

**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;**
- **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.**

### **THIS CIRCULAR INCLUDES:**

- A. INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2016-17**
- B. UPLIFTS TO FEES AND ALLOWANCES 2016-17**

### **Summary**

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The Scottish Government (SG) has agreed a **1% uplift** to basic pay for the above mentioned staff groups in line with the Doctors' and Dentists' Review Body (DDRB) recommendation and the SG Public Sector Pay Policy. The Scottish Government has not accepted the DDRB recommendation to increase the value of distinction awards and discretionary points for consultants, and accordingly these will remain unchanged. National salary scales, fees and allowances, where applicable, will increase **from 1 April 2016**. These are detailed in Sections A and B below.

8 March 2016

### **Addresses**

For action  
Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards and Special Health Boards, NHS National Services Scotland (Common Services Agency) NHS Education for Scotland (NES) and Healthcare Improvement Scotland (HIS)

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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### **Enquiries to:**

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3. This circular provides details of the new:

- National salary scales and post specific salaries
- Minima and Maxima of the Salaried GPs pay range
- Fees and allowances

## **SECTION A**

### **INCREASES TO NATIONAL SALARY SCALES: 2016-17**

4. Pay scales will be uplifted by 1% from 1 April 2016. 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.

### **INCREASE TO POST SPECIFIC SALARIES: 2016-17**

5. A 1 per cent uplift will apply from 1 April 2016 to the following post specific grades:

- Directors of Postgraduate General and Dental Practice Education (Crump).
- Salaried GPs.
- Dental Core Training 1 (CT1). (The Dental Vocational Trainee salary is not covered by the DDRB and instead, is detailed in Determination IV of the Statement of Dental Remuneration (SDR).)

Revised salary details are contained in Annex E.

### **GP Appraiser/Local Appraisal Advisers**

6. As the rates for GP Appraiser/Local Appraisal Advisers are based on Point AA01 (Appraiser) and Point AA03 (Local Appraisal Adviser) of the Associate Advisers/Assistant Directors scale, this circular also provides authority for employers to increase these scales.

### **GP Specialty Registrar Supplements**

7. The GP Specialty Registrar Supplement for doctors in hospital training grades entering Vocational Training Scheme (VTS) practice placements is unchanged and remains as detailed in paragraph 6 of NHS Circular PCS(GPR)2014/1.

### **Addendum**

8. An addendum to this Circular will be issued by the end of March 2016 which will contain tables on:

- Banding Supplements for full time training posts
- Supplements for GP Specialty Registrars
- Flexible trainees working less than 40 hours per week on the pre June 2005 arrangements
- Flexible training post June 2005 arrangements
- Locum Tenens Appointments – Hourly and Weekly Rates

These indicative tables will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees.

**SECTION B**  
**UPLIFTS TO FEES AND ALLOWANCES (Annex I to this circular)**

11. The fees and allowances set out in this Circular have been uplifted by 1% where applicable.
12. The value of intensity payments, distinction awards and discretionary points for consultants are unchanged but are included for information at Annex H.
13. The allowances for Public Dental Service and CT1 employees remain unchanged as in NHS Circular PCS(DD)2006/7, other than where specifically mentioned in the annexes to this circular.

**Mileage Rates**

14. Arrangements and rates for mileage allowances and Crown Cars remain unchanged from NHS Circular PCS(DD)2013/1, dated 21 May 2013. Any future changes will be notified and published by separate circular.

**Action**

15. NHS Boards, Special Health Boards, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) and NHS National Services Scotland (Common Services Agency) are required to:

- make the necessary arrangements to pay the salaries and fees notified in this circular and its Annexes, with April 2016 salaries (effective from 1 April 2016);
- 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; and
- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

16. 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/publications/publication.asp> or the MSG website at <http://www.msg.scot.nhs.uk/publications>

**Enquiries**

17. **Employees** should direct their personal enquiries to their employing Board, Special Health Board, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) or NHS National Services Scotland (Common Services Agency).

