61,204               | 71,405    | 76,505         | 91,806    | 102,006   |
|                   | 3     | 53,302            |                                       | 63,963               | 74,623    | 79,953         | 95,944    | 106,604   |
|                   | 4     | 56,073            |                                       | 67,288               | 78,503    | 84,110         | 100,932   | 112,146   |
|                   | 5     | 58,845            |                                       | 70,614               | 82,383    | 88,268         | 105,921   | 117,690   |
|                   | 6     | 61,621            |                                       | 73,946               | 86,270    | 92,432         | 110,918   | 123,242   |
|                   | 7^    | 64,393            |                                       | 77,272               | 90,151    | 96,590         | 115,908   | 128,786   |
|                   | 8^    | 67,165            |                                       | 80,598               | 94,031    | 100,748        | 120,897   | 134,330   |
|                   | 9^    | 69,941            |                                       | 83,930               | 97,918    | 104,912        | 125,894   | 139,882   |
| StR               | Min   | 44,480            |                                       | 53,376               | 62,272    | 66,720         | 80,064    | 88,960    |
|                   | 1     | 47,202            |                                       | 56,643               | 66,083    | 70,803         | 84,964    | 94,404    |
|                   | 2     | 51,003            |                                       | 61,204               | 71,405    | 76,505         | 91,806    | 102,006   |
|                   | 3     | 53,302            |                                       | 63,963               | 74,623    | 79,953         | 95,944    | 106,604   |
|                   | 4     | 56,073            |                                       | 67,288               | 78,503    | 84,110         | 100,932   | 112,146   |
|                   | 5     | 58,845            |                                       | 70,614               | 82,383    | 88,268         | 105,921   | 117,690   |
|                   | 6     | 61,621            |                                       | 73,946               | 86,270    | 92,432         | 110,918   | 123,242   |
|                   | 7^    | 64,393            |                                       | 77,272               | 90,151    | 96,590         | 115,908   | 128,786   |
|                   | 8^    | 67,165            |                                       | 80,598               | 94,031    | 100,748        | 120,897   | 134,330   |
|                   | 9^    | 69,941            |                                       | 83,930               | 97,918    | 104,912        | 125,894   | 139,882   |
| StR (FT) and (CT) | Min   | 44,480            |                                       | 53,376               | 62,272    | 66,720         | 80,064    | 88,960    |
|                   | 1     | 47,202            |                                       | 56,643               | 66,083    | 70,803         | 84,964    | 94,404    |
|                   | 2     | 51,003            |                                       | 61,204               | 71,405    | 76,505         | 91,806    | 102,006   |
|                   | 3     | 53,302            |                                       | 63,963               | 74,623    | 79,953         | 95,944    | 106,604   |
|                   | 4     | 56,073            |                                       | 67,288               | 78,503    | 84,110         | 100,932   | 112,146   |
|                   | 5     | 58,845            |                                       | 70,614               | 82,383    | 88,268         | 105,921   | 117,690   |

^To be awarded automatically except in cases of unsatisfactory performance.



TABLE 2

**Total salaries for Flexible Trainees working less than 40 hours per week from 1 April 2024 \***

(Pre-June 2005 pay arrangements)

|       |       | Basic salary | Banding supplement £ |        |
|-------|-------|--------------|----------------------|--------|
|       |       |              | FB                   | FA     |
| Grade | Point | £            | 5%                   | 25%    |
| SHO   | Min   | 41,831       | 43,923               | 52,289 |
|       | 1     | 44,567       | 46,796               | 55,709 |
|       | 2     | 47,303       | 49,669               | 59,129 |
|       | 3     | 50,037       | 52,539               | 62,547 |
|       | 4     | 52,773       | 55,412               | 65,967 |
|       | 5^    | 55,507       | 58,283               | 69,384 |
|       | 6^    | 58,242       | 61,155               | 72,803 |
| SpR   | Min   | 46,406       | 48,727               | 58,008 |
|       | 1     | 48,705       | 51,141               | 60,882 |
|       | 2     | 51,003       | 53,554               | 63,754 |
|       | 3     | 53,302       | 55,968               | 66,628 |
|       | 4     | 56,073       | 58,877               | 70,092 |
|       | 5     | 58,845       | 61,788               | 73,557 |
|       | 6     | 61,621       | 64,703               | 77,027 |
|       | 7^    | 64,393       | 67,613               | 80,492 |
|       | 8^    | 67,165       | 70,524               | 83,957 |
|       | 9^    | 69,941       | 73,439               | 87,427 |

\* All except those in Band FC receive the full base salary and supplement for the appropriate pay band with no pro-rata reduction. Band FC salaries are calculated on a pro-rata basis, i.e. (basic salary) x (hours of duty) / 40.

^ To be awarded automatically except in cases of unsatisfactory performance.

# Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 April 2024

TABLE 3

|       | FHO1 Basic |        |        | FHO2 Basic |        |        | SHO Basic |        |        |        |        |        |        | SpR Basic |        |        |        |        |        |        |        |        |        |
|-------|------------|--------|--------|------------|--------|--------|-----------|--------|--------|--------|--------|--------|--------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0          | 1      | 2*     | 0          | 1      | 2      | 0         | 1      | 2      | 3      | 4      | 5      | 6      | 0         | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 16,862     | 17,916 | 18,968 | 20,916     | 22,284 | 23,652 | 20,916    | 22,284 | 23,652 | 25,019 | 26,387 | 27,754 | 29,121 | 23,203    | 24,353 | 25,502 | 26,651 | 28,037 | 29,423 | 30,811 | 32,197 | 33,583 | 34,971 |
| F6    | 20,235     | 21,500 | 22,762 | 25,099     | 26,741 | 28,382 | 25,099    | 26,741 | 28,382 | 30,023 | 31,664 | 33,305 | 34,946 | 27,844    | 29,223 | 30,602 | 31,982 | 33,644 | 35,307 | 36,973 | 38,636 | 40,299 | 41,965 |
| F7    | 23,607     | 25,083 | 26,556 | 29,282     | 31,197 | 33,113 | 29,282    | 31,197 | 33,113 | 35,026 | 36,942 | 38,855 | 40,770 | 32,485    | 34,094 | 35,703 | 37,312 | 39,252 | 41,192 | 43,135 | 45,076 | 47,016 | 48,959 |
| F8    | 26,980     | 28,666 | 30,349 | 33,465     | 35,654 | 37,843 | 33,465    | 35,654 | 37,843 | 40,030 | 42,219 | 44,406 | 46,594 | 37,125    | 38,964 | 40,803 | 42,642 | 44,859 | 47,076 | 49,297 | 51,515 | 53,732 | 55,953 |
| F9    | 30,352     | 32,249 | 34,143 | 37,648     | 40,111 | 42,573 | 37,648    | 40,111 | 42,573 | 45,034 | 47,496 | 49,957 | 52,418 | 41,766    | 43,835 | 45,903 | 47,972 | 50,466 | 52,961 | 55,459 | 57,954 | 60,449 | 62,947 |

