

The Scottish Government

Health Workforce Directorate
NHS Pay and Conditions



Dear Colleague

PAY AND CONDITIONS OF SERVICE

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

REMUNERATION OF:

- **HOSPITAL MEDICAL AND DENTAL STAFF;**
- **DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE;**
- **PUBLIC DENTAL SERVICE STAFF;**
- **DENTAL TRAINING GRADES;**
- **ASSOCIATE ADVISERS/ASSISTANT DIRECTORS;**
- **DIRECTORS OF POSTGRADUATE GENERAL AND DENTAL PRACTICE EDUCATION (CRUMP);**
- **GP SPECIALTY REGISTRARS IN GENERAL PRACTICE.**

1. NHS Circular PCS(DD)2016/1 detailed the increases to national salary scales and uplifts to fees and allowances in 2016-17 for the above staff groups.

2. The Appendix to the circular stated that the following tables would be provided under separate cover. This addendum now provides these tables. It should be noted that these tables are for information only and that the individual figures are only indicators. The actual values for individual employees are generated and applied by the NHS ePayroll System.

TABLE 1:

Total Salaries for Full-time Training Posts from 1 April 2016, 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).

23 March 2016

Addressees

For action

Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards Special Health Boards NHS National Services Scotland (Common Services Agency) NHS Education for Scotland (NES) 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:

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

Tel: 0131-244 3283

E-mail:

Sandra.neill@gov.scot

TABLE 2:

Total Salaries for Flexible Trainees Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2016, 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)

TABLE 3:

Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2016, 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).

TABLE 4:

GP Specialty Registrars (GPStR) from 1 April 2016, updating Banding Supplements from Section E of NHS Circular: [PCS\(GPR\)2009/1.](#)

TABLE 5:

Locum Tenens Appointments – banding supplements, hourly and weekly rates

Summary

3. This addendum is for information only and should be read in conjunction with NHS Circular PCS(DD)2016/1.

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

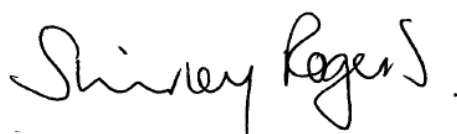
It is also available on the MSG website at: <http://www.msg.scot.nhs.uk/publications>

Enquiries

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

6. NHS Employers in Scotland should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely



SHIRLEY ROGERS
Director of Health Workforce

1. Total Salaries for Full-time Training Posts from 1 April 2016

TABLE 1

Grade	Point	Basic salary	£ Banding supplement					
			Supplement for non-banded staff	1C	1B	1A & 2B	2A	3
			5%	20%	40%	50%	80%	100%
FHO1	Min	23,437	24,609	28,125	32,812	35,156	42,187	46,874
	1	24,900	26,145	29,880	34,860	37,350	44,820	49,800
	2	26,363	27,681	31,636	36,909	39,545	47,454	52,726
FHO2	Min	29,070		34,884	40,698	43,605	52,326	58,140
	1	30,971		37,166	43,360	46,457	55,748	61,942
	2	32,872		39,447	46,021	49,308	59,170	65,744
SHO / DSHO	Min	29,070		34,884	40,698	43,605	52,326	58,140
	1	30,971		37,166	43,360	46,457	55,748	61,942
	2	32,872		39,447	46,021	49,308	59,170	65,744
	3	34,773		41,728	48,683	52,160	62,592	69,546
	4	36,674		44,009	51,344	55,011	66,014	73,348
	5^	38,575		46,290	54,005	57,863	69,435	77,150
	6^	40,476		48,572	56,667	60,714	72,857	80,952
SpR	Min	32,250		38,700	45,150	48,375	58,050	64,500
	1	33,847		40,617	47,386	50,771	60,925	67,694
	2	35,444		42,533	49,622	53,166	63,800	70,888
	3	37,042		44,451	51,859	55,563	66,676	74,084
	4	38,968		46,762	54,556	58,452	70,143	77,936
	5	40,896		49,076	57,255	61,344	73,613	81,792
	6	42,823		51,388	59,953	64,235	77,082	85,646
	7^	44,750		53,700	62,650	67,125	80,550	89,500
	8^	46,677		56,013	65,348	70,016	84,019	93,354
	9^	48,605		58,326	68,047	72,908	87,489	97,210
StR	Min	30,911		37,094	43,276	46,367	55,640	61,822
	1	32,803		39,364	45,925	49,205	59,046	65,606
	2	35,444		42,533	49,622	53,166	63,800	70,888
	3	37,042		44,451	51,859	55,563	66,676	74,084
	4	38,968		46,762	54,556	58,452	70,143	77,936
	5	40,896		49,076	57,255	61,344	73,613	81,792
	6	42,823		51,388	59,953	64,235	77,082	85,646
	7^	44,750		53,700	62,650	67,125	80,550	89,500
	8^	46,677		56,013	65,348	70,016	84,019	93,354
	9^	48,605		58,326	68,047	72,908	87,489	97,210
StR (FT) and (CT)	Min	30,911		37,094	43,276	46,367	55,640	61,822
	1	32,803		39,364	45,925	49,205	59,046	65,606
	2	35,444		42,533	49,622	53,166	63,800	70,888
	3	37,042		44,451	51,859	55,563	66,676	74,084
	4	38,968		46,762	54,556	58,452	70,143	77,936
	5	40,896		49,076	57,255	61,344	73,613	81,792

