

The Scottish Government
Health Workforce Directorate
Employment and Retention Division¹



Dear Colleague

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

THIS CIRCULAR INCLUDES:

- A. INCREASES TO NATIONAL SALARY SCALES
2010-11**
- B. UPLIFTS TO FEES AND ALLOWANCES**

Summary

1. This circular authorises changes with effect from 1 April 2010 in the pay and national terms and conditions of service of hospital medical and dental staff and doctors and dentists in public health medicine and the community health service.

Uplifts to National Salary Scales from 1 April 2010

2. Following the Scottish Government's decisions arising from the recommendations of the Review Body on Doctors' and Dentists' Remuneration, this circular provides details of the new

National salary scales
Fees and allowances
GP Specialty Registrar Supplements
Minima and Maxima of the Salaried GPs range

applicable from 1 April 2010.

25 May 2010

Addresses

For action

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

For information

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

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3. The revised allowances and salary points for 2010-11 are calculated on the basis of a cumulative uplift on 2003-04 baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2009/10 figures.

4. Salary scales for consultants on the 2004 consultant contract are set out in [PCS\(DD\)2010/5](#) together with the value of distinction awards and discretionary points and applicable fees and allowances, all of which are unchanged.

Foundation House Officers (1 and 2), House Officers and Senior House Officers

5. Salary scales for Foundation House Officers (1 and 2), House Officers and Senior House Officers have been increased by 1.5% from 1 April 2010. In addition to basic salary, Foundation House Officers (1) in un-banded posts will receive a 5%, non pensionable pay supplement

Specialist and Specialty Registrars, Staff Grade, Specialty Doctors and Associate Specialists

6. Salary scales for Specialist and Specialty Registrars, Staff Grade, Specialty Doctors and Associate Specialist doctors have been increased by 1% from 1 April 2010.

Uplifts to Fees and Allowances

7. The fees and allowances set out in this Circular have been uplifted by 1% where applicable.

Salaried GPs

8. The salary range for salaried GPs has been increased by 1%. The salary range from 1 April 2010 is therefore £53,781 to £81,158.

Supplement Payable to Directors of Public Health

9. This supplement remains payable to all Directors of Public Health and is unchanged for 2010/11. Employers are reminded that with the introduction of the 2004 consultant contract the combined payscale, incorporating both basic salary and supplement (Appendix 1, Table 16b), is now closed and no new appointments using this payscale should be used.

GP Specialty Registrar

10. 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 2010. The supplements for contracts made earlier remain as follows:

- 45% for contracts made between 1 April 2009 and 31 March 2010;
- 50% for contracts made between 1 April 2008 and 31 March 2009;

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- 55% for contracts made between 1 April 2007 and 31 March 2008;
- 65% for contracts made before 1 April 2007.

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.

A Direction setting out the new rates of payment for GP Specialty Registrars will be issued in due course.

Distinction Awards and Discretionary Points

11. The value of distinction awards and discretionary points are unchanged.

Action

12. NHS Boards, Special Health Boards and NHS National Services Scotland (Common Services Agency) are required to:

- make the necessary arrangements to pay the salaries and fees notified in the Appendices from 1 April 2010;
- 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 confirm it so 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.

Enquiries

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

14. NHS Employers are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the SHOW website at <http://www.show.scot.nhs.uk/pcs.asp>.

Yours sincerely

JOHN NICHOLLS
Deputy Director for Health Workforce
Employment and Retention

The Scottish Government
Health Workforce Directorate
Employment and Retention Division¹



DIRECTION

Scottish Ministers, in exercise of the powers conferred on them 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 and NHS National Services Scotland (Common Services Agency) the following Direction.

Hospital medical and dental staff and doctors and dentists in public health medicine and the community health service shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 25 May 2010 in NHS Circular PCS(DD)2010/4 with effect from 1 April 2010.

JOHN NICHOLLS
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Scottish Government
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25 May 2010

The Scottish Government
Health Workforce Directorate
Employment and Retention Division¹



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

Scottish Ministers, in exercise of the powers conferred on them by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 hereby approve the amendments to the Handbook of the Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service, set out in Appendices I and IV of Annex A to NHS Circular PCS(DD)2010/4 dated 25 May 2010.