|       | FC (20% supplement) |        |        | FC (20% supplement) |        |        | FC (20% supplement) |        |        |        |        |        |        | FC (20% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 20,235              | 21,500 | 22,762 | 25,100              | 26,741 | 28,383 | 25,100              | 26,741 | 28,383 | 30,023 | 31,665 | 33,305 | 34,946 | 27,844              | 29,224 | 30,603 | 31,982 | 33,645 | 35,308 | 36,974 | 38,637 | 40,300 | 41,966 |
| F6    | 24,282              | 25,800 | 27,315 | 30,119              | 32,090 | 34,059 | 30,119              | 32,090 | 34,059 | 36,028 | 37,997 | 39,966 | 41,936 | 33,413              | 35,068 | 36,723 | 38,379 | 40,373 | 42,369 | 44,368 | 46,364 | 48,359 | 50,358 |
| F7    | 28,329              | 30,100 | 31,868 | 35,139              | 37,437 | 39,736 | 35,139              | 37,437 | 39,736 | 42,032 | 44,331 | 46,626 | 48,924 | 38,982              | 40,913 | 42,844 | 44,775 | 47,103 | 49,431 | 51,762 | 54,092 | 56,420 | 58,751 |
| F8    | 32,376              | 34,400 | 36,419 | 40,158              | 42,785 | 45,412 | 40,158              | 42,785 | 45,412 | 48,036 | 50,663 | 53,288 | 55,913 | 44,550              | 46,757 | 48,964 | 51,171 | 53,831 | 56,492 | 59,157 | 61,818 | 64,479 | 67,144 |
| F9    | 36,423              | 38,699 | 40,972 | 45,178              | 48,134 | 51,088 | 45,178              | 48,134 | 51,088 | 54,041 | 56,996 | 59,949 | 62,902 | 50,120              | 52,602 | 55,084 | 57,567 | 60,560 | 63,554 | 66,551 | 69,545 | 72,539 | 75,537 |

|       | FC (40% supplement) |        |        | FC (40% supplement) |        |        | FC (40% supplement) |        |        |        |        |        |        | FC (40% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 23,607              | 25,083 | 26,556 | 29,283              | 31,198 | 33,113 | 29,283              | 31,198 | 33,113 | 35,027 | 36,942 | 38,856 | 40,770 | 32,485              | 34,095 | 35,703 | 37,312 | 39,252 | 41,193 | 43,136 | 45,076 | 47,017 | 48,960 |
| F6    | 28,329              | 30,100 | 31,867 | 35,139              | 37,438 | 39,735 | 35,139              | 37,438 | 39,735 | 42,033 | 44,330 | 46,627 | 48,925 | 38,982              | 40,913 | 42,843 | 44,775 | 47,102 | 49,430 | 51,763 | 54,091 | 56,419 | 58,751 |
| F7    | 33,050              | 35,117 | 37,179 | 40,995              | 43,676 | 46,359 | 40,995              | 43,676 | 46,359 | 49,037 | 51,719 | 54,397 | 57,078 | 45,479              | 47,732 | 49,985 | 52,237 | 54,953 | 57,669 | 60,389 | 63,107 | 65,823 | 68,543 |
| F8    | 37,772              | 40,133 | 42,489 | 46,851              | 49,916 | 52,981 | 46,851              | 49,916 | 52,981 | 56,042 | 59,107 | 62,169 | 65,232 | 51,975              | 54,550 | 57,125 | 59,699 | 62,803 | 65,907 | 69,016 | 72,121 | 75,225 | 78,335 |
| F9    | 42,493              | 45,149 | 47,801 | 52,708              | 56,156 | 59,603 | 52,708              | 56,156 | 59,603 | 63,048 | 66,495 | 69,940 | 73,386 | 58,473              | 61,369 | 64,265 | 67,161 | 70,653 | 74,146 | 77,643 | 81,136 | 84,629 | 88,126 |

|       | FC (50% supplement) |        |        | FC (50% supplement) |        |        | FC (50% supplement) |        |        |        |        |        |        | FC (50% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 25,293              | 26,874 | 28,452 | 31,374              | 33,426 | 35,478 | 31,374              | 33,426 | 35,478 | 37,529 | 39,581 | 41,631 | 43,682 | 34,805              | 36,530 | 38,253 | 39,977 | 42,056 | 44,135 | 46,217 | 48,296 | 50,375 | 52,457 |
| F6    | 30,353              | 32,250 | 34,143 | 37,649              | 40,112 | 42,573 | 37,649              | 40,112 | 42,573 | 45,035 | 47,496 | 49,958 | 52,419 | 41,766              | 43,835 | 45,903 | 47,973 | 50,466 | 52,961 | 55,460 | 57,954 | 60,449 | 62,948 |
| F7    | 35,411              | 37,625 | 39,834 | 43,923              | 46,796 | 49,670 | 43,923              | 46,796 | 49,670 | 52,539 | 55,413 | 58,283 | 61,155 | 48,728              | 51,141 | 53,555 | 55,968 | 58,878 | 61,788 | 64,703 | 67,614 | 70,524 | 73,439 |
| F8    | 40,470              | 42,999 | 45,524 | 50,198              | 53,481 | 56,765 | 50,198              | 53,481 | 56,765 | 60,045 | 63,329 | 66,609 | 69,891 | 55,688              | 58,446 | 61,205 | 63,963 | 67,289 | 70,614 | 73,946 | 77,273 | 80,598 | 83,930 |
| F9    | 45,528              | 48,374 | 51,215 | 56,472              | 60,167 | 63,860 | 56,472              | 60,167 | 63,860 | 67,551 | 71,244 | 74,936 | 78,627 | 62,649              | 65,753 | 68,855 | 71,958 | 75,699 | 79,442 | 83,189 | 86,931 | 90,674 | 94,421 |

\* Not PRHO

**TABLE 3 continued**

**Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2024**

| <b>StR Basic</b> |          |          |          |          |          |          |          |          |          |          |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>     | <b>0</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> | <b>9</b> |
| <b>F5</b>        | 22,240   | 23,601   | 25,502   | 26,651   | 28,037   | 29,423   | 30,811   | 32,197   | 33,583   | 34,971   |
| <b>F6</b>        | 26,688   | 28,322   | 30,602   | 31,982   | 33,644   | 35,307   | 36,973   | 38,636   | 40,299   | 41,965   |
| <b>F7</b>        | 31,136   | 33,042   | 35,703   | 37,312   | 39,252   | 41,192   | 43,135   | 45,076   | 47,016   | 48,959   |
| <b>F8</b>        | 35,584   | 37,762   | 40,803   | 42,642   | 44,859   | 47,076   | 49,297   | 51,515   | 53,732   | 55,953   |
| <b>F9</b>        | 40,032   | 42,482   | 45,903   | 47,972   | 50,466   | 52,961   | 55,459   | 57,954   | 60,449   | 62,947   |

| <b>StR (Fixed Term) / Core Training Basic</b> |          |          |          |          |          |          |
|-----------------------------------------------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>                                  | <b>0</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| <b>F5</b>                                     | 22,240   | 23,601   | 25,502   | 26,651   | 28,037   | 29,423   |
| <b>F6</b>                                     | 26,688   | 28,322   | 30,602   | 31,982   | 33,644   | 35,307   |
| <b>F7</b>                                     | 31,136   | 33,042   | 35,703   | 37,312   | 39,252   | 41,192   |
| <b>F8</b>                                     | 35,584   | 37,762   | 40,803   | 42,642   | 44,859   | 47,076   |
| <b>F9</b>                                     | 40,032   | 42,482   | 45,903   | 47,972   | 50,466   | 52,961   |

| <b>FC (20% supplement)</b> |          |          |          |          |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</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> | <b>9</b> |
| <b>F5</b>                  | 26,688   | 28,322   | 30,603   | 31,982   | 33,645   | 35,308   | 36,974   | 38,637   | 40,300   | 41,966   |
| <b>F6</b>                  | 32,026   | 33,987   | 36,723   | 38,379   | 40,373   | 42,369   | 44,368   | 46,364   | 48,359   | 50,358   |
| <b>F7</b>                  | 37,364   | 39,651   | 42,844   | 44,775   | 47,103   | 49,431   | 51,762   | 54,092   | 56,420   | 58,751   |
| <b>F8</b>                  | 42,701   | 45,315   | 48,964   | 51,171   | 53,831   | 56,492   | 59,157   | 61,818   | 64,479   | 67,144   |
| <b>F9</b>                  | 48,039   | 50,979   | 55,084   | 57,567   | 60,560   | 63,554   | 66,551   | 69,545   | 72,539   | 75,537   |