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

2. Total Salaries for Flexible Trainees Working Less than 40 hours per week from 1 April 2016^b TABLE 2

(Pre-June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
SHO	Min	29,070	30,524	36,338
	1	30,971	32,520	38,714
	2	32,872	34,516	41,090
	3	34,773	36,512	43,467
	4	36,674	38,508	45,843
	5 [^]	38,575	40,504	48,219
	6 [^]	40,476	42,500	50,595
SpR	Min	32,250	33,863	40,313
	1	33,847	35,540	42,309
	2	35,444	37,217	44,305
	3	37,042	38,895	46,303
	4	38,968	40,917	48,710
	5	40,896	42,941	51,120
	6	42,823	44,965	53,529
	7 [^]	44,750	46,988	55,938
	8 [^]	46,677	49,011	58,347
	9 [^]	48,605	51,036	60,757

^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.

3. Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2016

TABLE 3

Point	FHO1 Basic (* Not PRHO)			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	11,719	12,450	13,182	14,535	15,486	16,436	14,535	15,486	16,436	17,387	18,337	19,288	20,238	15,456	16,402	17,222	18,521	19,484	20,448	21,412	22,375	23,339	24,303
F6	14,063	14,940	15,818	17,442	18,583	19,724	17,442	18,583	19,724	20,864	22,005	23,145	24,286	18,547	19,682	21,267	22,226	23,381	24,538	25,694	26,850	28,007	29,163
F7	16,406	17,430	18,455	20,349	21,680	23,011	20,349	21,680	23,011	24,342	25,672	27,003	28,334	21,638	22,963	24,811	25,930	27,278	28,628	29,977	31,325	32,674	34,024
F8	18,750	19,920	21,091	23,256	24,777	26,298	23,256	24,777	26,298	27,819	29,340	30,860	32,381	24,729	26,243	28,356	29,634	31,175	32,717	34,259	35,800	37,342	38,884
F9	21,094	22,410	23,727	26,163	27,874	29,585	26,163	27,874	29,585	31,296	33,007	34,718	36,429	27,820	29,523	31,900	33,338	35,072	36,807	38,541	40,275	42,010	43,745

