

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division<sup>1</sup>



Dear Colleague

25 May 2010

**2004 CONSULTANT CONTRACT  
NATIONAL SALARY SCALES AND FEES AND  
ALLOWANCES FOR 2010-11**

**Summary**

1. This circular authorises the national salary scales and fees and allowances, covered under Sections 9.1 - 9.6 of the 2004 contract, with effect from 1 April 2010 for consultants who have taken up the 2004 consultant contract. Fees and allowances covered under Section 9.7 are listed in [NHS Circular PCS\(DD\)2004/5](#)

2. Salary scales, fees and allowances for consultants are unchanged.

3. Details of the current rates are set out in the attached Annexes to this Circular which replace Appendices 3 and 5(b) of the 2004 contract issued under cover of [NHS Circular PCS\(DD\) 2009/2](#).

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

**Action**

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

- Note that the changes set out in the attached appendices give effect to the recommendations of the Review Body on Doctors' and Dentists' Remuneration.

**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

**Enquiries to:**

Mrs Sandra Neill  
Scottish Government Health Directorates  
Health Workforce  
Ground Floor Rear  
St Andrew's House  
EDINBURGH EH1 3DG

Tel: 0131-244 3283  
Fax: 0131-244 2837

E-mail:

[Sandra.neill@scotland.gsi.gov.uk](mailto:Sandra.neill@scotland.gsi.gov.uk)

BB0014MAY2010  
PCS(DD)2010/5



**NHS Circular:  
PCS(DD)2010/5**

- Note this NHS Circular and the Appendices have been approved by Scottish Ministers under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537).
- Replace Appendix 3 of the 2004 consultant contract issued under cover of [NHS Circular PCS\(DD\) 2009/2](#) with Annex A to this circular.
- Replace Appendix 5(b) of the 2004 consultant contract with Annex B to this Circular.
- Make the necessary arrangements to pay the salaries and fees notified in the Annexes to this Circular 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.

Yours sincerely

**JOHN NICHOLLS**  
Deputy Director for Health Workforce

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division<sup>1</sup>



**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 2004 consultant contract set out in NHS Circular PCS(DD)2010/5 dated 25 May 2010.

This approval has effect from 1 April 2010.

**JOHN NICHOLLS**  
Deputy Director  
Scottish Government  
Health Workforce Directorate  
St Andrew's House  
EDINBURGH  
EH1 3DG  
25 May 2010

**The Scottish Government**  
Health Workforce Directorate  
Employment and Retention Division<sup>1</sup>



## **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.

Consultants who have taken up the 2004 consultant contract issued to NHS Scotland under cover of NHS Circular [PCS\(DD\)2004/2](#) dated 30 March 2004 shall continue to be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 25 May 2010 in NHS Circular PCS(DD)2010/5 with effect from 1 April 2010.

**JOHN NICHOLLS**  
Deputy Director  
Scottish Government  
Health Workforce Directorates  
St Andrew's House  
EDINBURGH  
EH1 3DG  
25 May 2010

**RATES OF PAY**

**1. PAY ARRANGEMENTS FOR NEW CONSULTANTS**

Salaries based on 2010/11 rates with effect from 1 April 2010

Seniority Point	Pay Point	Salary
1	1	£74,504
2	2	£76,837
3	3	£79,170
4	4	£81,502
5	5	£83,829
6	5	£83,829
7	5	£83,829
8	5	£83,829
9	5	£83,829
10	6	£89,370
11	6	£89,370
12	6	£89,370
13	6	£89,370
14	6	£89,370
15	7	£94,911
16	7	£94,911
17	7	£94,911
18	7	£94,911
19	7	£94,911
20	8	£100,446

**2. DISTINCTION AWARDS FOR CONSULTANTS**

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

**3. 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. AVAILABILITY SUPPLEMENTS**

Frequency of Rota Commitment	Value of supplement as a percentage of full-time basic salary	
	Level 1	Level 2
High Frequency: 1 in 1 to 1 in 4	8.0%	3.0%
Medium Frequency: 1 in 5 to 1 in 8	5.0%	2.0%
Low Frequency: 1 in 9 or less frequent	3.0%	1.0%

**5. 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	

**6. TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFERRED UNDER THE PROVISIONS OF PARAGRAPHS 14.2.3, 14.2.4 or 14.2.6**

Pay progression based on 2010/11 rates

Seniority (years) as at 1 April 2003	Current Salaries/ Interval (years)	Basic Salary
16+	From 1 April 2010	£100,446
15	From 1 April 2010 1	£94,911 £100,446
14	From 1 April 2010 2	£94,911 £100,446
13	From 1 April 2010 3	£94,911 £100,446
12	From 1 April 2010 4	£94,911 £100,446
11	From 1 April 2010 5	£94,911 £100,446
10	From 1 April 2010 1 5	£89,370 £94,911 £100,446
9	From 1 April 2010 2 5	£89,370 £94,911 £100,446
7-8	From 1 April 2010 3 5	£89,370 £94,911 £100,446
6	From 1 April 2010 3 5	£89,370 £94,911 £100,446
5	From 1 April 2010 4 5	£89,370 £94,911 £100,446
4	From 1 April 2010 4 5	£89,370 £94,911 £100,446
3	From 1 April 2010 5 5	£89,370 £94,911 £100,446
2	From 1 April 2010 1 5 5	£83,829 £89,370 £94,911 £100,446
1	From 1 April 2010* 2 5 5	£83,829 £89,370 £94,911 £100,446

\* (or anniversary of appointment if appointed after 1 April 2003)