| <b>FC (20% supplement)</b> |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| <b>F5</b>                  | 26,688   | 28,322   | 30,603   | 31,982   | 33,645   | 35,308   |
| <b>F6</b>                  | 32,026   | 33,987   | 36,723   | 38,379   | 40,373   | 42,369   |
| <b>F7</b>                  | 37,364   | 39,651   | 42,844   | 44,775   | 47,103   | 49,431   |
| <b>F8</b>                  | 42,701   | 45,315   | 48,964   | 51,171   | 53,831   | 56,492   |
| <b>F9</b>                  | 48,039   | 50,979   | 55,084   | 57,567   | 60,560   | 63,554   |

| <b>FC (40% supplement)</b> |          |          |          |          |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</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> | <b>9</b> |
| <b>F5</b>                  | 31,136   | 33,042   | 35,703   | 37,312   | 39,252   | 41,193   | 43,136   | 45,076   | 47,017   | 48,960   |
| <b>F6</b>                  | 37,364   | 39,651   | 42,843   | 44,775   | 47,102   | 49,430   | 51,763   | 54,091   | 56,419   | 58,751   |
| <b>F7</b>                  | 43,591   | 46,259   | 49,985   | 52,237   | 54,953   | 57,669   | 60,389   | 63,107   | 65,823   | 68,543   |
| <b>F8</b>                  | 49,818   | 52,867   | 57,125   | 59,699   | 62,803   | 65,907   | 69,016   | 72,121   | 75,225   | 78,335   |
| <b>F9</b>                  | 56,045   | 59,475   | 64,265   | 67,161   | 70,653   | 74,146   | 77,643   | 81,136   | 84,629   | 88,126   |

| <b>FB (40% supplement)</b> |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| <b>F5</b>                  | 31,136   | 33,042   | 35,703   | 37,312   | 39,252   | 41,193   |
| <b>F6</b>                  | 37,364   | 39,651   | 42,843   | 44,775   | 47,102   | 49,430   |
| <b>F7</b>                  | 43,591   | 46,259   | 49,985   | 52,237   | 54,953   | 57,669   |
| <b>F8</b>                  | 49,818   | 52,867   | 57,125   | 59,699   | 62,803   | 65,907   |
| <b>F9</b>                  | 56,045   | 59,475   | 64,265   | 67,161   | 70,653   | 74,146   |

| <b>FC (50% supplement)</b> |          |          |          |          |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</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> | <b>9</b> |
| <b>F5</b>                  | 33,360   | 35,402   | 38,253   | 39,977   | 42,056   | 44,135   | 46,217   | 48,296   | 50,375   | 52,457   |
| <b>F6</b>                  | 40,032   | 42,483   | 45,903   | 47,973   | 50,466   | 52,961   | 55,460   | 57,954   | 60,449   | 62,948   |
| <b>F7</b>                  | 46,704   | 49,563   | 53,555   | 55,968   | 58,878   | 61,788   | 64,703   | 67,614   | 70,524   | 73,439   |
| <b>F8</b>                  | 53,376   | 56,643   | 61,205   | 63,963   | 67,289   | 70,614   | 73,946   | 77,273   | 80,598   | 83,930   |
| <b>F9</b>                  | 60,048   | 63,723   | 68,855   | 71,958   | 75,699   | 79,442   | 83,189   | 86,931   | 90,674   | 94,421   |

| <b>FA (50% supplement)</b> |          |          |          |          |          |          |
|----------------------------|----------|----------|----------|----------|----------|----------|
| <b>Point</b>               | <b>0</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> |
| <b>F5</b>                  | 33,360   | 35,402   | 38,253   | 39,977   | 42,056   | 44,135   |
| <b>F6</b>                  | 40,032   | 42,483   | 45,903   | 47,973   | 50,466   | 52,961   |
| <b>F7</b>                  | 46,704   | 49,563   | 53,555   | 55,968   | 58,878   | 61,788   |
| <b>F8</b>                  | 53,376   | 56,643   | 61,205   | 63,963   | 67,289   | 70,614   |
| <b>F9</b>                  | 60,048   | 63,723   | 68,855   | 71,958   | 75,699   | 79,442   |

TABLE 1a

## Total Salaries for Full-time Training Posts from 1 October 2024

|                   |       | Basic salary<br>£ | Supplement for non-banded staff<br>5% | Banding supplement £ |           |                |           |           |
|-------------------|-------|-------------------|---------------------------------------|----------------------|-----------|----------------|-----------|-----------|
| Grade             | Point |                   |                                       | 1C<br>20%            | 1B<br>40% | 1A & 2B<br>50% | 2A<br>80% | 3<br>100% |
| FHO1              | Min   | 34,500            | 36,225                                | 41,400               | 48,300    | 51,750         | 62,100    | 69,000    |
|                   | 1     | 36,657            | 38,490                                | 43,989               | 51,320    | 54,986         | 65,983    | 73,314    |
|                   | 2     | 38,809            | 40,750                                | 46,571               | 54,333    | 58,214         | 69,857    | 77,618    |
| FHO2              | Min   | 42,794            |                                       | 51,353               | 59,912    | 64,191         | 77,030    | 85,588    |
|                   | 1     | 45,593            |                                       | 54,712               | 63,831    | 68,390         | 82,068    | 91,186    |
|                   | 2     | 48,391            |                                       | 58,070               | 67,748    | 72,587         | 87,104    | 96,782    |
| SHO / DSHO        | Min   | 42,794            |                                       | 51,353               | 59,912    | 64,191         | 77,030    | 85,588    |
|                   | 1     | 45,593            |                                       | 54,712               | 63,831    | 68,390         | 82,068    | 91,186    |
|                   | 2     | 48,391            |                                       | 58,070               | 67,748    | 72,587         | 87,104    | 96,782    |
|                   | 3     | 51,188            |                                       | 61,426               | 71,664    | 76,782         | 92,139    | 102,376   |
|                   | 4     | 53,987            |                                       | 64,785               | 75,582    | 80,981         | 97,177    | 107,974   |
|                   | 5^    | 56,784            |                                       | 68,141               | 79,498    | 85,176         | 102,212   | 113,568   |
|                   | 6^    | 59,582            |                                       | 71,499               | 83,415    | 89,373         | 107,248   | 119,164   |
| SpR               | Min   | 47,474            |                                       | 56,969               | 66,464    | 71,211         | 85,454    | 94,948    |
|                   | 1     | 49,826            |                                       | 59,792               | 69,757    | 74,739         | 89,687    | 99,652    |
|                   | 2     | 52,177            |                                       | 62,613               | 73,048    | 78,266         | 93,919    | 104,354   |
|                   | 3     | 54,528            |                                       | 65,434               | 76,340    | 81,792         | 98,151    | 109,056   |
|                   | 4     | 57,363            |                                       | 68,836               | 80,309    | 86,045         | 103,254   | 114,726   |
|                   | 5     | 60,199            |                                       | 72,239               | 84,279    | 90,299         | 108,359   | 120,398   |
|                   | 6     | 63,039            |                                       | 75,647               | 88,255    | 94,559         | 113,471   | 126,078   |
|                   | 7^    | 65,875            |                                       | 79,050               | 92,225    | 98,813         | 118,575   | 131,750   |
|                   | 8^    | 68,710            |                                       | 82,452               | 96,194    | 103,065        | 123,678   | 137,420   |
|                   | 9^    | 71,550            |                                       | 85,860               | 100,170   | 107,325        | 128,790   | 143,100   |
| StR               | Min   | 45,504            |                                       | 54,605               | 63,706    | 68,256         | 81,908    | 91,008    |
|                   | 1     | 48,288            |                                       | 57,946               | 67,604    | 72,432         | 86,919    | 96,576    |
|                   | 2     | 52,177            |                                       | 62,613               | 73,048    | 78,266         | 93,919    | 104,354   |
|                   | 3     | 54,528            |                                       | 65,434               | 76,340    | 81,792         | 98,151    | 109,056   |
|                   | 4     | 57,363            |                                       | 68,836               | 80,309    | 86,045         | 103,254   | 114,726   |
|                   | 5     | 60,199            |                                       | 72,239               | 84,279    | 90,299         | 108,359   | 120,398   |
|                   | 6     | 63,039            |                                       | 75,647               | 88,255    | 94,559         | 113,471   | 126,078   |
|                   | 7^    | 65,875            |                                       | 79,050               | 92,225    | 98,813         | 118,575   | 131,750   |
|                   | 8^    | 68,710            |                                       | 82,452               | 96,194    | 103,065        | 123,678   | 137,420   |
|                   | 9^    | 71,550            |                                       | 85,860               | 100,170   | 107,325        | 128,790   | 143,100   |
| StR (FT) and (CT) | Min   | 45,504            |                                       | 54,605               | 63,706    | 68,256         | 81,908    | 91,008    |
|                   | 1     | 48,288            |                                       | 57,946               | 67,604    | 72,432         | 86,919    | 96,576    |
|                   | 2     | 52,177            |                                       | 62,613               | 73,048    | 78,266         | 93,919    | 104,354   |
|                   | 3     | 54,528            |                                       | 65,434               | 76,340    | 81,792         | 98,151    | 109,056   |
|                   | 4     | 57,363            |                                       | 68,836               | 80,309    | 86,045         | 103,254   | 114,726   |
|                   | 5     | 60,199            |                                       | 72,239               | 84,279    | 90,299         | 108,359   | 120,398   |