	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	14,063	14,940	15,819	17,442	18,584	19,724	17,442	18,584	19,724	20,865	22,005	23,146	24,286	18,548	19,683	21,267	22,226	23,381	24,538	25,695	26,850	28,007	29,164
F6	16,876	17,928	18,982	20,931	22,300	23,669	20,931	22,300	23,669	25,037	26,406	27,774	29,144	22,257	23,619	25,521	26,672	28,058	29,446	30,833	32,220	33,609	34,996
F7	19,688	20,916	22,146	24,419	26,016	27,614	24,419	26,016	27,614	29,211	30,807	32,404	34,001	25,966	27,556	29,774	31,116	32,734	34,354	35,973	37,590	39,209	40,829
F8	22,500	23,904	25,310	27,908	29,733	31,558	27,908	29,733	31,558	33,383	35,208	37,032	38,858	29,675	31,492	34,028	35,561	37,410	39,261	41,111	42,960	44,811	46,661
F9	25,313	26,892	28,473	31,396	33,449	35,502	31,396	33,449	35,502	37,556	39,609	41,662	43,715	33,384	35,428	38,280	40,006	42,087	44,169	46,250	48,330	50,412	52,494

	FC (40% supplement)			FC (40% supplement)			FC (40% supplement)						FC (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	16,407	17,430	18,455	20,349	21,681	23,011	20,349	21,681	23,011	24,342	25,672	27,004	28,334	21,639	22,963	24,811	25,930	27,278	28,628	29,977	31,325	32,675	34,025
F6	19,689	20,916	22,146	24,419	26,017	27,614	24,419	26,017	27,614	29,210	30,807	32,403	34,001	25,966	27,555	29,774	31,117	32,734	34,354	35,972	37,590	39,210	40,829
F7	22,969	24,402	25,837	28,489	30,352	32,216	28,489	30,352	32,216	34,079	35,941	37,805	39,668	30,294	32,149	34,736	36,302	38,190	40,080	41,968	43,855	45,744	47,634
F8	26,250	27,888	29,528	32,559	34,688	36,818	32,559	34,688	36,818	38,947	41,076	43,204	45,334	34,621	36,741	39,699	41,488	43,645	45,804	47,963	50,120	52,279	54,438
F9	29,532	31,374	33,218	36,629	39,024	41,419	36,629	39,024	41,419	43,815	46,210	48,606	51,001	38,948	41,333	44,660	46,674	49,101	51,530	53,958	56,385	58,814	61,243

	FC (50% supplement)			FC (50% supplement)			FC (50% supplement)						FC (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	17,579	18,675	19,773	21,803	23,229	24,654	21,803	23,229	24,654	26,081	27,506	28,932	30,357	23,184	24,603	26,583	27,782	29,226	30,672	32,118	33,563	35,009	36,455
F6	21,095	22,410	23,727	26,163	27,875	29,586	26,163	27,875	29,586	31,296	33,008	34,718	36,429	27,821	29,523	31,901	33,339	35,072	36,807	38,541	40,275	42,011	43,745
F7	24,609	26,145	27,683	30,524	32,520	34,517	30,524	32,520	34,517	36,513	38,508	40,505	42,501	32,457	34,445	37,217	38,895	40,917	42,942	44,966	46,988	49,011	51,036
F8	28,125	29,880	31,637	34,884	37,166	39,447	34,884	37,166	39,447	41,729	44,010	46,290	48,572	37,094	39,365	42,534	44,451	46,763	49,076	51,389	53,700	56,013	58,326
F9	31,641	33,615	35,591	39,245	41,811	44,378	39,245	41,811	44,378	46,944	49,511	52,077	54,644	41,730	44,285	47,850	50,007	52,608	55,211	57,812	60,413	63,015	65,618

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements)

TABLE 3

StR
Basic

StR (Fixed Term)/Core Training
Basic

Point	0	1	2	3	4	5	6	7	8	9
F5	15,456	16,402	17,722	18,521	19,484	20,448	21,412	22,375	23,339	24,303
F6	18,547	19,682	21,267	22,226	23,381	24,538	25,694	26,850	28,007	29,163
F7	21,638	22,963	24,811	25,930	27,278	28,628	29,977	31,325	32,674	34,024
F8	24,729	26,243	28,356	29,634	31,175	32,717	34,259	35,800	37,342	38,884
F9	27,820	29,523	31,900	33,338	35,072	36,807	38,541	40,275	42,010	43,745

