

**The Scottish Government**  
Health Workforce Directorate  
Pay and Terms and Conditions of Service Division



Dear Colleague

## **PAY UPLIFT FOR GP SPECIALTY REGISTRARS IN GENERAL PRACTICE – 2013-14**

### **Summary**

1. This pay circular authorises changes with effect from 1 April 2013 in the rates of pay for GP Specialty Registrars in General Practice.

### **Background**

2. Salary scales, fees and allowances, where applicable, for the above mentioned staff group have been increased by **1% from 1 April 2013** as a result of the Scottish Government accepting the recommendations of the Review Body on Doctors' and Dentists' Remuneration.

3. NHS Circular PCS(GPR)2011/1 set out terms and conditions of service for GP Specialty Registrars including Pay, Accommodation, Removal and Associated Expenses.

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

5. Details of the current rates of pay are set out in the Annex attached to this Circular

### **GP Specialty Registrar Supplement**

6. The GP Specialty Registrar Supplement for doctors in hospital training grades entering Vocational Training Scheme (VTS) practice placements is unchanged at 45% of basic pay for contracts made after 31 March 2009. The supplements for contracts made earlier remain as follows:

- 45% for contracts made between 1 April 2009 and until further notice;
- 50% for contracts made between 1 April 2008 and 31 March 2009;
- 55% for contracts made between 1 April 2007 and 31 March 2008;
- 65% for contracts made before 1 April 2007.

7 June 2013

#### **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, Directors of  
Finance, Directors of Human  
Resources, NHS Boards Special  
Health Boards, NHS National  
Services Scotland (Common  
Services Agency) and Healthcare  
Improvement Scotland  
GP Practices  
Management Steering Group

#### **Enquiries to:**

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Scottish Government Health  
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The supplement is payable only to GP Specialty Registrars paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.

### Action

7. NES Education for Scotland are required to:
  - a) make the necessary arrangements to ensure that staff are paid the appropriate rates of pay from 1 April 2013 and that any arrears are paid promptly;
  - b) 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;
  - c) notify the Scottish Public Pensions Agency of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees.
8. This circular is available on the SHOW website at [www.show.scot.nhs.uk/sehd/publications.asp](http://www.show.scot.nhs.uk/sehd/publications.asp)

### Enquiries

9. **Employees** should direct their personal enquiries to NHS Education for Scotland (NES).
10. **NHS Employers in Scotland** should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely



**SHIRLEY ROGERS**  
Deputy Director for Health Workforce

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**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division



## 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 2013 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)2013/1.



**SHIRLEY ROGERS**  
**Deputy Director for Health Workforce**  
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7 June 2013

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**ANNEX**

Details of the payments that are payable from **1 April 2013**

**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 £7,751

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**PAYMENT TO GP SPECIALTY REGISTRARS**

Scale Point	Basic Salary at 1 April 2013 (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%		From 1 April 2009 Supplement 45%	
		GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
SHO minimum	28,215	18,340	46,555	15,519	43,734	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 01	30,060	19,540	49,600	16,534	46,594	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 02	31,905	20,739	52,644	17,548	49,453	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 03	33,750	21,938	55,688	18,563	52,313	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 04	35,595	23,137	58,732	19,578	55,173	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 05	37,440	24,337	61,777	20,593	58,033	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 06	39,285	25,535	64,820	21,607	60,892	N/A	N/A	N/A	N/A	N/A	N/A
SpR minimum	31,301	20,346	51,647	17,216	48,517	17,216	48,517	15,651	46,952	14,086	45,387*
SpR point 01	32,852	21,354	54,206	18,069	50,921	18,069	50,921	16,426	49,278	14,784	47,636+
SpR point 02	34,402	22,362	56,764	18,922	53,324	18,922	53,324	17,201	51,603	15,481	49,883*
SpR point 03	35,952	23,369	59,321	19,774	55,726	19,774	55,726	17,976	53,928	16,179	52,131*
SpR point 04	37,822	24,585	62,407	20,803	58,625	20,803	58,625	18,911	56,733	17,020	54,842*++
SpR point 05	39,693	25,801	65,494	21,832	61,525	21,832	61,525	19,847	59,540	17,862	57,555*
SpR point 06	41,564	27,017	68,581	22,861	64,425	22,861	64,425	20,872	62,346	18,704	60,268*
SpR point 07	43,434	28,233	71,667	23,889	67,323	23,889	67,323	21,717	65,151	19,546	62,980*
SpR point 08	45,304	29,448	74,752	24,918	70,222	24,918	70,222	22,652	67,956	20,387	65,691*
SpR point 09	47,175	30,664	77,839	25,947	73,122	25,947	73,122	23,588	70,763	21,229	68,404
StR minimum	30,002	N/A	N/A	N/A	N/A	16,502	46,504	15,001	45,003	13,501	43,503*
StR point 01	31,838	N/A	N/A	N/A	N/A	17,511	49,349	15,919	47,757	14,328	46,166*
StR point 02	34,402	N/A	N/A	N/A	N/A	18,922	53,324	17,201	51,603	15,481	49,883*
StR point 03	35,952	N/A	N/A	N/A	N/A	19,774	55,726	17,976	53,828	16,179	52,131*
StR point 04	37,822	N/A	N/A	N/A	N/A	20,803	58,625	18,911	56,733	17,020	54,842*++
StR point 05	39,693	N/A	N/A	N/A	N/A	21,832	61,525	19,847	59,540	17,862	57,555*

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## NHS Circular: PCS(GPR)2013/1

StR point 06	41,564	N/A	N/A	N/A	N/A	22,861	64,425	20,782	62,346	18,704	60,268*
StR point 07	43,434	N/A	N/A	N/A	N/A	23,889	67,323	21,717	65,151	19,546	62,980*
StR point 08	45,304	N/A	N/A	N/A	N/A	24,918	70,222	22,652	67,956	20,387	65,691*
Str point 09	47,175	N/A	N/A	N/A	N/A	25,947	73,122	23,588	70,763	21,229	68,404#

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 5<sup>th</sup> Year Specialist/Specialty Registrar (scale point 04).

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