^To be awarded automatically except in cases of unsatisfactory performance.

TABLE 2a

**Total salaries for Flexible Trainees working less than 40 hours per week from 1 October 2024 \***

(Pre-June 2005 pay arrangements)

|       |       | Basic salary | Banding supplement £ |        |
|-------|-------|--------------|----------------------|--------|
|       |       |              | FB                   | FA     |
| Grade | Point | £            | 5%                   | 25%    |
| SHO   | Min   | 42,794       | 44,934               | 53,493 |
|       | 1     | 45,593       | 47,873               | 56,992 |
|       | 2     | 48,391       | 50,811               | 60,489 |
|       | 3     | 51,188       | 53,748               | 63,985 |
|       | 4     | 53,987       | 56,687               | 67,484 |
|       | 5^    | 56,784       | 59,624               | 70,980 |
|       | 6^    | 59,582       | 62,562               | 74,478 |
| SpR   | Min   | 47,474       | 49,848               | 59,343 |
|       | 1     | 49,826       | 52,318               | 62,283 |
|       | 2     | 52,177       | 54,786               | 65,222 |
|       | 3     | 54,528       | 57,255               | 68,160 |
|       | 4     | 57,363       | 60,232               | 71,704 |
|       | 5     | 60,199       | 63,209               | 75,249 |
|       | 6     | 63,039       | 66,191               | 78,799 |
|       | 7^    | 65,875       | 69,169               | 82,344 |
|       | 8^    | 68,710       | 72,146               | 85,888 |
|       | 9^    | 71,550       | 75,128               | 89,438 |

\* All except those in Band FC receive the full base salary and supplement for the appropriate pay band with no pro-rata reduction. Band FC salaries are calculated on a pro-rata basis, i.e. (basic salary) x (hours of duty) / 40.

^ To be awarded automatically except in cases of unsatisfactory performance.

# Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 October 2024

TABLE 3a

|       | FHO1 Basic |        |        | FHO2 Basic |        |        | SHO Basic |        |        |        |        |        |        | SpR Basic |        |        |        |        |        |        |        |        |        |
|-------|------------|--------|--------|------------|--------|--------|-----------|--------|--------|--------|--------|--------|--------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0          | 1      | 2*     | 0          | 1      | 2      | 0         | 1      | 2      | 3      | 4      | 5      | 6      | 0         | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 17,250     | 18,329 | 19,405 | 21,397     | 22,797 | 24,196 | 21,397    | 22,797 | 24,196 | 25,594 | 26,994 | 28,392 | 29,791 | 23,737    | 24,913 | 26,089 | 27,264 | 28,682 | 30,100 | 31,520 | 32,938 | 34,355 | 35,775 |
| F6    | 20,700     | 21,995 | 23,286 | 25,677     | 27,356 | 29,035 | 25,677    | 27,356 | 29,035 | 30,713 | 32,393 | 34,071 | 35,750 | 28,485    | 29,896 | 31,307 | 32,717 | 34,418 | 36,120 | 37,824 | 39,525 | 41,226 | 42,930 |
| F7    | 24,150     | 25,660 | 27,167 | 29,956     | 31,916 | 33,874 | 29,956    | 31,916 | 33,874 | 35,832 | 37,791 | 39,749 | 41,708 | 33,232    | 34,879 | 36,524 | 38,170 | 40,155 | 42,140 | 44,128 | 46,113 | 48,097 | 50,085 |
| F8    | 27,600     | 29,326 | 31,048 | 34,236     | 36,475 | 38,713 | 34,236    | 36,475 | 38,713 | 40,951 | 43,190 | 45,428 | 47,666 | 37,980    | 39,861 | 41,742 | 43,623 | 45,891 | 48,160 | 50,432 | 52,700 | 54,968 | 57,240 |
| F9    | 31,050     | 32,992 | 34,929 | 38,515     | 41,034 | 43,552 | 38,515    | 41,034 | 43,552 | 46,070 | 48,589 | 51,106 | 53,624 | 42,727    | 44,844 | 46,960 | 49,076 | 51,627 | 54,180 | 56,736 | 59,288 | 61,839 | 64,395 |

|       | FC (20% supplement) |        |        | FC (20% supplement) |        |        | FC (20% supplement) |        |        |        |        |        |        | FC (20% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 20,700              | 21,995 | 23,286 | 25,677              | 27,357 | 29,036 | 25,677              | 27,357 | 29,036 | 30,713 | 32,393 | 34,071 | 35,750 | 28,485              | 29,896 | 31,307 | 32,717 | 34,419 | 36,120 | 37,824 | 39,526 | 41,226 | 42,930 |
| F6    | 24,840              | 26,394 | 27,944 | 30,813              | 32,828 | 34,842 | 30,813              | 32,828 | 34,842 | 36,856 | 38,872 | 40,886 | 42,900 | 34,182              | 35,876 | 37,569 | 39,261 | 41,302 | 43,344 | 45,389 | 47,430 | 49,472 | 51,516 |
| F7    | 28,980              | 30,792 | 32,601 | 35,948              | 38,300 | 40,649 | 35,948              | 38,300 | 40,649 | 42,999 | 45,350 | 47,699 | 50,050 | 39,879              | 41,855 | 43,829 | 45,804 | 48,186 | 50,568 | 52,954 | 55,336 | 57,717 | 60,102 |
| F8    | 33,120              | 35,192 | 37,258 | 41,084              | 43,770 | 46,456 | 41,084              | 43,770 | 46,456 | 49,142 | 51,828 | 54,514 | 57,200 | 45,576              | 47,834 | 50,091 | 52,348 | 55,070 | 57,792 | 60,519 | 63,240 | 65,962 | 68,688 |
| F9    | 37,260              | 39,591 | 41,915 | 46,218              | 49,241 | 52,263 | 46,218              | 49,241 | 52,263 | 55,284 | 58,307 | 61,328 | 64,349 | 51,273              | 53,813 | 56,352 | 58,892 | 61,953 | 65,016 | 68,084 | 71,146 | 74,207 | 77,274 |

