

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



21 May 2013

Dear Colleague

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

THIS CIRCULAR INCLUDES:

- A. INCREASES TO NATIONAL SALARY SCALES
2013-14**
- B. UPLIFTS TO FEES AND ALLOWANCES**

Summary

1. This circular authorises changes in the pay and national terms and conditions of service of hospital medical and dental staff, doctors and dentists in public health medicine and the community health service.
2. Salary scales, fees and allowances, where applicable, for the above mentioned staff groups have been **increased by 1.0% from 1 April 2013** as a result of the Scottish Government accepting the recommendations of the Review Body on Doctors' and Dentists' Remuneration.
3. This circular provides details of the new
 - National salary scales
 - Fees and allowances
 - GP Specialty Registrar Supplements
 - Minima and Maxima of the Salaried GPs pay range

Addresses

For action
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

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

Enquiries to:

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4. The revised allowances and salary points for 2013-14 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 existing figures.

A. INCREASES TO NATIONAL SALARY SCALES : 2013-14

5. Pay scales have been uplifted by 1% from 1 April 2013. Revised pay scales covering; the relevant staff groups, transitional and pay progression arrangements for consultants covered by the 2004 consultant contract (sections 6 and 7 of Appendix 3 of the contract) etc are detailed in the annexes to this circular, as summarised in the Appendix.

Salaried GPs

6. The salary range for salaried GPs has been increased by 1%. The salary range from 1 April 2013 is therefore **£54,319 to £81,969**.

B UPLIFTS TO FEES AND ALLOWANCES

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

Supplement Payable to Directors of Public Health

8. This supplement remains payable to all Directors of Public Health and has been increased by 1% for 2013-14. Employers are reminded that with the introduction of the 2004 consultant contract the combined payscale, incorporating both basic salary and supplement, is now closed and no new appointments using this payscale should be used.

GP Specialty Registrar

9. 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.

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

10. The value of distinction awards and discretionary points are unchanged and are included for information at Annex J.

Action

11. 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 Annexes to this circular, from 1 April 2013;
- 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.


12. NHS Employers in Scotland 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>.

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 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

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



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.

All staff groups referred to in **NHS Circular PCS(DD)2013/1** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on **21 May 2013** with effect from 1 April 2013.



SHIRLEY ROGERS
Deputy Director for Health Workforce
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21 May 2013

The Scottish Government

Health Workforce and Performance Directorate
Pay and Terms and Conditions of Service
Division



**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 Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service, as set out in the Appendix and Annexes to **NHS Circular PCS(DD)2013/1 dated 21 May 2013.**

This approval has effect from 1 April 2013.



SHIRLEY ROGERS
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21 May 2013

The changes, which are set out in the attached Annexes, 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.

- ANNEX A:** Rates of pay effective from 1 April 2013 for consultants covered by the 2004 consultant contract, updating Appendix 3 to the terms and conditions of service.
- ANNEX B:** Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4 or 14.2.6, updating Appendix 3 to the terms and conditions of service.
- ANNEX C:** Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9, updating Appendix 3 to the terms and conditions of service.
- ANNEX D:** Rates of pay effective from 1 April 2013 for hospital medical and dental staff and doctors and dentists in public health medicine and the community health service (Scotland) (2007), updating Appendix 1 to the terms and conditions of service.
- ANNEX E:** Rates of pay effective from 1 April 2013 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.
- ANNEX F:** Total Salaries for Full-time Training Posts from 1 April 2013, updating Appendix 1 to 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 (Scotland) (2007).
- ANNEX G:** Total Salaries for Flexible Trainees Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2013, updating Appendix 1 to 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 (Scotland) (2007).
- ANNEX H:** Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2013, updating Appendix 1 to 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 (Scotland) (2007).
- ANNEX I:** Doctors and Dentists in Training – Flexible Trainees (Post June-2005 Pay Arrangements) from 1 April 2013, updating Appendix 1 to 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 (Scotland) (2007).
- ANNEX J:** Uplifts to other rates of pay, fees and allowances from 1 April 2013.