18. **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

**The Scottish Government**  
Health Workforce  
NHS Pay, Conditions and Workforce Planning



## DIRECTION

Scottish Ministers, in exercise of the powers conferred on them by Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service (Scotland) Regulations 1991, 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, NHS Education for Scotland and NHS National Services Scotland (Common Services Agency) the following Direction.

All staff groups referred to in **NHS Circular PCS(DD)2016/1** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on **8 March 2016** with effect from 1 April 2016.

**SHIRLEY ROGERS**  
**Director of Health Workforce**  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
**8 March 2016**

**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 2016 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 2016 for hospital medical and dental staff and dentists in public health medicine and the community health service (Scotland) (2007), updating Appendix 1 to the terms and conditions of service and GP Specialty Registrars.

**ANNEX E**

Rates of pay effective from 1 April 2016 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

**ANNEX F**

Rates of pay effective from 1 April 2016 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.

**ANNEX G**

Rates of pay effective from 1 April 2016 for Associate Adviser/Assistant Directors.

**ANNEX H**

Rates of pay effective from 1 April 2016 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

**ANNEX I**

Uplifts to other rates of pay, fees and allowances from 1 April 2016.

As stated in Paragraph 5 of this circular, the following tables will be provided as an addendum. Further, it should be noted that these tables are for information only and that the individual figures are only an indicator. The actual values for individual employees are generated and applied by the payroll 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).
- 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 – hourly and weekly rates.

**CONSULTANTS****RATES OF PAY EFFECTIVE FROM 1 APRIL 2016****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

<b>Seniority Point</b>	<b>Pay Point</b>	<b>Salary 2016 £</b>
1	1	77,529
2	2	79,956
3	3	82,384
4	4	84,812
5	5	87,233
6	5	87,233
7	5	87,233
8	5	87,233
9	5	87,233
10	6	92,998
11	6	92,998
12	6	92,998
13	6	92,998
14	6	92,998
15	7	98,765
16	7	98,765
17	7	98,765
18	7	98,765
19	7	98,765
20	8	104,525

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**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 2016-17 rates

<b>Seniority (years) as at 1 April 2003</b>	<b>Current Salaries/ Interval (years)</b>	<b>Basic Salary (2016) £</b>
<b>10+</b>	From 1 April 2016	104,525
<b>9</b>	From 1 April 2016 1	98,765 104,525
<b>6, 7, 8</b>	From 1 April 2016 2	98,765 104,525
<b>4, 5</b>	From 1 April 2016 3	98,765 104,525
<b>3</b>	From 1 April 2016 4	98,765 104,525
<b>2</b>	From 1 April 2016 5	98,765 104,525
<b>1</b>	From 1 April 2016 1 5	92,998 98,765 104,525

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

**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 2016-17 rates)**

<b>Spine Point</b>	<b>Seniority (years )</b>	<b>Starting Salary £</b>
0	1	77,529
1	2	78,134
2	3	78,740
3	4	79,351
4 (<1 year @ max)	5	84,812
4 (+1 year @ max)	6	86,022
4 (+ 2 - 24 years @ max)	7-29	87,233
4 (>25 years @ max)	30+	92,998