|       | FC (40% supplement) |        |        | FC (40% supplement) |        |        | FC (40% supplement) |        |        |        |        |        |        | FC (40% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 24,150              | 25,661 | 27,167 | 29,956              | 31,916 | 33,875 | 29,956              | 31,916 | 33,875 | 35,832 | 37,792 | 39,749 | 41,708 | 33,232              | 34,879 | 36,525 | 38,170 | 40,155 | 42,140 | 44,128 | 46,114 | 48,097 | 50,085 |
| F6    | 28,980              | 30,793 | 32,601 | 35,948              | 38,299 | 40,649 | 35,948              | 38,299 | 40,649 | 42,999 | 45,351 | 47,700 | 50,050 | 39,879              | 41,855 | 43,830 | 45,804 | 48,186 | 50,568 | 52,954 | 55,335 | 57,717 | 60,102 |
| F7    | 33,810              | 35,924 | 38,034 | 41,939              | 44,683 | 47,424 | 41,939              | 44,683 | 47,424 | 50,165 | 52,908 | 55,649 | 58,392 | 46,525              | 48,831 | 51,134 | 53,438 | 56,217 | 58,996 | 61,780 | 64,559 | 67,336 | 70,119 |
| F8    | 38,640              | 41,057 | 43,468 | 47,931              | 51,065 | 54,199 | 47,931              | 51,065 | 54,199 | 57,332 | 60,466 | 63,600 | 66,733 | 53,172              | 55,806 | 58,439 | 61,073 | 64,248 | 67,424 | 70,605 | 73,780 | 76,956 | 80,136 |
| F9    | 43,470              | 46,189 | 48,901 | 53,921              | 57,448 | 60,973 | 53,921              | 57,448 | 60,973 | 64,498 | 68,025 | 71,549 | 75,074 | 59,818              | 62,782 | 65,744 | 68,707 | 72,278 | 75,852 | 79,431 | 83,004 | 86,575 | 90,153 |

|       | FC (50% supplement) |        |        | FC (50% supplement) |        |        | FC (50% supplement) |        |        |        |        |        |        | FC (50% supplement) |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|---------------------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point | 0                   | 1      | 2*     | 0                   | 1      | 2      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5    | 25,875              | 27,494 | 29,108 | 32,096              | 34,196 | 36,294 | 32,096              | 34,196 | 36,294 | 38,391 | 40,491 | 42,588 | 44,687 | 35,606              | 37,370 | 39,134 | 40,896 | 43,023 | 45,150 | 47,280 | 49,407 | 51,533 | 53,663 |
| F6    | 31,050              | 32,993 | 34,929 | 38,516              | 41,034 | 43,553 | 38,516              | 41,034 | 43,553 | 46,070 | 48,590 | 51,107 | 53,625 | 42,728              | 44,844 | 46,961 | 49,076 | 51,627 | 54,180 | 56,736 | 59,288 | 61,839 | 64,395 |
| F7    | 36,225              | 38,490 | 40,751 | 44,934              | 47,874 | 50,811 | 44,934              | 47,874 | 50,811 | 53,748 | 56,687 | 59,624 | 62,562 | 49,848              | 52,319 | 54,786 | 57,255 | 60,233 | 63,210 | 66,192 | 69,170 | 72,146 | 75,128 |
| F8    | 41,400              | 43,989 | 46,572 | 51,354              | 54,713 | 58,070 | 51,354              | 54,713 | 58,070 | 61,427 | 64,785 | 68,142 | 71,499 | 56,970              | 59,792 | 62,613 | 65,435 | 68,837 | 72,240 | 75,648 | 79,050 | 82,452 | 85,860 |
| F9    | 46,575              | 49,488 | 52,394 | 57,773              | 61,551 | 65,328 | 57,773              | 61,551 | 65,328 | 69,105 | 72,884 | 76,659 | 80,436 | 64,091              | 67,266 | 70,440 | 73,614 | 77,441 | 81,270 | 85,104 | 88,932 | 92,759 | 96,593 |

\* Not PRHO

TABLE 3a continued

## Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 October 2024

| StR Basic |        |        |        |        |        |        |        |        |        |        |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point     | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5        | 22,752 | 24,144 | 26,089 | 27,264 | 28,682 | 30,100 | 31,520 | 32,938 | 34,355 | 35,775 |
| F6        | 27,303 | 28,973 | 31,307 | 32,717 | 34,418 | 36,120 | 37,824 | 39,525 | 41,226 | 42,930 |
| F7        | 31,853 | 33,802 | 36,524 | 38,170 | 40,155 | 42,140 | 44,128 | 46,113 | 48,097 | 50,085 |
| F8        | 36,404 | 38,631 | 41,742 | 43,623 | 45,891 | 48,160 | 50,432 | 52,700 | 54,968 | 57,240 |
| F9        | 40,954 | 43,460 | 46,960 | 49,076 | 51,627 | 54,180 | 56,736 | 59,288 | 61,839 | 64,395 |

| FC (20% supplement) |        |        |        |        |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5                  | 27,303 | 28,973 | 31,307 | 32,717 | 34,419 | 36,120 | 37,824 | 39,526 | 41,226 | 42,930 |
| F6                  | 32,764 | 34,768 | 37,569 | 39,261 | 41,302 | 43,344 | 45,389 | 47,430 | 49,472 | 51,516 |
| F7                  | 38,224 | 40,563 | 43,829 | 45,804 | 48,186 | 50,568 | 52,954 | 55,336 | 57,717 | 60,102 |
| F8                  | 43,685 | 46,358 | 50,091 | 52,348 | 55,070 | 57,792 | 60,519 | 63,240 | 65,962 | 68,688 |
| F9                  | 49,145 | 52,152 | 56,352 | 58,892 | 61,953 | 65,016 | 68,084 | 71,146 | 74,207 | 77,274 |

| FC (40% supplement) |        |        |        |        |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5                  | 31,853 | 33,802 | 36,525 | 38,170 | 40,155 | 42,140 | 44,128 | 46,114 | 48,097 | 50,085 |
| F6                  | 38,225 | 40,563 | 43,830 | 45,804 | 48,186 | 50,568 | 52,954 | 55,335 | 57,717 | 60,102 |
| F7                  | 44,595 | 47,323 | 51,134 | 53,438 | 56,217 | 58,996 | 61,780 | 64,559 | 67,336 | 70,119 |
| F8                  | 50,966 | 54,084 | 58,439 | 61,073 | 64,248 | 67,424 | 70,605 | 73,780 | 76,956 | 80,136 |
| F9                  | 57,336 | 60,844 | 65,744 | 68,707 | 72,278 | 75,852 | 79,431 | 83,004 | 86,575 | 90,153 |

| FC (50% supplement) |        |        |        |        |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      |
| F5                  | 34,128 | 36,216 | 39,134 | 40,896 | 43,023 | 45,150 | 47,280 | 49,407 | 51,533 | 53,663 |
| F6                  | 40,955 | 43,460 | 46,961 | 49,076 | 51,627 | 54,180 | 56,736 | 59,288 | 61,839 | 64,395 |
| F7                  | 47,780 | 50,703 | 54,786 | 57,255 | 60,233 | 63,210 | 66,192 | 69,170 | 72,146 | 75,128 |
| F8                  | 54,606 | 57,947 | 62,613 | 65,435 | 68,837 | 72,240 | 75,648 | 79,050 | 82,452 | 85,860 |
| F9                  | 61,431 | 65,190 | 70,440 | 73,614 | 77,441 | 81,270 | 85,104 | 88,932 | 92,759 | 96,593 |