CONSULTANTS**RATES OF PAY EFFECTIVE FROM 1 APRIL 2013****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

Seniority Point	Pay Point	Salary
1	1	£75,249
2	2	£77,605
3	3	£79,961
4	4	£82,318
5	5	£84,667
6	5	£84,667
7	5	£84,667
8	5	£84,667
9	5	£84,667
10	6	£90,263
11	6	£90,263
12	6	£90,263
13	6	£90,263
14	6	£90,263
15	7	£95,860
16	7	£95,860
17	7	£95,860
18	7	£95,860
19	7	£95,860
20	8	£101,451

ANNEX B

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

APPENDIX 3: RATES OF PAY - TABLE 6

Pay progression based on 2013-14 rates

Seniority (years) as at 1 April 2003	Current Salaries/ Interval (years)	Basic Salary
13+	From 1 April 2013	£101,451
12	From 1 April 2013 1	£95,860 £101,451
11	From 1 April 2013 2	£95,860 £101,451
10	From 1 April 2013 3	£95,860 £101,451
9	From 1 April 2013 4	£95,860 £101,451
7-8	From 1 April 2013 5	£95,860 £101,451
6	From 1 April 2013 5	£95,860 £101,451
5	From 1 April 2013 1 5	£90,263 £95,860 £101,451
4	From 1 April 2013 1 5	£90,263 £95,860 £101,451
3	From 1 April 2013 2 5	£90,263 £95,860 £101,451
2	From 1 April 2013 3 5	£90,263 £95,860 £101,451
1	From 1 April 2013 * 4 5	£90,263 £95,860 £101,451

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

ANNEX C

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

APPENDIX 3: RATES OF PAY - TABLE 7

7(a) Salary Upon Transfer (based on 2013-14 rates)

Spine Point	Seniority (years)	Starting Salary
0	1	£75,249
1	2	£75,836
2	3	£76,424
3	4	£77,017
4 (<1 year @ max)	5	£82,318
4 (+1 year @ max)	6	£83,492
4 (+ 2 - 24 years @ max)	7-29	£84,667
4 (>25 years @ max)	30+	£90, 263

7(b) Subsequent Pay Progression based on 2013-14 rates

Seniority (years)	Interval (years)	Basic Salary
30+	1	95,860
	1	101,451
21 – 29	1	90,263
	1	95,860
	1	101,451
20	1	90,263
	2	95,860
	1	101,451
19	1	90,263
	2	95,860
	2	101,451
18	2	90,263
	1	95,860
	2	101,451
17	2	90,263
	2	95,860
	2	101,451
16	3	90,263
	1	95,860
	3	101,451
15	3	90,263
	1	95,860
	4	101,451
14	3	90,263
	2	95,860
	4	101,451
13	3	90,263
	2	95,860
	5	101,451

12	3	90,263
	3	95,860
	5	101,451
11	4	90,263
	3	95,860
	5	101,451
10	4	90,263
	4	95,860
	5	101,451
9	4	90,263
	5	95,860
	5	101,451
7-8	5	90,263
	5	95,860
	5	101,451
6	1	84,667
	4	90,263
	5	95,860
	5	101,451
5	1	83,492
	1	84,667
	4	90,263
	5	95,860
	5	101,451
4	1	79,961
	1	82,318
	1	84,667
	3	90,263
	5	95,860
	5	101,451
3	1	78,780
	1	82,318
	1	84,667
	4	90,263
	5	95,860
	5	101,451
2	1	77,605
	1	82,318
	1	84,667
	5	90,263
	5	95,860
	5	101,451
1	1	76,424
	1	79,961
	1	82,318
	1	84,667
	5	90,263
	5	95,860
	5	101,451

