

## The Scottish Government

Health Workforce and Performance Directorate  
NHS Pay and Conditions of Service Team



Dear Colleague

### **PAY UPLIFT FOR GP SPECIALTY REGISTRARS IN GENERAL PRACTICE – 2014-15**

#### **Summary**

1. This pay circular authorises changes with effect from 1 April 2014 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 will be increased by 1% from 1 April 2014 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 rates of pay effective from 1 April 2014 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.

14 March 2014

#### **Addresses**

##### For action

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

##### For information

Chief Executives, Directors of  
Finance, Directors of Human  
Resources, NHS Boards and  
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 2014
  - 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**  
Health Workforce

**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 2014 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)2014/1.

**SHIRLEY ROGERS**  
**Health Workforce**  
Scottish Government  
Health Directorates  
St Andrew's House  
EDINBURGH  
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14 March 2014

Details of the payments that are payable from **1 April 2014**

**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**

<b>a.</b>	Training Grant	£7,829
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**PAYMENT TO GP SPECIALTY REGISTRARS**

Scale Point	Basic Salary at 1 April 2014 (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	28,497	18,523	47,020	15,674	44,171	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 01	30,361	19,735	50,096	16,699	47,060	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 02	32,224	20,946	53,170	17,723	49,947	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 03	34,088	22,157	56,245	18,748	52,836	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 04	35,951	23,368	59,319	19,774	55,725	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 05	37,815	24,580	62,395	20,799	58,613	N/A	N/A	N/A	N/A	N/A	N/A
SHO point 06	39,678	25,790	65,468	21,823	61,501	N/A	N/A	N/A	N/A	N/A	N/A

SpR minimum	31,614	20,549	52,163	17,388	49,002	17,388	49,002	15,807	47,421	14,227	45,841*
SpR point 01	33,180	21,568	54,748	18,250	51,430	18,250	51,430	16,590	49,770	14,932	48,112+
SpR point 02	34,746	22,586	57,332	19,111	53,857	19,111	53,857	17,373	52,119	15,636	50,382*
SpR point 03	36,312	23,603	59,915	19,972	56,284	19,972	56,284	18,156	54,468	16,340	52,652*
SpR point 04	38,200	24,831	63,031	21,011	59,211	21,011	59,211	19,100	57,300	17,190	55,390*++
SpR point 05	40,090	26,059	66,149	22,050	62,140	22,050	62,140	20,045	60,135	18,041	58,131*
SpR point 06	41,979	27,286	69,265	23,088	65,067	23,088	65,067	20,990	62,969	18,891	60,870*
SpR point 07	43,868	28,514	72,382	24,127	67,995	24,127	67,995	21,934	65,802	19,741	63,609*
SpR point 08	45,757	29,742	75,499	25,167	70,924	25,167	70,924	22,879	68,636	20,591	66,348*
SpR point 09	47,647	30,971	78,618	26,206	73,853	26,206	73,853	23,824	71,471	21,441	69,088

**PAYMENT TO GP SPECIALTY REGISTRARS (Cont)**

Scale Point	Basic Salary at 1 April 2014 (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
StR minimum	30,302	N/A	N/A	N/A	N/A	16,667	46,969	15,151	45,453	13,636	43,938*
StR point 01	32,156	N/A	N/A	N/A	N/A	17,686	49,842	16,078	48,234	14,471	46,627*
StR point 02	34,746	N/A	N/A	N/A	N/A	19,111	53,857	17,373	52,119	15,636	50,382*
StR point 03	36,312	N/A	N/A	N/A	N/A	19,972	56,284	18,156	54,468	16,341	52,653*
StR point 04	38,200	N/A	N/A	N/A	N/A	21,011	59,211	19,100	57,300	17,190	55,390*++
StR point 05	40,090	N/A	N/A	N/A	N/A	22,050	62,140	20,045	60,135	18,041	58,131*
StR point 06	41,979	N/A	N/A	N/A	N/A	23,088	65,067	20,990	62,969	18,891	60,870*
StR point 07	43,868	N/A	N/A	N/A	N/A	24,127	67,995	21,934	65,802	19,741	63,609*
StR point 08	45,757	N/A	N/A	N/A	N/A	25,167	70,924	22,879	68,636	20,591	66,348*
Str point 09	47,647	N/A	N/A	N/A	N/A	26,206	73,853	23,824	71,471	21,441	69,088#

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).