| StR (Fixed Term) / Core Training Basic |        |        |        |        |        |        |
|----------------------------------------|--------|--------|--------|--------|--------|--------|
| Point                                  | 0      | 1      | 2      | 3      | 4      | 5      |
| F5                                     | 22,752 | 24,144 | 26,089 | 27,264 | 28,682 | 30,100 |
| F6                                     | 27,303 | 28,973 | 31,307 | 32,717 | 34,418 | 36,120 |
| F7                                     | 31,853 | 33,802 | 36,524 | 38,170 | 40,155 | 42,140 |
| F8                                     | 36,404 | 38,631 | 41,742 | 43,623 | 45,891 | 48,160 |
| F9                                     | 40,954 | 43,460 | 46,960 | 49,076 | 51,627 | 54,180 |

| FC (20% supplement) |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      |
| F5                  | 27,303 | 28,973 | 31,307 | 32,717 | 34,419 | 36,120 |
| F6                  | 32,764 | 34,768 | 37,569 | 39,261 | 41,302 | 43,344 |
| F7                  | 38,224 | 40,563 | 43,829 | 45,804 | 48,186 | 50,568 |
| F8                  | 43,685 | 46,358 | 50,091 | 52,348 | 55,070 | 57,792 |
| F9                  | 49,145 | 52,152 | 56,352 | 58,892 | 61,953 | 65,016 |

| FB (40% supplement) |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      |
| F5                  | 31,853 | 33,802 | 36,525 | 38,170 | 40,155 | 42,140 |
| F6                  | 38,225 | 40,563 | 43,830 | 45,804 | 48,186 | 50,568 |
| F7                  | 44,595 | 47,323 | 51,134 | 53,438 | 56,217 | 58,996 |
| F8                  | 50,966 | 54,084 | 58,439 | 61,073 | 64,248 | 67,424 |
| F9                  | 57,336 | 60,844 | 65,744 | 68,707 | 72,278 | 75,852 |

| FA (50% supplement) |        |        |        |        |        |        |
|---------------------|--------|--------|--------|--------|--------|--------|
| Point               | 0      | 1      | 2      | 3      | 4      | 5      |
| F5                  | 34,128 | 36,216 | 39,134 | 40,896 | 43,023 | 45,150 |
| F6                  | 40,955 | 43,460 | 46,961 | 49,076 | 51,627 | 54,180 |
| F7                  | 47,780 | 50,703 | 54,786 | 57,255 | 60,233 | 63,210 |
| F8                  | 54,606 | 57,947 | 62,613 | 65,435 | 68,837 | 72,240 |
| F9                  | 61,431 | 65,190 | 70,440 | 73,614 | 77,441 | 81,270 |

**TABLE 4**  
**GP SPECIALTY REGISTRARS (GPStR)**

Details of the payments that are payable from 1 April 2024

1. The determination of the salary payable in respect of each placement within a training programme is normally determined, regardless of the date the placement under the contract actually commences, by the date the contract was entered into and the grade of the doctor at the time that contract was entered into. With those details the allowance payable can be found in Table 5 by first identifying the column relating to the date the contract for the GP Specialty Registrar placement was entered into and then ascertaining the salary payable, under that column, in respect of the grade of the doctor at the time the contract was entered into. The appropriate point on that grade is the point the doctor is on, or would have been on if he had remained in that grade, at the time the placement under the contract actually commences.
2. However, in all cases, if the salary so determined is less than the salary calculated on the basis of the practitioner's current training grade (and their point on that training grade) and supplement payable at the time the placement under the contract actually commences, then the higher amount is payable.
3. For doctors entering the GPR programme from a training grade the following points, which reflect the phasing out of certain of these grades, must be noted in establishing the doctor's grades for the purpose of paragraphs 1 and 2 above:
  - The salary for a practitioner in a placement contracted for before 1 August 2007 while the practitioner was in the Senior House Officer or Specialist Registrar grade will be determined as if the practitioner had continued in that grade, regardless of any intervening service in the Specialty Registrar Grade. These allowances are shown in parts (a) and (b) below.
  - The salary for a placement contracted for on or after 1 August 2007 will be based on the presumption that the doctor was in the Specialty Registrar (StR) grade at the time the contract was entered into and will be paid in accordance with the section of part (c) relating to the date the contract was entered into, irrespective of whether the practitioner was already in the (StR) grade at the time the contract was entered into. However, if the previous post held by the doctor was a Specialist Registrar (SpR) and the doctor is, at the time the placement actually commences, on the minimum or first incremental point of that scale, then the salary will be determined with reference to part (b) of the table.

|          |                           |                                  |                |
|----------|---------------------------|----------------------------------|----------------|
| <b>1</b> | <b>GENERAL ALLOWANCES</b> | Training Grant from 1 April 2024 | <b>£11,122</b> |
|----------|---------------------------|----------------------------------|----------------|



PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2024

TABLE 5a

|            | Scale Point | Basic Salary | Pre - April 2007<br>Supplement 65% |                 | April 2007 – July 2007<br>Supplement 55% |                 | August 2007 – March 2008<br>Supplement 55% |                 | April 2008 – March 2009<br>Supplement 50% |                 | From 1 April 2009<br>Supplement 45% |                 |
|------------|-------------|--------------|------------------------------------|-----------------|------------------------------------------|-----------------|--------------------------------------------|-----------------|-------------------------------------------|-----------------|-------------------------------------|-----------------|
|            |             |              | GPR Supplement                     | Total Allowance | GPR Supplement                           | Total Allowance | GPR Supplement                             | Total Allowance | GPR Supplement                            | Total Allowance | GPR Supplement                      | Total Allowance |
| (a)<br>SHO | min         | 41,831       | 27,191                             | 69,022          | 23,008                                   | 64,839          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 1           | 44,567       | 28,969                             | 73,536          | 24,512                                   | 69,079          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 2           | 47,303       | 30,747                             | 78,050          | 26,017                                   | 73,320          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 3           | 50,037       | 32,525                             | 82,562          | 27,521                                   | 77,558          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 4           | 52,773       | 34,303                             | 87,076          | 29,026                                   | 81,799          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 5           | 55,507       | 36,080                             | 91,587          | 30,529                                   | 86,036          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|            | 6           | 58,242       | 37,858                             | 96,100          | 32,034                                   | 90,276          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
| (b)<br>SpR | min         | 46,406       | 30,164                             | 76,570          | 25,524                                   | 71,930          | 25,524                                     | 71,930          | 23,203                                    | 69,609          | 20,883                              | 67,289*         |
|            | 1           | 48,705       | 31,659                             | 80,364          | 26,788                                   | 75,493          | 26,788                                     | 75,493          | 24,353                                    | 73,058          | 21,918                              | 70,623^         |
|            | 2           | 51,003       | 33,152                             | 84,155          | 28,052                                   | 79,055          | 28,052                                     | 79,055          | 25,502                                    | 76,505          | 22,952                              | 73,955*         |
|            | 3           | 53,302       | 34,647                             | 87,949          | 29,317                                   | 82,619          | 29,317                                     | 82,619          | 26,651                                    | 79,953          | 23,986                              | 77,288*         |
|            | 4           | 56,073       | 36,448                             | 92,521          | 30,841                                   | 86,914          | 30,841                                     | 86,914          | 28,037                                    | 84,110          | 25,233                              | 81,306*++       |
|            | 5           | 58,845       | 38,250                             | 97,095          | 32,365                                   | 91,210          | 32,365                                     | 91,210          | 29,423                                    | 88,268          | 26,481                              | 85,326*         |
|            | 6           | 61,621       | 40,054                             | 101,675         | 33,892                                   | 95,513          | 33,892                                     | 95,513          | 30,811                                    | 92,432          | 27,730                              | 89,351*         |
|            | 7           | 64,393       | 41,856                             | 106,249         | 35,417                                   | 99,810          | 35,417                                     | 99,810          | 32,197                                    | 96,590          | 28,977                              | 93,370*         |
|            | 8           | 67,165       | 43,658                             | 110,823         | 36,941                                   | 104,106         | 36,941                                     | 104,106         | 33,583                                    | 100,748         | 30,225                              | 97,390          |
|            | 9           | 69,941       | 45,462                             | 115,403         | 38,468                                   | 108,409         | 38,468                                     | 108,409         | 34,971                                    | 104,912         | 31,474                              | 101,415         |

Notes

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

^ Doctors on the first incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (02) of the Specialty Registrar scale."