This approval has effect from 1 April 2010.

JOHN NICHOLLS
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St Andrew's House
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25 May 2010

ANNEX A

1. The changes which are set out in the attached Appendices give effect to the recommendations of the Review Body on Doctors' and Dentists' Remuneration to the extent that those recommendations have been accepted by the Cabinet Secretary for Health and Wellbeing.
2. The changes set out in the Amendments and Appendices have been approved by the Cabinet Secretary for Health and Wellbeing under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537).
3. The rates in Appendices I and IV replace those in the Appendices to NHS Circular [No PCS\(DD\)2009/3](#).
4. The existing Appendices I and IV of the hospital medical and dental staff and doctors and dentists in public health medicine and the community health service terms and conditions handbook should be removed and replaced by Appendices I and IV of this Circular.
5. There are no revisions to Appendices II and III. The use of Appendix IV here is simply to correspond with the Appendix number in the TCS handbook.
6. The amendments detailed in the appendices to this circular form Amendment No 14 to the handbook of Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service.

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APPENDIX 1

RATES OF PAY EFFECTIVE FROM 1 APRIL 2010

HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND

1. BASIC RATES OF PAY PER ANNUM

Grade	Minimum (rate of pay where there is no scale)	Incremental points												
		1st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th	12 th	13 th
Consultant (pre 2004 contract)	61,859	66,285	70,712	75,138	80,186									
Associate Specialist (pre-2008)	37,694	41,687	45,678	49,670	53,663	57,655	62,927	67,496	69,392*	71,866*	74,339*	76,813*	79,286*	81,762*
Staff Grade Practitioner (pre-1997 contract)	34,100	36,807	39,514	42,221	44,928	47,634	50,342	53,048						
Staff Grade Practitioner (1997 contract) ^a	34,100	36,807	39,514	42,221	44,928	48,115	50,342+	53,048+	55,755+	58,462+	61,169+	63,877+		
Specialty Registrar (Full)	29,705	31,523	34,061	35,596	37,448	39,300	41,152	43,003 [^]	44,856 [^]	46,708 [^]				
Specialty Registrar (Fixed Term)	29,705	31,523	34,061	35,596	37,448	39,300								
Specialty Registrar (Core Training)	29,705	31,523	34,061	35,596	37,448	39,300								
Specialist Registrar	30,992	32,526	34,061	35,596	37,448	39,300	41,152	43,003 [^]	44,856 [^]	46,708 [^]				
Senior House Officer	27,936	29,763	31,589	33,416	35,243	37,070 [^]	38,896 [^]							
House Officer	22,523	23,928	25,334											
House Officer with provisional registration	22,523	23,928												
Foundation House Officer 2	27,936	29,763	31,589											
Foundation House Officer 1	22,523	23,928	25,334											

^a This pay scale refers to Staff Grade Practitioners employed under the new terms and conditions outlined in NHS Circular PCS(DD)1997/5.

* Discretionary.

+ Optional.

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

Specialty Doctor and Associate Specialist (2008) Pay Scales 2010-11

Pay Point	Specialty Doctor £	Associate Specialist (2008) £	Pay Point Progression
0	36,807	51,606	1 year
1	39,955	55,754	1 year
2	44,046	59,901	1 year
3	46,239	65,378	1 year
4	49,398	70,126	1 year
Threshold 1			
5	52,546	72,095	2 years
6	55,764	74,665	2 years
7	58,983	77,235	2 years
Threshold 2			
8	62,201	79,805	3 years
9	65,419	82,375	3 years
10	68,638	84,948	N/A

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Total Salaries for Full-time Training Posts from 1 April 2010