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2013
HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE
COMMUNITY HEALTH SERVICE IN SCOTLAND
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)	62,477	66,948	71,419	75,890	80,988									
Associate Specialist (pre-2008)	38,071	42,103	46,135	50,167	54,199	58,231	63,556	68,171	70,086*	72,584*	75,083*	77,581*	80,079*	82,580*
Staff Grade Practitioner (pre-1997 contract)	34,441	37,175	39,909	42,643	45,377	48,111	50,845	53,578						
Staff Grade Practitioner (1997 contract) ^a	34,441	37,175	39,909	42,643	45,377	48,596	50,845 +	53,578+	56,313+	59,047+	61,780+	64,516+		
Specialty Registrar (Full)	30,002	31,838	34,402	35,952	37,822	39,693	41,564	43,434 [^]	45,304 [^]	47,175 [^]				
Specialty Registrar (Fixed Term)	30,002	31,838	34,402	35,952	37,822	39,693								
Specialty Registrar (Core Training)	30,002	31,838	34,402	35,952	37,822	39,693								
Specialist Registrar	31,301	32,852	34,402	35,952	37,822	39,693	41,564	43,434 [^]	45,304 [^]	47,175 [^]				
Senior House Officer	28,215	30,060	31,905	33,750	35,595	37,440 [^]	39,285 [^]							
House Officer	22,748	24,168	25,587											
House Officer with provisional registration	22,748	24,168												
Foundation House Officer 2	28,215	30,060	31,905											
Foundation House Officer 1	22,748	24,168	25,587											

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

* Discretionary.

+ Optional.

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

ANNEX E

**Specialty Doctor and Associate Specialist (2008)
Pay Scales 2013-14**

Pay Point	Specialty Doctor £	Associate Specialist £	Pay Point Progression
0	37,176	52,122	1 year
1	40,354	56,312	1 year
2	44,487	60,500	1 year
3	46,701	66,032	1 year
4	49,892	70,827	1 year
Threshold 1			
5	53,071	72,816	2 years
6	56,321	75,412	2 years
7	59,572	78,008	2 years
Threshold 2			
8	62,823	80,603	3 years
9	66,074	83,199	3 years
10	69,325	85,797	N/A

ANNEX F

Total Salaries for Full-time Training Posts from 1 April 2013

£

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	22,748	23,885	27,298	31,847	34,123	40,947	45,496
	1	24,168	25,376	29,001	33,835	36,251	43,502	48,336
	2	25,587	26,867	30,705	35,823	38,383	46,058	51,174
FHO2	Min	28,215		33,859	39,502	42,323	50,788	56,430
	1	30,060		36,073	42,086	45,091	54,110	60,120
	2	31,905		38,286	44,667	47,858	57,430	63,810
SHO	Min	28,215		33,859	39,502	42,323	50,788	56,430
	1	30,060		36,073	42,086	45,091	54,110	60,120
	2	31,905		38,286	44,667	47,858	57,430	63,810
	3	33,750		40,501	47,251	50,625	60,750	67,500
	4	35,595		42,715	49,834	53,394	64,072	71,190
	5^	37,440		44,929	52,417	56,161	67,393	74,880
	6^	39,285		47,143	55,000	58,927	70,713	78,570
SpR	Min	31,301		37,562	43,822	46,952	56,342	62,602
	1	32,852		39,423	45,993	49,278	59,134	65,704
	2	34,402		41,283	48,163	51,603	61,924	68,804
	3	35,952		43,143	50,333	53,928	64,714	71,904
	4	37,822		45,387	52,951	56,733	68,080	75,644
	5	39,693		47,632	55,571	59,540	71,448	79,386
	6	41,564		49,877	58,190	62,346	74,816	83,128
	7^	43,434		52,121	60,808	65,151	78,182	86,868
	8^	45,304		54,365	63,426	67,956	81,548	90,608
9^	47,175		56,610	66,045	70,763	84,915	94,350	
StR	Min	30,002		36,003	42,003	45,003	54,004	60,004
	1	31,838		38,206	44,574	47,757	57,309	63,676
	2	34,402		41,283	48,163	51,603	61,924	68,804
	3	35,952		43,143	50,333	53,928	64,714	71,904
	4	37,822		45,387	52,951	56,733	68,080	75,644
	5	39,693		47,632	55,571	59,540	71,448	79,386
	6	41,564		49,877	58,190	62,346	74,816	83,128
	7^	43,434		52,121	60,808	65,151	78,182	86,868
	8^	45,304		54,365	63,426	67,956	81,548	90,608
9^	47,175		56,610	66,045	70,763	84,915	94,350	
StR (FT) and (CT)	Min	30,002		36,003	42,003	45,003	54,004	60,004
	1	31,838		38,206	44,574	47,757	57,309	63,676
	2	34,402		41,283	48,163	51,603	61,924	68,804
	3	35,952		43,143	50,333	53,928	64,714	71,904
	4	37,822		45,387	52,951	56,733	68,080	75,644
	5	39,693		47,632	55,571	59,540	71,448	79,386