\*++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/Specialty Registrar (scale point 04).

**PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2024**

**TABLE 5a continued**

|                    | Scale Point | Basic Salary | Pre-April 2007<br>Supplement 65% |                 | April 2007- July 2007<br>Supplement 55% |                 | August 2007 – March 2008<br>Supplement 55% |                 | April 2008 – March 2009<br>Supplement 50% |                 | From 1 April 2009<br>Supplement 45% |                 |
|--------------------|-------------|--------------|----------------------------------|-----------------|-----------------------------------------|-----------------|--------------------------------------------|-----------------|-------------------------------------------|-----------------|-------------------------------------|-----------------|
|                    |             |              | GPR Supplement                   | Total Allowance | GPR Supplement                          | Total Allowance | GPR Supplement                             | Total Allowance | GPR Supplement                            | Total Allowance | GPR Supplement                      | Total Allowance |
| <b>(c)<br/>StR</b> | min         | 44,480       | N/A                              | N/A             | N/A                                     | N/A             | 24,464                                     | 68,944          | 22,240                                    | 66,720          | 20,016                              | 64,496*         |
|                    | 1           | 47,202       | N/A                              | N/A             | N/A                                     | N/A             | 25,962                                     | 73,164          | 23,601                                    | 70,803          | 21,241                              | 68,443*         |
|                    | 2           | 51,003       | N/A                              | N/A             | N/A                                     | N/A             | 28,052                                     | 79,055          | 25,502                                    | 76,505          | 22,952                              | 73,955*         |
|                    | 3           | 53,302       | N/A                              | N/A             | N/A                                     | N/A             | 29,317                                     | 82,619          | 26,651                                    | 79,953          | 23,986                              | 77,288*         |
|                    | 4           | 56,073       | N/A                              | N/A             | N/A                                     | N/A             | 30,841                                     | 86,914          | 28,037                                    | 84,110          | 25,233                              | 81,306*++       |
|                    | 5           | 58,845       | N/A                              | N/A             | N/A                                     | N/A             | 32,365                                     | 91,210          | 29,423                                    | 88,268          | 26,481                              | 85,326*         |
|                    | 6           | 61,621       | N/A                              | N/A             | N/A                                     | N/A             | 33,892                                     | 95,513          | 30,811                                    | 92,432          | 27,730                              | 89,351*         |
|                    | 7           | 64,393       | N/A                              | N/A             | N/A                                     | N/A             | 35,417                                     | 99,810          | 32,197                                    | 96,590          | 28,977                              | 93,370*         |
|                    | 8           | 67,165       | N/A                              | N/A             | N/A                                     | N/A             | 36,941                                     | 104,106         | 33,583                                    | 100,748         | 30,225                              | 97,390*         |
|                    | 9           | 69,941       | N/A                              | N/A             | N/A                                     | N/A             | 38,468                                     | 108,409         | 34,971                                    | 104,912         | 31,474                              | 101,415#        |

**Notes**

\*Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

\*++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/Specialty Registrar (scale point 04)

# Mark-time

**PAYMENT TO GP SPECIALTY REGISTRARS – 1 October 2024**

**TABLE 5b**

|                           | Scale Point | Basic Salary | Pre - April 2007<br>Supplement 65% |                 | April 2007 – July 2007<br>Supplement 55% |                 | August 2007 – March 2008<br>Supplement 55% |                 | April 2008 – March 2009<br>Supplement 50% |                 | From 1 April 2009<br>Supplement 45% |                 |
|---------------------------|-------------|--------------|------------------------------------|-----------------|------------------------------------------|-----------------|--------------------------------------------|-----------------|-------------------------------------------|-----------------|-------------------------------------|-----------------|
|                           |             |              | GPR Supplement                     | Total Allowance | GPR Supplement                           | Total Allowance | GPR Supplement                             | Total Allowance | GPR Supplement                            | Total Allowance | GPR Supplement                      | Total Allowance |
| <b>(a)</b><br><b>SHO</b>  | min         | 42,794       | 27,817                             | 70,611          | 23,537                                   | 66,331          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 1           | 45,593       | 29,636                             | 75,229          | 25,077                                   | 70,670          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 2           | 48,391       | 31,455                             | 79,846          | 26,616                                   | 75,007          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 3           | 51,188       | 33,273                             | 84,461          | 28,154                                   | 79,342          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 4           | 53,987       | 35,092                             | 89,079          | 29,693                                   | 83,680          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 5           | 56,784       | 36,910                             | 93,694          | 31,232                                   | 88,016          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
|                           | 6           | 59,582       | 38,729                             | 98,311          | 32,771                                   | 92,353          | N/A                                        | N/A             | N/A                                       | N/A             | N/A                                 | N/A             |
| <b>(b)</b><br><b>Sp R</b> | min         | 47,474       | 30,859                             | 78,333          | 26,111                                   | 73,585          | 26,111                                     | 73,585          | 23,737                                    | 71,211          | 21,364                              | 68,838*         |
|                           | 1           | 49,826       | 32,387                             | 82,213          | 27,405                                   | 77,231          | 27,405                                     | 77,231          | 24,913                                    | 74,739          | 22,422                              | 72,248^         |
|                           | 2           | 52,177       | 33,916                             | 86,093          | 28,698                                   | 80,875          | 28,698                                     | 80,875          | 26,089                                    | 78,266          | 23,480                              | 75,657*         |
|                           | 3           | 54,528       | 35,444                             | 89,972          | 29,991                                   | 84,519          | 29,991                                     | 84,519          | 27,264                                    | 81,792          | 24,538                              | 79,066*         |
|                           | 4           | 57,363       | 37,286                             | 94,649          | 31,550                                   | 88,913          | 31,550                                     | 88,913          | 28,682                                    | 86,045          | 25,814                              | 83,177*++       |
|                           | 5           | 60,199       | 39,130                             | 99,329          | 33,110                                   | 93,309          | 33,110                                     | 93,309          | 30,100                                    | 90,299          | 27,090                              | 87,289*         |
|                           | 6           | 63,039       | 40,976                             | 104,015         | 34,672                                   | 97,711          | 34,672                                     | 97,711          | 31,520                                    | 94,559          | 28,368                              | 91,407*         |
|                           | 7           | 65,875       | 42,819                             | 108,694         | 36,232                                   | 102,107         | 36,232                                     | 102,107         | 32,938                                    | 98,813          | 29,644                              | 95,519*         |
|                           | 8           | 68,710       | 44,662                             | 113,372         | 37,791                                   | 106,501         | 37,791                                     | 106,501         | 34,355                                    | 103,065         | 30,920                              | 99,630          |
|                           | 9           | 71,550       | 46,508                             | 118,058         | 39,353                                   | 110,903         | 39,353                                     | 110,903         | 35,775                                    | 107,325         | 32,198                              | 103,748         |

**Notes**

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

^ Doctors on the first incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (02) of the Specialty Registrar scale. "++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/Specialty Registrar (scale point 04).