£

Grade	Point	Basic salary	Banding supplement					
			Supplement for non-banded staff 5%	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
PRHO/HO/FHO1	Min	22,523	23,650	27,028	31,533	33,785	40,542	45,046
	1	23,928	25,125	28,714	33,500	35,892	43,071	47,856
	2	25,334	26,601	30,401	35,468	38,003	45,602	50,668
FHO2	Min	27,936		33,524	39,111	41,904	50,285	55,872
	1	29,763		35,716	41,669	44,645	53,574	59,526
	2	31,589		37,907	44,225	47,384	56,861	63,178
SHO	Min	27,936		33,524	39,111	41,904	50,285	55,872
	1	29,763		35,716	41,669	44,645	53,574	59,526
	2	31,589		37,907	44,225	47,384	56,861	63,178
	3	33,416		40,100	46,783	50,124	60,149	66,832
	4	35,243		42,292	49,341	52,865	63,438	70,486
	5^	37,070		44,484	51,898	55,605	66,726	74,140
	6^	38,896		46,676	54,455	58,344	70,013	77,792
SpR	Min	30,992		37,191	43,389	46,488	55,786	61,984
	1	32,526		39,032	45,537	48,789	58,547	65,052
	2	34,061		40,874	47,686	51,092	61,310	68,122
	3	35,596		42,716	49,835	53,394	64,073	71,192
	4	37,448		44,938	52,428	56,172	67,407	74,896
	5	39,300		47,160	55,020	58,950	70,740	78,600
	6	41,152		49,383	57,613	61,728	74,074	82,304
	7^	43,003		51,604	60,205	64,505	77,406	86,006
	8^	44,856		53,828	62,799	67,284	80,741	89,712
StR	Min	29,705		35,646	41,587	44,558	53,469	59,410
	1	31,523		37,828	44,133	47,285	56,742	63,046
	2	34,061		40,874	47,686	51,092	61,310	68,122
	3	35,596		42,716	49,835	53,394	64,073	71,192
	4	37,448		44,938	52,428	56,172	67,407	74,896
	5	39,300		47,160	55,020	58,950	70,740	78,600
	6	41,152		49,383	57,613	61,728	74,074	82,304
	7^	43,003		51,604	60,205	64,505	77,406	86,006
	8^	44,856		53,828	62,799	67,284	80,741	89,712
StR (FT) and (CT)	Min	29,705		35,646	41,587	44,558	53,469	59,410
	1	31,523		37,828	44,133	47,285	56,742	63,046
	2	34,061		40,874	47,686	51,092	61,310	68,122
	3	35,596		42,716	49,835	53,394	64,073	71,192
	4	37,448		44,938	52,428	56,172	67,407	74,896
5	39,300		47,160	55,020	58,950	70,740	78,600	

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

Total Salaries for Flexible Trainees Working Less than 40 hours per week from 1 April 2010^b

(Pre-June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	22,523	23,650	28,154
	1	23,928	25,125	29,910
	2	25,334	26,601	31,668
SHO	Min	27,936	29,333	34,920
	1	29,763	31,252	37,204
	2	31,589	33,169	39,487
	3	33,416	35,087	41,770
	4	35,243	37,006	44,054
	5 [^]	37,070	38,924	46,338
	6 [^]	38,896	40,841	48,620
SpR	Min	30,992	32,542	38,740
	1	32,526	34,153	40,658
	2	34,061	35,765	42,577
	3	35,596	37,376	44,495
	4	37,448	39,321	46,810
	5	39,300	41,265	49,125
	6	41,152	43,210	51,440
	7 [^]	43,003	45,154	53,754
	8 [^]	44,856	47,099	56,070
	9 [^]	46,708	49,044	58,385

^b 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.

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DOCTORS AND DENTISTS IN TRAINING – FLEXIBLE TRAINEES: (POST JUNE 2005 PAY ARRANGEMENTS)