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

ANNEX G

Total Salaries for Flexible Trainees Working Less than 40 hours per week from 1 April 2013^b

(Pre-June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
PRHO	Min	22,748	23,885	28,436
	1	24,168	25,376	30,209
	2	25,587	26,867	31,984
SHO	Min	28,215	29,626	35,269
	1	30,060	31,565	37,576
	2	31,905	33,501	39,882
	3	33,750	35,438	42,188
	4	35,595	37,376	44,495
	5 [^]	37,440	39,313	46,801
	6 [^]	39,285	41,249	49,106
SpR	Min	31,301	32,867	39,127
	1	32,852	34,495	41,065
	2	34,402	36,123	43,003
	3	35,952	37,750	44,940
	4	37,822	39,714	47,278
	5	39,693	41,678	49,617
	6	41,564	43,643	51,955
	7 [^]	43,434	45,606	54,293
	8 [^]	45,304	47,570	56,630
	9 [^]	47,175	49,534	58,969

^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.

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	11,374	12,084	12,794	14,108	15,031	15,953	14,108	15,031	15,953	16,875	17,798	18,720	19,643	15,651	16,426	17,201	17,976	18,911	19,847	20,782	21,717	22,652	23,588
F6	13,649	14,501	15,353	16,930	18,037	19,144	16,930	18,037	19,144	20,251	21,357	22,464	23,571	18,781	19,712	20,642	21,572	22,694	23,816	24,939	26,061	27,183	28,305
F7	15,925	16,919	17,911	19,752	21,043	22,334	19,752	21,043	22,334	23,626	24,918	26,208	27,500	21,911	22,997	24,082	25,167	26,476	27,786	29,095	30,404	31,713	33,023
F8	18,199	19,334	20,471	22,572	24,049	25,525	22,573	24,049	25,525	27,000	28,477	29,953	31,428	25,041	26,282	27,522	28,762	30,258	31,755	33,252	34,748	36,244	37,740
F9	20,474	21,751	23,029	25,394	27,055	28,715	25,394	27,055	28,715	30,376	32,036	33,697	35,357	28,171	29,567	30,962	32,357	34,040	35,724	37,408	39,091	40,774	42,458
	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	13,649	14,501	15,353	16,930	18,037	19,144	16,930	18,037	19,144	20,250	21,358	22,464	23,571	18,782	19,712	20,642	21,572	22,694	23,817	24,939	26,061	27,183	28,306
F6	16,379	17,401	18,424	20,316	21,644	22,972	20,316	21,644	22,972	24,301	25,630	26,958	28,286	22,538	23,655	24,771	25,887	27,233	28,580	29,927	31,274	32,620	33,966
F7	19,109	20,302	21,494	23,703	25,252	26,801	23,703	25,252	26,801	28,352	29,902	31,450	33,001	26,294	27,597	28,899	30,201	31,772	33,344	34,914	36,485	38,056	39,628
F8	21,839	23,202	24,565	27,087	28,860	30,630	27,087	28,860	30,630	32,401	34,172	35,944	37,714	30,050	31,539	33,027	34,515	36,310	38,106	39,903	41,698	43,493	45,288
F9	24,569	26,102	27,636	30,474	32,466	34,459	30,474	32,466	34,459	36,451	38,444	40,436	42,429	33,806	35,481	37,155	38,829	40,848	42,869	44,890	46,910	48,929	50,950
	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	15,925	16,918	17,911	19,752	21,043	22,334	19,752	21,043	22,334	23,626	24,918	26,208	27,500	21,912	22,997	24,082	25,167	26,476	27,786	29,095	30,404	31,713	33,024
F6	19,109	20,301	21,495	23,702	25,252	26,801	23,702	25,252	26,801	28,351	29,901	31,450	33,001	26,294	27,597	28,899	30,201	31,772	33,343	34,915	36,486	38,057	39,627
F7	22,295	23,686	25,076	27,653	29,461	31,269	27,653	29,461	31,269	33,076	34,885	36,692	38,501	30,676	32,196	33,715	35,234	37,067	38,901	40,733	42,566	44,399	46,233
F8	25,479	27,069	28,660	31,602	33,669	35,735	31,602	33,669	35,735	37,801	39,868	41,934	44,000	35,058	36,795	38,531	40,267	42,362	44,457	46,553	48,648	50,742	52,836
F9	28,664	30,453	32,241	35,553	37,877	40,202	35,553	37,877	40,202	42,526	44,851	47,176	49,500	39,440	41,394	43,347	45,300	47,656	50,014	52,372	54,728	57,084	59,442
	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	17,062	18,125	19,191	21,162	22,546	23,930	21,162	22,546	23,930	25,313	26,697	28,081	29,464	23,477	24,639	25,802	26,964	28,367	29,771	31,173	32,576	33,978	35,382
F6	20,474	21,751	23,030	25,394	27,055	28,715	25,394	27,055	28,715	30,376	32,036	33,697	35,357	28,172	29,568	30,963	32,358	34,041	35,724	37,409	39,092	40,775	42,458
F7	23,888	25,377	26,867	29,627	31,566	33,502	29,627	31,566	33,502	35,439	37,377	39,313	41,250	32,867	34,496	36,123	37,751	39,714	41,679	43,643	45,606	47,570	49,535
F8	27,299	29,002	30,706	33,859	36,074	38,287	33,859	36,074	38,287	40,501	42,716	44,929	47,143	37,562	39,423	41,283	43,143	45,387	47,633	49,878	52,122	54,366	56,610
F9	30,711	32,627	34,544	38,092	40,583	43,073	38,092	40,583	43,073	45,564	48,055	50,545	53,036	42,257	44,351	46,443	48,536	51,060	53,586	56,112	58,637	61,161	63,687
	(* Not PRHO)																						