0	1	2	3	4	5	Point
15,456	16,402	17,722	18,521	19,484	20,448	F5
18,547	19,682	21,267	22,226	23,381	24,538	F6
21,638	22,963	24,811	25,930	27,278	28,628	F7
24,729	26,243	28,356	29,634	31,175	32,717	F8
27,820	29,523	31,900	33,338	35,072	36,807	F9

FC (20% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	18,548	19,683	21,267	22,226	23,381	24,538	25,695	26,850	28,007	29,164
F6	22,257	23,619	25,521	26,672	28,058	29,446	30,833	32,220	33,609	34,996
F7	25,966	27,556	29,774	31,116	32,734	34,354	35,973	37,590	39,209	40,829
F8	29,675	31,492	34,028	35,561	37,410	39,261	41,111	42,960	44,811	46,661
F9	33,384	35,428	38,280	40,006	42,087	44,169	46,250	48,330	50,412	52,494

FC (20% supplement)						
0	1	2	3	4	5	
18,548	19,683	21,267	22,226	23,381	24,538	F5
22,257	23,619	25,521	26,672	28,058	29,446	F6
25,966	27,556	29,774	31,116	32,734	34,354	F7
29,675	31,492	34,028	35,561	37,410	39,261	F8
33,384	35,428	38,280	40,006	42,087	44,169	F9

FB (40% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	21,639	22,963	24,811	25,930	27,278	28,628	29,977	31,325	32,675	34,025
F6	25,966	27,555	29,774	31,117	32,734	34,354	35,972	37,590	39,210	40,829
F7	30,294	32,149	34,736	36,302	38,190	40,080	41,968	43,855	45,744	47,634
F8	34,621	36,741	39,699	41,488	43,645	45,804	47,963	50,120	52,279	54,438
F9	38,948	41,333	44,660	46,674	49,101	51,530	53,958	56,385	58,814	61,243

FB (40% supplement)						
0	1	2	3	4	5	
21,639	22,963	24,811	25,930	27,278	28,628	F5
25,966	27,555	29,774	31,117	32,734	34,354	F6
30,294	32,149	34,736	36,302	38,190	40,080	F7
34,621	36,741	39,699	41,488	43,645	45,804	F8
38,948	41,333	44,660	46,674	49,101	51,530	F9

FA (50% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	23,184	24,603	26,583	27,782	29,226	30,672	32,118	33,563	35,009	36,455
F6	27,821	29,523	31,901	33,339	35,072	36,807	38,541	40,275	42,011	43,745
F7	32,457	34,445	37,217	38,895	40,917	42,942	44,966	46,988	49,011	51,036
F8	37,094	39,365	42,534	44,451	46,763	49,076	51,389	53,700	56,013	58,326
F9	41,730	44,285	47,850	50,007	52,608	55,211	57,812	60,413	63,015	65,618

FA (50% supplement)						
0	1	2	3	4	5	
23,184	24,603	26,583	27,782	29,226	30,672	F5
27,821	29,523	31,901	33,339	35,072	36,807	F6
32,457	34,445	37,217	38,895	40,917	42,942	F7
37,094	39,365	42,534	44,451	46,763	49,076	F8
41,730	44,285	47,850	50,007	52,608	55,211	F9

4. GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from **1 April 2016**

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 table below 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).

GENERAL ALLOWANCES

Training Grant

£7,908

5. PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2016

TABLE 4

Scale Point	Basic Salary at 1 April 2016 (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	
(a)	SHO minimum	29,070	18,896	47,966	15,989	45,059	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 01	30,971	20,131	51,102	17,034	48,005	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 02	32,872	21,367	54,239	18,080	50,952	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 03	34,773	22,603	57,376	19,126	53,899	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 04	36,674	23,839	60,513	20,171	56,845	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 05	38,575	25,074	63,649	21,217	59,792	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 06	40,476	26,310	66,786	22,262	62,738	N/A	N/A	N/A	N/A	N/A	N/A