Point	PRHO / FHO1 Basic			FHO2 Basic			SHO Basic						SpR Basic										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	11,261	11,964	12,667	13,968	14,882	15,795	13,968	14,882	15,795	16,708	17,622	18,535	19,448	15,496	16,263	17,031	17,798	18,724	19,650	20,576	21,502	22,428	23,354
F6	13,514	14,357	15,201	16,762	17,858	18,954	16,762	17,858	18,954	20,050	21,146	22,242	23,338	18,596	19,516	20,437	21,358	22,469	23,580	24,692	25,802	26,914	28,025
F7	15,767	16,751	17,734	19,556	20,835	22,113	19,556	20,835	22,113	23,392	24,671	25,949	27,228	21,695	22,769	23,843	24,918	26,214	27,510	28,807	30,103	31,400	32,696
F8	18,019	19,143	20,268	22,349	23,811	25,272	22,349	23,811	25,272	26,733	28,195	29,656	31,117	24,794	26,021	27,249	28,477	29,959	31,440	32,922	34,403	35,885	37,367
F9	20,271	21,536	22,801	25,143	26,787	28,431	25,143	26,787	28,431	30,075	31,719	33,363	35,007	27,893	29,274	30,655	32,037	33,704	35,370	37,037	38,703	40,371	42,038
	FC (20% supplement)			FC (20% supplement)			FC (20% supplement)						FC (20% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	13,515	14,357	15,201	16,762	17,858	18,954	16,762	17,858	18,954	20,050	21,147	22,242	23,338	18,596	19,516	20,438	21,358	22,469	23,580	24,692	25,803	26,914	28,025
F6	16,217	17,229	18,242	20,115	21,430	22,745	20,115	21,430	22,745	24,060	25,376	26,691	28,006	22,316	23,420	24,525	25,630	26,963	28,296	29,631	30,963	32,297	33,630
F7	18,920	20,101	21,281	23,468	25,002	26,536	23,468	25,002	26,536	28,071	29,606	31,139	32,674	26,034	27,323	28,612	29,902	31,457	33,012	34,569	36,124	37,680	39,236
F8	21,623	22,972	24,322	26,819	28,574	30,327	26,819	28,574	30,327	32,080	33,834	35,588	37,341	29,753	31,226	32,699	34,173	35,951	37,728	39,507	41,284	43,062	44,841
F9	24,326	25,844	27,362	30,172	32,145	34,118	30,172	32,145	34,118	36,090	38,063	40,036	42,009	33,472	35,129	36,786	38,445	40,445	42,444	44,445	46,444	48,446	50,446
	FB (40% supplement)			FB (40% supplement)			FB (40% supplement)						FB (40% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	15,767	16,750	17,734	19,556	20,835	22,113	19,556	20,835	22,113	23,392	24,671	25,949	27,228	21,695	22,769	23,844	24,918	26,214	27,510	28,807	30,103	31,400	32,696
F6	18,920	20,100	21,282	23,467	25,002	26,536	23,467	25,002	26,536	28,070	29,605	31,139	32,674	26,035	27,323	28,612	29,902	31,457	33,012	34,569	36,123	37,680	39,235
F7	22,074	23,451	24,828	27,379	29,169	30,959	27,379	29,169	30,959	32,749	34,540	36,329	38,120	30,373	31,877	33,381	34,886	36,700	38,514	40,330	42,145	43,960	45,775
F8	25,227	26,801	28,376	31,289	33,336	35,381	31,289	33,336	35,381	37,427	39,473	41,519	43,564	34,712	36,430	38,149	39,868	41,943	44,016	46,091	48,165	50,239	52,314
F9	28,380	30,151	31,922	35,201	37,502	39,804	35,201	37,502	39,804	42,105	44,407	46,709	49,010	39,051	40,984	42,917	44,852	47,186	49,518	51,852	54,185	56,520	58,854
	FA (50% supplement)			FA (50% supplement)			FA (50% supplement)						FA (50% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	16,893	17,946	19,001	20,952	22,323	23,693	20,952	22,323	23,693	25,062	26,433	27,803	29,172	23,244	24,395	25,547	26,697	28,086	29,475	30,864	32,253	33,642	35,031
F6	20,271	21,536	22,802	25,143	26,787	28,431	25,143	26,787	28,431	30,075	31,719	33,363	35,007	27,894	29,274	30,656	32,037	33,704	35,370	37,038	38,703	40,371	42,038
F7	23,651	25,126	26,601	29,334	31,253	33,170	29,334	31,253	33,170	35,088	37,007	38,924	40,842	32,543	34,154	35,765	37,377	39,321	41,265	43,211	45,155	47,100	49,044
F8	27,029	28,715	30,402	33,524	35,717	37,908	33,524	35,717	37,908	40,100	42,293	44,484	46,676	37,191	39,032	40,874	42,716	44,939	47,160	49,383	51,605	53,828	56,051
F9	30,407	32,304	34,202	37,715	40,181	42,647	37,715	40,181	42,647	45,113	47,579	50,045	52,511	41,840	43,911	45,983	48,056	50,556	53,055	55,556	58,055	60,557	63,057
	(* Not PRHO)																						