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

StR Basic											StR (Fixed Term)/Core Training Basic						
Point	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	Point
F5	15,001	15,910	17,201	17,976	18,911	19,847	20,782	21,717	22,652	23,588	15,001	15,919	17,201	17,976	18,911	19,847	F5
F6	18,002	19,103	20,642	21,572	22,694	23,816	24,939	26,061	27,183	28,305	18,002	19,103	20,642	21,572	22,694	23,816	F6
F7	21,002	22,287	24,082	25,167	26,476	27,786	29,095	30,404	31,713	33,023	21,002	22,287	24,082	25,167	26,476	27,786	F7
F8	24,002	25,471	27,522	28,762	30,258	31,755	33,252	34,748	36,244	37,740	24,002	25,471	27,522	28,762	30,258	31,755	F8
F9	27,002	28,655	30,962	32,357	34,040	35,724	37,408	39,091	40,774	42,458	27,002	28,655	30,962	32,357	34,040	35,724	F9
FC (20% supplement)											FC (20% supplement)						
	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	
F5	18,002	19,103	20,642	21,572	22,694	23,817	24,939	26,061	27,183	28,306	18,002	19,103	20,642	21,572	22,694	23,817	F5
F6	21,603	22,923	24,771	25,887	27,233	28,580	29,927	31,274	32,620	33,966	21,603	22,923	24,771	25,887	27,233	28,580	F6
F7	25,203	26,745	28,899	30,201	31,772	33,344	34,914	36,485	38,056	39,628	25,203	26,745	28,899	30,201	31,772	33,344	F7
F8	28,803	30,566	33,027	34,515	36,310	38,106	39,903	41,698	43,493	45,288	28,803	30,566	33,027	34,515	36,310	38,106	F8
F9	32,403	34,386	37,155	38,829	40,848	42,869	44,890	46,910	48,929	50,950	32,403	34,386	37,155	38,829	40,848	42,869	F9
FB (40% supplement)											FB (40% supplement)						
	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	
F5	21,002	22,287	24,082	25,167	26,476	27,786	29,095	30,404	31,713	33,024	21,002	22,287	24,082	25,167	26,476	27,786	F5
F6	25,203	26,745	28,899	30,201	31,772	33,343	34,915	36,486	38,057	39,627	25,203	26,745	28,899	30,201	31,772	33,343	F6
F7	29,403	31,202	33,715	35,234	37,067	38,901	40,733	42,566	44,399	46,233	29,403	31,202	33,715	35,234	37,067	38,901	F7
F8	33,603	35,660	38,531	40,267	42,362	44,457	46,553	48,648	50,742	52,836	33,603	35,660	38,531	40,267	42,362	44,457	F8
F9	37,803	40,117	43,347	45,300	47,656	50,014	52,372	54,728	57,084	59,442	37,803	40,117	43,347	45,300	47,656	50,014	F9
FA (50% supplement)											FA (50% supplement)						
	0	1	2	3	4	5	6	7	8	9	0	1	2	3	4	5	
F5	22,502	23,879	25,802	26,964	28,367	29,771	31,173	32,576	33,978	35,382	22,502	23,879	25,802	26,964	28,367	29,771	F5
F6	27,003	28,655	30,963	32,358	34,041	35,724	37,409	39,092	40,775	42,458	27,003	28,655	30,963	32,358	34,041	35,724	F6
F7	31,503	33,431	36,123	37,751	39,714	41,679	43,643	45,606	47,570	49,535	31,503	33,431	36,123	37,751	39,714	41,679	F7
F8	36,003	38,207	41,283	43,143	45,387	47,633	49,878	52,122	54,366	56,610	36,003	38,207	41,283	43,143	45,387	47,633	F8
F9	40,503	42,983	46,443	48,536	51,060	53,586	56,112	58,637	61,161	63,687	40,503	42,983	46,443	48,536	51,060	53,586	F9