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

**7(a) Salary Upon Transfer (based on 2010/11 rates)**

Spine Point	Seniority (years)	Starting Salary
0	1	£74,504
1	2	£75,086
2	3	£75,667
3	4	£76,255
4 (<1 year @ max)	5	£81,502
4 (+1 year @ max)	6	£82,665
4 (+ 2 - 24 years @ max)	7-29	£83,829
4 (>25 years @ max)	30+	£89,370

**7(b) Subsequent Pay Progression based on 2010/11 rates**

Seniority (years)	Interval (years)	Basic Salary
30+	1	£94,911
	1	£100,446
21 – 29	1	£89,370
	1	£94,911
	1	£100,446
20	1	£89,370
	2	£94,911
	1	£100,446
19	1	£89,370
	2	£94,911
	2	£100,446
18	2	£89,370
	1	£94,911
	2	£100,446
17	2	£89,370
	2	£94,911
	2	£100,446
16	3	£89,370
	1	£94,911
	3	£100,446
15	3	£89,370
	1	£94,911
	4	£100,446
14	3	£89,370
	2	£94,911
	4	£100,446



**NHS Circular:  
PCS(DD)2010/5**

13	3	£89,370
	2	£94,911
	5	£100,446
12	3	£89,370
	3	£94,911
	5	£100,446
11	4	£89,370
	3	£94,911
	5	£100,446
10	4	£89,370
	4	£94,911
	5	£100,446
9	4	£89,370
	5	£94,911
	5	£100,446
7-8	5	£89,370
	5	£94,911
	5	£100,446
6	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
5	1	£82,665
	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
4	1	£79,170
	1	£81,502
	1	£83,829
	3	£89,370
	5	£94,911
	5	£100,446
3	1	£78,000
	1	£81,502
	1	£83,829
	4	£89,370
	5	£94,911
	5	£100,446
2	1	£76,837
	1	£81,502
	1	£83,829
	5	£89,370
	5	£94,911
	5	£100,446

**NHS Circular:  
PCS(DD)2010/5**

1	1	£75,667
	1	£79,170
	1	£81,502
	1	£83,829
	5	£89,370
	5	£94,911
	5	£100,446

**NHS Circular:  
PCS(DD)2010/5**

**8. SUMMARY TABLE OF TRANSITIONAL PAY ARRANGEMENTS (FOR INFORMATION AND REFERENCE)**

<b>Date of appointment to consultant post</b>	<b>Date of transfer to new contract</b>	<b>Date for calculating seniority</b>	<b>Date of progression to subsequent seniority point on transitional scale</b>	<b>Backdating</b>
Prior to 1 April 2003	1 April 2004 *	1 April 2003	1 April 2004 (i.e. immediate progression to subsequent seniority point on transitional scale, and then on anniversary of date of transfer.)	To 1 April 2003
Prior to 1 April 2003	After 1 April 2004 but before 1 April 2008	Date of transfer	Anniversary of date of transfer	None
Between 1 April 2003 and 31 March 2004	1 April 2004*	Date of appointment	Anniversary of date of appointment	To date of appointment
Between 1 April 2003 and 31 March 2004	After 1 April 2004 but before 1 April 2008	Date of transfer	Anniversary of date of transfer	None
Prior to 1 April 2004	1 April 2008 or later	Date of transfer	Transitional scale not applicable. Progression to next point of substantive scale on anniversary of date of transfer. **	None
1 April 2004 onwards	On appointment	Date of appointment	Transitional scale not applicable. Progression to second point of substantive scale on anniversary of date of appointment. **	None

\* Must have given written expression of intent to transfer by 31 December 2003 or date of acceptance of appointment, whichever is later. May have transferred after 1 April 2004 if unable to agree a job plan by 31 March 2004 for reasons beyond his/her control. In such cases, he/she will be treated as having transferred on 1 April 2004.

\*\* Subject to the provisions of Section 5.1. which determine starting salary, seniority point and seniority date.

## 9. MILEAGE ALLOWANCES

### 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\*\*

			Up to 125	Over 125
Engine Capacity	(cc)	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.



INVESTOR IN PEOPLE

BB0014MAY2010

NHS Circular PCS(DD)2010/5 SE Approved

Version 1.1

## 10. LEASE CARS

### CHARGES FOR PRIVATE USE OF LEASE CARS

A.	The current rates of:	£
	Road Fund Licence	eg 155
	Insurance for private use	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:

$$\frac{(\text{Cost of Contract Hire at maximum quoted mileage}) - (\text{Cost of Contract Hire at minimum quoted mileage})}{1000}$$

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 employer 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.



INVESTOR IN PEOPLE



BB0014MAY2010

NHS Circular PCS(DD)2010/5<sup>SE</sup> Approved

## FEES FOR NHS WORK (Sections 9.1 to 9.5)

### 1. Domiciliary Consultations

The domiciliary consultation fees payable under Section 9.1 of the terms and conditions of service 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.

The fee payable under paragraph 9.1.5 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

### 2. Exceptional Consultations

The fee payable to a consultant under Section 9.2 of the terms and conditions of service shall be £153.08.

### 3. Lecture Fees

The fees payable for lectures to nurses and other non-medical and non-dental staff under paragraph 9.3.1 of the terms and conditions of service shall be £59.29.

The fee payable for lectures to medical and dental staff under paragraph 9.3.2 of the terms and conditions of service shall be £75.11.

### 4. Section 47 of Part 5 of the Adults with Incapacity (Scotland) Act 2000

The fee payable for completion of assessment and certificate under paragraph 9.5.1 of the terms and conditions of service is £105.56.

### 5. Advisory Appointments Committee

The fees payable under paragraph 9.6.1 of the terms and conditions of service are £127.91 for a whole day and £63.96 for a half-day.



INVESTOR IN PEOPLE



BB0014MAY2010

NHS Circular PCS(DD)2010/5 SE Approved