

The Scottish Government
Health Workforce Directorate
Employment and Retention Division



Dear Colleague

PAY UPLIFT FOR GP SPECIALTY REGISTRARS IN GENERAL PRACTICE – 2010-11

Summary

1. This pay circular authorises changes with effect from 1 April 2010 in the rates of pay for GP Specialty Registrars in General Practice.

Background

2. [NHS Circular PCS\(GPR\)2009/1](#) set out terms and conditions of service for GP Specialty Registrars including Appendices detailing amounts payable for motor mileage, subsistence and pay. Details of the current rates of pay are set out in the Annex attached to this Circular.

3. A Direction is also attached which gives NHS Education for Scotland the authority to pay the revised rates.

Action

4. NES Education for Scotland are required to:
- make the necessary arrangements to ensure that staff are paid the appropriate rates of pay from 1 April 2010 and that any arrears are paid promptly;
 - notify former employees of any arrears of pay due to them; and where their current address is in doubt, enquiries should be made to confirm it so that payment can be made;
 - notify the Scottish Public Pensions Agency of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees.

Addresses

For action

Chief Executive, NHS Education
for Scotland
Director of Human Resources,
NHS Education for Scotland
Director of Finance, NHS
Education for Scotland

For information

Chief Executives, NHS Boards
and Special Health Boards
Directors of Finance, NHS Boards
and Special Health Boards
Directors of Human Resources,
NHS Boards and Special Health
Boards
GP Practices
Management Steering Group

Enquiries to:

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Enquiries

5. Employees should direct their personal enquiries to NHS Education for Scotland (NES).

6. This circular is available on the SHOW website at www.show.scot.nhs.uk/sehd/publications.asp.

Yours sincerely



JOHN COWIE
Deputy Director for Health Workforce
Employment and Retention

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DIRECTION

The Scottish Ministers, in exercise of the powers conferred on them by Section 2(5) of the National Health Service (Scotland) Act 1978 hereby give to NHS Education for Scotland (NES) the following Direction.

NHS Education for Scotland (NES) shall make payments with effect from 1 April 2010 to GP Specialty Registrars in accordance with the salary rates contained in the Annex which is attached to this Direction in NHS Circular PCS(GPR)2010/1.

JOHN COWIE
Deputy Director for Health Workforce
Employment and Retention
Scottish Government
Health Directorates
St Andrew's House
EDINBURGH
EH1 3DG
3 September 2010

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ANNEX

Details of the payments that are payable from **1 April 2010**

Notes on Amounts payable

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 the following table 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.
4. Practitioners entering from non-training grades are provided for separately in part (d).

1. GENERAL ALLOWANCES

- | | | |
|----|---|--------|
| a. | Training Grant | £7,674 |
| b. | GP Specialty Registrar's subscription to a professional defence organisation (see paragraph 7 of the Annex to NHS Circular PCS(GPR) 2009/1. | |

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PAYMENT TO GP SPECIALTY REGISTRARS

Scale Point	Basic Salary at 1 April 2010 (all contracts)	Pre-April 2007 Supplement 65%		April 2007- July 2007 Supplement 55%		August 2007 – March 2008 Supplement 55%		April 2008 – March 2009 Supplement 50%		1 April 2009–31 March 2011 Supplement 45%	
		GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
SHO minimum	27,936	18,158	46,094	15,365	43,301	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 01	29,763	19,346	49,109	16,370	46,133	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 02	31,589	20,533	52,122	17,374	48,963	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 03	33,416	21,720	55,136	18,379	51,795	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 04	35,243	22,908	58,151	19,384	54,627	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 05	37,070	24,096	61,166	20,389	57,459	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 06	38,896	25,282	64,178	21,393	60,289	N/A	N/A	N/A	N/A	N/A	N/A
SpR minimum	30,992	20,145	51,137	17,046	48,038	17,046	48,038	15,496	46,488	13,947	44,939*
SpR point 01	32,526	21,142	53,668	17,890	50,416	17,890	50,416	16,263	48,789	14,637	47,163+
SpR point 02	34,061	22,140	56,201	18,734	52,795	18,734	52,795	17,031	51,092	15,328	49,389*
SpR point 03	35,596	23,138	58,734	19,578	55,174	19,578	55,174	17,798	53,394	16,019	51,615*
SpR point 04	37,448	24,342	61,790	20,597	58,045	20,597	58,045	18,724	56,172	16,852	54,300*++
SpR point 05	39,300	25,545	64,845	21,615	60,915	21,615	60,915	19,650	58,950	17,685	56,985*
SpR point 06	41,152	26,749	67,901	22,634	63,786	22,634	63,786	20,576	61,728	18,519	59,671*
SpR point 07	43,003	27,952	70,955	23,652	66,655	23,652	66,655	21,502	64,505	19,352	62,355*
SpR point 08	44,856	29,157	74,013	24,671	69,527	24,671	69,527	22,428	67,284	20,186	65,042*
SpR point 09	46,708	30,361	77,069	25,690	72,398	25,690	72,398	23,354	70,062	21,019	67,727
StR minimum	29,705	N/A	N/A	N/A	N/A	16,338	46,043	14,853	44,558	13,368	43,073*
StR point 01	31,523	N/A	N/A	N/A	N/A	17,338	48,861	15,762	47,285	14,186	45,709*
StR point 02	34,061	N/A	N/A	N/A	N/A	18,734	52,795	17,031	51,092	15,328	49,389*
StR point 03	35,596	N/A	N/A	N/A	N/A	19,578	55,174	17,798	53,394	16,019	51,615*
StR point 04	37,448	N/A	N/A	N/A	N/A	20,597	58,045	18,724	56,172	16,852	54,300*++
StR point 05	39,300	N/A	N/A	N/A	N/A	21,615	60,915	19,650	58,950	17,685	56,985*

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NHS Circular: PCS(GPR)2010/1

StR point 06	41,152	N/A	N/A	N/A	N/A	22,634	63,786	20,576	61,728	18,519	59,671*
StR point 07	43,003	N/A	N/A	N/A	N/A	23,652	66,655	21,502	64,505	19,352	62,355*
StR point 08	44,856	N/A	N/A	N/A	N/A	24,671	69,527	22,428	67,284	20,186	65,042*
Str point 09	46,708	N/A	N/A	N/A	N/A	25,690	72,398	23,354	70,062	21,019	67,727#

Consultant Career Grade	As determined under the provisions of NHS Circular PCS(DD)2007/7, Annex D.
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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).

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