**PAYMENT TO GP SPECIALTY REGISTRARS – 1 October 2024**

**TABLE 5b continued**

|                    | Scale Point | Basic Salary | Pre-April 2007<br>Supplement 65% |                 | April 2007- July 2007<br>Supplement 55% |                 | August 2007 – March 2008<br>Supplement 55% |                 | April 2008 – March 2009<br>Supplement 50% |                 | From 1 April 2009<br>Supplement 45% |                 |
|--------------------|-------------|--------------|----------------------------------|-----------------|-----------------------------------------|-----------------|--------------------------------------------|-----------------|-------------------------------------------|-----------------|-------------------------------------|-----------------|
|                    |             |              | GPR Supplement                   | Total Allowance | GPR Supplement                          | Total Allowance | GPR Supplement                             | Total Allowance | GPR Supplement                            | Total Allowance | GPR Supplement                      | Total Allowance |
| <b>(c)<br/>StR</b> | min         | 45,504       | N/A                              | N/A             | N/A                                     | N/A             | 25,028                                     | 70,532          | 22,752                                    | 68,256          | 20,477                              | 65,981*         |
|                    | 1           | 48,288       | N/A                              | N/A             | N/A                                     | N/A             | 26,559                                     | 74,847          | 24,144                                    | 72,432          | 21,730                              | 70,018*         |
|                    | 2           | 52,177       | N/A                              | N/A             | N/A                                     | N/A             | 28,698                                     | 80,875          | 26,089                                    | 78,266          | 23,480                              | 75,657*         |
|                    | 3           | 54,528       | N/A                              | N/A             | N/A                                     | N/A             | 29,991                                     | 84,519          | 27,264                                    | 81,792          | 24,538                              | 79,066*         |
|                    | 4           | 57,363       | N/A                              | N/A             | N/A                                     | N/A             | 31,550                                     | 88,913          | 28,682                                    | 86,045          | 25,814                              | 83,177*++       |
|                    | 5           | 60,199       | N/A                              | N/A             | N/A                                     | N/A             | 33,110                                     | 93,309          | 30,100                                    | 90,299          | 27,090                              | 87,289*         |
|                    | 6           | 63,039       | N/A                              | N/A             | N/A                                     | N/A             | 34,672                                     | 97,711          | 31,520                                    | 94,559          | 28,368                              | 91,407*         |
|                    | 7           | 65,875       | N/A                              | N/A             | N/A                                     | N/A             | 36,232                                     | 102,107         | 32,938                                    | 98,813          | 29,644                              | 95,519*         |
|                    | 8           | 68,710       | N/A                              | N/A             | N/A                                     | N/A             | 37,791                                     | 106,501         | 34,355                                    | 103,065         | 30,920                              | 99,630*         |
|                    | 9           | 71,550       | N/A                              | N/A             | N/A                                     | N/A             | 39,353                                     | 110,903         | 35,775                                    | 107,325         | 32,198                              | 103,748#        |

**Notes**

\*Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

\*++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/Specialty Registrar (scale point 04)

# Mark-time

TABLE 6

## LOCUM TENENS APPOINTMENTS - from 1 April 2024

Foundation House Officer, Senior House Officer, Specialist Registrar, Specialty Registrar

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

\* Mid-point of the grade salary scale

|      | Basic Hourly Rate | No Band | LC<br>x1.4 | LB<br>x1.5 | LA<br>x1.8 |
|------|-------------------|---------|------------|------------|------------|
| FHO1 | 17.21             | 18.08** | 24.10      | 25.81      | 30.98      |
| FHO2 | 21.40             | 21.40   | 29.96      | 32.09      | 38.52      |
| SHO  | 24.02             | 24.02   | 33.64      | 36.03      | 43.25      |
| SpR  | 27.58             | 27.58   | 38.62      | 41.37      | 49.65      |
| StR  | 27.58             | 27.58   | 38.62      | 41.37      | 49.65      |
| StR  | 25.05             | 25.04   | 35.07      | 37.56      | 45.08      |

|                   | Basic Weekly Rate | No Band  | 1C<br>x1.2 | 1B<br>x1.4 | 1A and 2B<br>x1.5 | 2A<br>x1.8 | 3<br>x2 |
|-------------------|-------------------|----------|------------|------------|-------------------|------------|---------|
| FHO1              | 825.21            | 866.47** | 990.26     | 1155.30    | 1237.81           | 1485.38    | 1650.42 |
| FHO2              | 1025.99           | 1025.99  | 1231.19    | 1436.39    | 1538.99           | 1846.78    | 2051.97 |
| SHO               | 1152.30           | 1152.30  | 1382.77    | 1613.23    | 1728.46           | 2074.15    | 2304.61 |
| SpR               | 1322.66           | 1322.66  | 1587.19    | 1851.73    | 1983.99           | 2380.79    | 2645.32 |
| StR (Higher rate) | 1322.66           | 1322.66  | 1587.19    | 1851.73    | 1983.99           | 2380.79    | 2645.32 |
| StR (Lower rate)  | 1200.89           | 1200.89  | 1441.08    | 1681.25    | 1801.34           | 2161.60    | 2401.78 |

**TABLE 6a****LOCUM TENENS APPOINTMENTS - from 1 October 2024****Foundation House Officer, Senior House Officer, Specialist Registrar, Specialty Registrar**

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

\* Mid-point of the grade salary scale

|      | Basic Hourly<br>Rate | No Band | LC<br>x1.4 | LB<br>x1.5 | LA<br>x1.8 |
|------|----------------------|---------|------------|------------|------------|
| FHO1 | 17.60                | 18.49** | 24.65      | 26.41      | 31.69      |
| FHO2 | 21.89                | 21.89   | 30.65      | 32.83      | 39.40      |
| SHO  | 24.57                | 24.57   | 34.41      | 36.86      | 44.24      |
| SpR  | 28.22                | 28.22   | 39.50      | 42.32      | 50.79      |
| StR  | 28.22                | 28.22   | 39.50      | 42.32      | 50.79      |
| StR  | 25.62                | 25.62   | 35.87      | 38.43      | 46.12      |

|                   | Basic Weekly<br>Rate | No Band  | 1C<br>x1.2 | 1B<br>x1.4 | 1A and 2B<br>x1.5 | 2A<br>x1.8 | 3<br>x2 |
|-------------------|----------------------|----------|------------|------------|-------------------|------------|---------|
| FHO1              | 844.19               | 886.40** | 1013.03    | 1181.87    | 1266.28           | 1519.54    | 1688.37 |
| FHO2              | 1049.58              | 1049.58  | 1259.51    | 1469.43    | 1574.38           | 1889.25    | 2099.17 |
| SHO               | 1178.81              | 1178.81  | 1414.57    | 1650.34    | 1768.21           | 2121.86    | 2357.61 |
| SpR               | 1353.08              | 1353.08  | 1623.70    | 1894.32    | 2029.62           | 2435.55    | 2706.16 |
| StR (Higher rate) | 1353.08              | 1353.08  | 1623.70    | 1894.32    | 2029.62           | 2435.55    | 2706.16 |
| StR (Lower rate)  | 1228.51              | 1228.51  | 1474.22    | 1719.92    | 1842.77           | 2211.32    | 2457.02 |

\*\* FHO1s are entitled to a 5% supplement

Resident doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above.

Resident doctors in Locum Appointment for Training (LAT) are excluded from this arrangement.