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Doctors and Dentists in Training – Flexible Trainees (Post June-2005 Pay Arrangements)

StR Basic	StR (Fixed Term)/Core Training Basic
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Point	0	1	2	3	4	5	6	7	8	9
F5	14,853	15,762	17,031	17,798	18,724	19,650	20,576	21,502	22,428	23,354
F6	17,823	18,914	20,437	21,358	22,469	23,580	24,692	25,802	26,914	28,025
F7	20,794	22,067	23,843	24,918	26,214	27,510	28,807	30,103	31,400	32,696
F8	23,764	25,219	27,249	28,477	29,959	31,440	32,922	34,403	35,885	37,367
F9	26,735	28,371	30,655	32,037	33,704	35,370	37,037	38,703	40,371	42,038

FC (20% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	17,824	18,915	20,438	21,358	22,469	23,580	24,692	25,803	26,914	28,025
F6	21,388	22,697	24,525	25,630	26,963	28,296	29,631	30,963	32,297	33,630
F7	24,953	26,481	28,612	29,902	31,457	33,012	34,569	36,124	37,680	39,236
F8	28,517	30,263	32,699	34,173	35,951	37,728	39,507	41,284	43,062	44,841
F9	32,082	34,046	36,786	38,445	40,445	42,444	44,445	46,444	48,446	50,446

FB (40% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	20,795	22,067	23,844	24,918	26,214	27,510	28,807	30,103	31,400	32,696
F6	24,953	26,480	28,612	29,902	31,457	33,012	34,569	36,123	37,680	39,235
F7	29,112	30,894	33,381	34,886	36,700	38,514	40,330	42,145	43,960	45,775
F8	33,270	35,307	38,149	39,868	41,943	44,016	46,091	48,165	50,239	52,314
F9	37,429	39,720	42,917	44,852	47,186	49,518	51,852	54,185	56,520	58,854

FA (50% supplement)

	0	1	2	3	4	5	6	7	8	9
F5	22,280	23,643	25,547	26,697	28,086	29,475	30,864	32,253	33,642	35,031
F6	26,735	28,371	30,656	32,037	33,704	35,370	37,038	38,703	40,371	42,038
F7	31,191	33,101	35,765	37,377	39,321	41,265	43,211	45,155	47,100	49,044
F8	35,646	37,829	40,874	42,716	44,939	47,160	49,383	51,605	53,828	56,051
F9	40,103	42,557	45,983	48,056	50,556	53,055	55,556	58,055	60,557	63,057

0	1	2	3	4	5	Point
14,853	15,762	17,031	17,798	18,724	19,650	F5
17,823	18,914	20,437	21,358	22,469	23,580	F6
20,794	22,067	23,843	24,918	26,214	27,510	F7
23,764	25,219	27,249	28,477	29,959	31,440	F8
26,735	28,371	30,655	32,037	33,704	35,370	F9

FC (20% supplement)

0	1	2	3	4	5	
17,824	18,915	20,438	21,358	22,469	23,580	F5
21,388	22,697	24,525	25,630	26,963	28,296	F6
24,953	26,481	28,612	29,902	31,457	33,012	F7
28,517	30,263	32,699	34,173	35,951	37,728	F8
32,082	34,046	36,786	38,445	40,445	42,444	F9

FB (40% supplement)

0	1	2	3	4	5	
20,795	22,067	23,844	24,918	26,214	27,510	F5
24,953	26,480	28,612	29,902	31,457	33,012	F6
29,112	30,894	33,381	34,886	36,700	38,514	F7
33,270	35,307	38,149	39,868	41,943	44,016	F8
37,429	39,720	42,917	44,852	47,186	49,518	F9

FA (50% supplement)

0	1	2	3	4	5	
22,280	23,643	25,547	26,697	28,086	29,475	F5
26,735	28,371	30,656	32,037	33,704	35,370	F6
31,191	33,101	35,765	37,377	39,321	41,265	F7
35,646	37,829	40,874	42,716	44,939	47,160	F8
40,103	42,557	45,983	48,056	50,556	53,055	F9

2. PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum		
Minimum	£	Point I
5,626		6,027

3. BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS

Grade	Incremental points						
	Minimum	1st	2nd	3rd	4th	5th	6th
Hospital practitioner	4,508	4,769	5,031	5,291	5,552	5,813	6,074

4. (a) DISCRETIONARY POINTS FOR CONSULTANTS*

1	2	3	4	5	6	7	8
3,204	6,408	9,612	12,816	16,020	19,224	22,428	25,632

* 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".