UPLIFTS TO OTHER RATES OF PAY, FEES AND ALLOWANCES FROM 1 APRIL 2013

All reference in this Annex to specific paragraphs in the “the terms and conditions of service” are to paragraphs in 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 Scotland(2007).

PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum		
Minimum	£	Point I
5,683		6,088

BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS

Grade	Incremental points						
	Minimum	1st	2nd	3rd	4th	5th	6th
Hospital practitioner	4,554	4,817	5,082	5,344	5,608	5,872	6,135

DISCRETIONARY POINTS FOR CONSULTANTS* - UNCHANGED

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”.

DISTINCTION AWARDS FOR CONSULTANTS - UNCHANGED

A+ awards	£75,889
A	£55,924
B	£31,959

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

GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	664
91(a)	Payment for provision of a casualty service:	
	higher rate:	8,179
	lower rate:	4,090
	12 hours per day Mon-Fri	2,924
91(b)	Payment for each notional half-day of clinical work per week:	4,652
"	Payment for one hour or less of clinical work per week:	1,239
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,478
93	Payment for each casualty seen, where number is less than 200 per annum	26.72

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	1.2	1.4	1.5	1.5	1.8	2.0
2002								

* NHS Circular PCS(DD)2001/3 and HDL(2000)17

MEDICAL PRACTITIONERS

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978: £4,652 a year per weekly notional half-day up to a maximum of £41,868 a year (ie for 9 sessions). In accordance with NHS 1989(PCS)4, new appointments are restricted to 5 notional half-days.

Where the number of hours per week is not more than 2:-

1 hour or less	£1,239 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£2,478 a year.

PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£25.20 per hour or part of an hour with a maximum of £75.60 per session (ie 3 times the hourly rate)

LOCUM TENENS APPOINTMENTS

	£ Rate per week	£ Rate per notional half-day or session
Specialty Doctor	853.20	85.32
Associate Specialist (2008)	1,160.30	116.03
Associate Specialist	1,000.78	90.98
Part-time Medical Officer or General Dental Practitioner		89.22
Hospital Practitioner		102.49
Staff Grade	844.10	84.41

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

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

	Basic Hourly Rate	No Band	LC	LB	LA
HO/FHO1	11.59	12.16	16.22	17.38	20.86
FHO2	14.42	14.42	20.20	21.63	25.95
SHO	16.19	16.19	22.66	24.29	29.14
SpR	18.59	18.59	26.03	27.89	33.47
StR (Higher Rate)	18.59	18.59	26.03	27.89	33.47
StR (Lower Rate)	16.87	16.87	23.62	25.31	30.37