(b)	SpR minimum	32,250	20,963	53,213	17,738	49,988	17,738	49,988	16,125	48,375	14,513	46,763*
	SpR point 01	33,847	22,001	55,848	18,616	52,463	18,616	52,463	16,924	50,771	15,232	49,079^
	SpR point 02	35,444	23,039	58,483	19,495	54,939	19,495	54,939	17,722	53,166	15,950	51,394*
	SpR point 03	37,042	24,078	61,120	20,374	57,416	20,374	57,416	18,521	55,563	16,669	53,711*
	SpR point 04	38,968	25,330	64,298	21,433	60,401	21,433	60,401	19,484	58,452	17,536	56,504*++
	SpR point 05	40,896	26,583	67,479	22,493	63,389	22,493	63,389	20,448	61,344	18,404	59,300*
	SpR point 06	42,823	27,835	70,658	23,553	66,376	23,553	66,376	21,412	64,235	19,271	62,094*
	SpR point 07	44,750	29,088	73,838	24,613	69,363	24,613	69,363	22,375	67,125	20,138	64,888*
	SpR point 08	46,677	30,341	77,018	25,673	72,350	25,673	72,350	23,339	70,016	21,005	67,682
SpR point 09	48,605	31,594	80,199	26,733	75,338	26,733	75,338	24,303	72,908	21,873	70,478	

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2016

TABLE 4 (cont)

Scale Point	Basic Salary at 1 April 2016 (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
(c) StR minimum	30,911	N/A	N/A	N/A	N/A	17,002	47,913	15,456	46,367	13,910	44,821*
StR point 01	32,803	N/A	N/A	N/A	N/A	18,042	50,845	16,402	49,205	14,762	47,565*
StR point 02	35,444	N/A	N/A	N/A	N/A	19,495	54,939	17,722	53,166	15,950	51,394*
StR point 03	37,042	N/A	N/A	N/A	N/A	20,374	57,416	18,521	55,563	16,669	53,711*
StR point 04	38,968	N/A	N/A	N/A	N/A	21,433	60,401	19,484	58,452	17,536	56,504*++
StR point 05	40,896	N/A	N/A	N/A	N/A	22,493	63,389	20,448	61,344	18,404	59,300*
StR point 06	42,823	N/A	N/A	N/A	N/A	23,553	66,376	21,412	64,235	19,271	62,094*
StR point 07	44,750	N/A	N/A	N/A	N/A	24,613	69,363	22,375	67,125	20,138	64,888*
StR point 08	46,677	N/A	N/A	N/A	N/A	25,673	72,350	23,339	70,016	21,005	67,682*
StR point 09	48,605	N/A	N/A	N/A	N/A	26,733	75,338	24,303	72,908	21,873	70,478#

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 5th Year Specialist/Specialty Registrar (scale point 04)

6. LOCUM TENENS APPOINTMENTS - from 1 April 2016

**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

	Basic Hourly Rate	No Band	LC x1.4	LB x1.5	LA x1.8
FHO1	11.94	12.42*	16.71	17.91	21.48
FHO2	14.86	14.86	20.79	22.28	26.73
SHO	16.67	16.67	23.34	25.01	30.00
SpR	19.15	19.15	26.81	28.72	34.47
StR	19.15	19.15	26.81	28.72	34.47
StR	17.37	17.37	24.32	26.07	31.27

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	573.06	601.72*	687.67	802.28	859.60	1031.51	1146.13
FHO2	712.77	712.77	855.31	997.87	1069.15	1282.98	1425.52
SHO	800.25	800.25	960.31	1120.36	1200.40	1440.46	1600.52
SpR	918.99	918.99	1102.79	1286.58	1378.48	1654.18	1837.98
StR (Higher rate)	918.99	918.99	1102.79	1286.58	1378.48	1654.18	1837.98
StR (Lower rate)	834.10	834.10	1000.91	1167.73	1251.14	1501.38	1668.19

* FHO1s are entitled to a 5% supplement

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.