4. (b) DISTINCTION AWARDS FOR CONSULTANTS

A+ awards	£75,889
A	£55,924
B	£31,959

4. (c) INTENSITY SUPPLEMENTS FOR CONSULTANTS

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

5. GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS UNDER PARAGRAPHS 87-93 OF THE TERMS AND CONDITIONS OF SERVICE

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	657
91(a)	Payment for provision of a casualty service:	
	higher rate:	8,098
	lower rate:	4,049
	12 hours per day Mon-Fri	2,895
91(b)	Payment for each notional half-day of clinical work per week:	4,606
"	Payment for one hour or less of clinical work per week:	1,226
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,452
93	Payment for each casualty seen, where number is less than 200 per annum	26.46

Paragraph 21A **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](#)

**NHS Circular:
PCS(DD)2010/4**

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

b. Hourly Rates (£): Bands LA, LB, and LC

	Basic Hourly Rate	No Band	LC	LB	LA
HO/FHO1	11.48	12.05	16.07	17.22	20.66
FO2	14.27	14.27	19.98	21.41	25.69
SHO	16.03	16.03	22.44	24.05	28.85
SpR	18.40	18.40	25.76	27.60	33.12
StR (Higher Rate)	18.40	18.40	25.76	27.60	33.12
StR (Lower Rate)	16.70	16.70	23.38	25.05	30.06

Weekly Rates (£): Band LL

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
HO/ FO1	551.04	578.59	661.25	771.46	826.56	991.87	1102.08
FHO2	684.96	684.96	821.95	958.94	1027.44	1232.93	1369.92
SHO	769.44	769.44	932.33	1077.22	1154.16	1384.99	1538.88
SpR	883.20	883.20	1059.84	1236.48	1324.80	1589.76	1766.40
StR (Higher Rate)	883.20	883.20	1059.84	1236.48	1324.80	1589.76	1766.40
StR (Lower Rate)	801.60	801.60	961.92	1122.24	1202.40	1442.88	1603.20

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

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

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

9. MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

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

£5,162.44 per annum.

10. LECTURE FEE FOR POSTGRADUATE MEDICAL EDUCATION

The fee for lectures to medical and dental staff payable under paragraph 166 of the Terms and Conditions of Service shall be £75.86

11. FEES FOR LECTURES TO NURSES ETC

The fees for lectures to nurses and other non-medical and non-dental staff under paragraph 165 of the Terms and Conditions of Service shall be:-

Consultants	£ 59.29
Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, practitioners holding appointments under paragraph 94 and Hospital Practitioners, senior clinical medical officers	47.46
Other	34.85

12. DOMICILIARY CONSULTATIONS

The domiciliary consultation fees shall be as follows:

Standard rate	£81.72
Intermediate rate	£40.86
Lower rate	£20.46

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £245.16.

13. EXCEPTIONAL CONSULTATION

The fee payable to a consultant under paragraph 155 of the Terms and Conditions of Service shall be £153.08.

The fee payable to a general practitioner under paragraph 157 shall be £51.03.

14. RADIOLOGY AND PATHOLOGY TESTS

The fee payable under paragraph 32b shall be £3.63.

15. COMPLETION OF FORM BP1

The fee payable to a consultant under paragraph 145 of the Terms and Conditions of Service (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1	-	£124.62
For re-examination (provided previous form BP1 available)	-	£106.48

16a CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

	Minimum £	Maximum £	Exceptional Maximum £
Band B	Areas of 450,000 population and over		
	5,232	10,474	13,511
Band C	Areas of 250,000 to 449,999 population		
	4,374	8,717	10,474
Band D	Areas of 50,000 to 249,999 population		
	3,487	6,972	8,717
Island Health Boards	1,816	3,601	

16b CHIEF ADMINISTRATIVE MEDICAL OFFICERS AND DIRECTORS OF PUBLIC HEALTH: SALARY RANGES

i.e. £80,186 (the maximum of the consultant scale (Old Contract) plus a supplement from within the minima and maxima of the ranges set out in paragraph 16(a).