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/ FHO1	556.20	584.01	667.44	778.68	834.30	1,001.16	1,112.40
FHO2	691.79	691.79	830.15	968.51	1,037.69	1,245.22	1,383.58
SHO	777.12	777.12	941.65	1,088.00	1,165.70	1,398.84	1,554.27
SpR	892.32	892.32	1,070.79	1,249.25	1,338.48	1,606.18	1,784.64
StR (Higher Rate)	892.32	892.32	1,070.79	1,249.25	1,338.48	1,606.18	1,784.64
StR (Lower Rate)	809.76	809.76	971.72	1,133.67	1,214.64	1,457.57	1,619.52

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

MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

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

£5,214.06 per annum.

LECTURE FEE FOR POSTGRADUATE MEDICAL EDUCATION

The fee for lectures to medical and dental staff shall be £76.62

FEES FOR LECTURES TO NURSES ETC

The fees for lectures to nurses and other non-medical and non-dental staff shall be:-

	£
Consultants	59.88
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	47.93
Other	35.21

DOMICILIARY CONSULTATIONS

The domiciliary consultation fees shall be as follows:

Standard rate	£82.54
Intermediate rate	£41.27
Lower rate	£20.66

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £247.61.

EXCEPTIONAL CONSULTATION

The fee payable to a consultant shall be £154.61.

The fee payable to a general practitioner under paragraph 157 shall be £51.54.

RADIOLOGY AND PATHOLOGY TESTS

The fee payable under paragraph 32b of the Terms and Conditions of Service shall be £3.67.

COMPLETION OF FORM BP1

The fee payable to a consultant (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1	-	£125.87
For re-examination (provided previous form BP1)	-	£ 107.54

CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

	Minimum £	Maximum £	Exceptional Maximum £
Band B	Areas of 450,000 population and over		
	5,284	10,579	13,646
Band C	Areas of 250,000 to 449,999 population		
	4,418	8,804	10,579
Band D	Areas of 50,000 to 249,999 population		
	3,522	7,042	8,804
Island Health Boards	1,835	3,638	

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

i.e. £80,988 (the maximum of the consultant scale (pre-2004 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		
	86,272	91,567	94,634
Band C	Areas of 250,000 to 449,999 population		
	85,406	89,792	91,567
Band D	Areas of 50,000 to 249,999 population		
	84,510	88,030	89,792
Island Health Boards	82,822	84,625	

CLINICAL MEDICAL OFFICERS IN THE COMMUNITY HEALTH SERVICES

Senior Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
46,623	49,461	52,298	55,135	57,973	60,810	63,647	66,485

Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
32,994	34,780	36,566	38,352	40,138	41,925	43,711	45,498

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	183
12-17	366
18-23	549
24-29	732
30-35	915
36-41	1,098
42-47	1,281
48-53	1,464
54-59	1,647
60-65	1,830
66-71	2,013
72 or more	2,196

ADVISORY APPOINTMENTS COMMITTEE

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to £129.19 for a whole day and £64.60 for a half-day.

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	to 1501 to 2000	to 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

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 2013 as follows:

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	£119.96	£59.19
	b. during the course of another procedure	£81.09	£39.23
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	£162.18	£79.21
	b. during the course of another procedure	£108.48	£52.77
iii.	Fee for the reversal of male sterilisation	£184.44	£92.16
iv.	Fee for the reversal of female sterilisation	£257.98	£129.26
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	£81.09	£59.19
	b. during the course of another procedure	£53.65	£39.23
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	£257.98	£129.26
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	£22.21
vii.	Radiological services provided in connection with NHS family planning cases	Case	£22.21
viii.	Notional half-day special family planning session	Session	£137.92

OTHER FEES

PERIPHERAL ALLOWANCES

Existing allowances for designated training grade posts approved by Scottish Ministers at annual rates of £2,437.52, £1,826.74 and £1,214.48 shall be increased to £2,461.90, £1,845.01 and £1,226.62. NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

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 £107.69.