	Minimum £	Maximum £	Exceptional Maximum £
Band B	Areas of 450,000 population and over		
	85,418	90,660	93,697
Band C	Areas of 250,000 to 449,999 population		
	84,560	88,903	90,660
Band D	Areas of 50,000 to 249,999 population		
	83,673	87,158	88,903
Island Health Boards	82,002	83,787	

17. CLINICAL MEDICAL OFFICERS IN THE COMMUNITY HEALTH SERVICES

a. Senior Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
46,161	48,971	51,780	54,589	57,399	60,208	63,017	65,827

b. Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
32,667	34,435	36,204	37,972	39,741	41,509	43,278	45,048

18. 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:

Duties per half-year	Allowances per half-year £
4-11	181
12-17	362
18-23	543
24-29	724
30-35	905
36-41	1,086
42-47	1,267
48-53	1,448
54-59	1,629
60-65	1,810
66-71	1,991
72 or more	2,172

19. **ADVISORY APPOINTMENTS COMMITTEE**

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to £127.91 for a whole day and £63.96 for a half-day.

20. **MILEAGE ALLOWANCES (Paragraphs 277 to 306)**

1. Public Transport Rate

24p per mile

2. Regular User Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump Sum	(£)	508	626	760	760
Up to 9000 miles	(p)	29.7	36.9	44.0	44.0
9001 to 15000	(p)	18.2	21.7	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

3. Standard Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	37.4	47.3	58.3	58.3
3501 to 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 to 15000	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4. Other Motor Vehicles**

Engine Capacity	(cc)		Up to 125	Over 125
Rate per mile	(p)	up to 5,000 miles	17.8	27.8
Rate per mile	(p)	Over 5,000 miles	6.7	9.9

5. Passenger allowance

Each passenger: 5.0p per mile.

6. Pedal Cycles

For local agreement, subject to a minimum of 10p per mile

* a practitioner using a 4-wheeled motor car under 501cc shall be paid at the rates for cars of 501 to 1000cc.

** includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.

CROWN CARS (Paragraphs 304 to 308)

CHARGES FOR PRIVATE USE OF ALLOCATED CROWN CARS WITH EFFECT FROM THE DATE ON WHICH THIS AGREEMENT COMES INTO OPERATION

A. The current rates of:	£
Road Fund Licence	eg 155
Insurance for private use*: (National Call-off contract)	eg 88

Including cover for private practice use:	eg 128
Handling Charge	95

B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

(Cost of Contract Hire at) - (cost of Contract hire at)

$$\frac{(\text{Maximum quoted mileage}) - (\text{minimum quoted mileage})}{1000}$$

Plus total excess costs for non-base vehicle, where appropriate.

Plus VAT on total charge to practitioner (A+B)

NB: Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

* Crown cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.

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

1. FAMILY PLANNING FEES

The fees for family planning work are increased with effect from 1 April 2010 as follows:

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£118.77	£58.60
	b. during the course of another procedure	£80.29	£38.84
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£160.58	£78.43
	b. during the course of another procedure	£107.41	£52.24
iii.	Fee for the reversal of male sterilisation	£182.61	£91.25
iv.	Fee for the reversal of female sterilisation	£255.42	£127.98
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£80.29	£58.60
	b. during the course of another procedure	£53.12	£38.84
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£255.42	£127.98
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£21.99
vii.	Radiological services provided in connection with NHS family planning cases	Case	£21.99
viii.	Notional half-day special family planning session	Session	£136.55

OTHER FEES

2. PERIPHERAL ALLOWANCES

Existing allowances for designated training grade posts approved by Scottish Ministers at annual rates of £2,413.39, £1,808.65 and £1,202.45 shall be increased to £2,437.52, £1,826.74 and £1,214.48. NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

3. 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 £106.62