## APPENDIX 3: RATES OF PAY - TABLE 7 (cont)

## 7(b) Subsequent Pay Progression based on 2016-17 rates

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

Seniority (Years)	Interval (Years)	Basic Salary £	Seniority (Years)	Interval (Years)	Basic Salary £	Seniority (Years)	Interval (Years)	Basic Salary £
30+	1	98,765	13	3	92,998	4	1	82,384
	1	104,525		2	98,765		1	84,812
21 – 29	1	92,998		5	104,525		1	87,233
	1	98,765	12	3	92,998		3	92,998
	1	104,525		3	98,765		5	98,765
20	1	92,998		5	104,525	5	104,525	
	2	98,765	11	4	92,998	1	*81,168	
	1	104,525		3	98,765	1	84,812	
19	1	92,998		5	104,525	1	87,233	
	2	98,765	10	4	92,998	4	92,998	
	2	104,525		4	98,765	5	98,765	
18	2	92,998		5	104,525	5	104,525	
	1	98,765	9	4	92,998	1	79,956	
	2	104,525		5	98,765	1	84,812	
17	2	92,998		5	104,525	1	87,233	
	2	98,765	7-8	5	92,998	5	92,998	
	2	104,525		5	98,765	5	98,765	
16	3	92,998		5	104,525	5	104,525	
	1	98,765	6	1	87,233	1	*78,740	
	3	104,525		4	92,998	1	82,384	
15	3	92,998		5	98,765	1	84,812	
	1	98,765	5	104,525	1	87,233		
	4	104,525	5	1	*86,022	5	92,998	
14	3	92,998		1	87,233	5	98,765	
	2	98,765		4	92,998	5	104,525	
	4	104,525		5	98,765			
				5	104,525			

\* For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2016**

**ANNEX D**

**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												
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>	11 <sup>th</sup>	12 <sup>th</sup>	13 <sup>th</sup>
Consultant (pre-2004 contract)	64,370	68,976	73,583	78,189	83,442									
Associate Specialist (pre-2008 contract)	39,224	43,379	47,533	51,687	55,842	59,996	65,482	70,236	72,210*	74,784*	77,358*	79,932*	82,506*	85,082*
Staff Grade Practitioner (pre-1997 contract)	35,485	38,302	41,118	43,935	46,752	49,568	52,386	55,202						
Staff Grade Practitioner (1997 contract) <sup>1</sup>	35,485	38,302	41,118	43,935	46,752	50,069	52,386#	55,202#	58,019#	60,836#	63,652#	66,471#		
Specialty Registrar (Full)	30,911	32,803	35,444	37,042	38,968	40,896	42,823	44,750 <sup>^</sup>	46,677 <sup>^</sup>	48,605 <sup>^</sup>				
Specialty Registrar (Fixed Term )	30,911	32,803	35,444	37,042	38,968	40,896								
Specialty Registrar (Core Training)	30,911	32,803	35,444	37,042	38,968	40,896								
Specialist Registrar	32,250	33,847	35,444	37,042	38,968	40,896	42,823	44,750 <sup>^</sup>	46,677 <sup>^</sup>	48,605 <sup>^</sup>				
GP Specialty Registrars														
SHO	29,070	30,971	32,872	34,773	36,674	38,575	40,476							
SpR	32,250	33,847	35,444	37,042	38,968	40,896	42,823	44,750	46,677	48,605				
StR	30,911	32,803	35,444	37,042	38,968	40,896	42,823	44,750	46,677	48,605				
Senior House Officer / Dental Senior House Officer	29,070	30,971	32,872	34,773	36,674	38,575 <sup>^</sup>	40,476 <sup>^</sup>							
Foundation House Officer 2	29,070	30,971	32,872											
Foundation House Officer 1	23,437	24,900	26,363											

Notes

<sup>^</sup> To be awarded automatically except in cases of unsatisfactory performance.

<sup>1</sup> This pay scale refers to Staff Grade Practitioners employed under the Terms and Conditions outlined in NHS Circular PCS(DD)1997/5

<sup>#</sup> Optional

\* Discretionary

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## ANNEX E

### RATES OF PAY EFFECTIVE FROM 1 APRIL 2016 FOR POST SPECIFIC SALARIES/RANGES

#### BASIC RATES PER ANNUM

<b>GRADE</b>	<b>SALARY / RANGE £</b>
Directors of Postgraduate and Dental Practice Education (Crump).	<b>112,833</b>
Salaried GPs.	<b>55,965 – 84,453</b>
Dental Core Training 1 (CT1). <sup>^</sup>	<b>34,331</b>

<sup>^</sup> On completion of Core Training employees will move to the nearest point on or above their existing salary on the DSHO scale (Annex D)

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2016  
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)  
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

<b>Pay Point</b>	<b>Specialty Doctor £</b>	<b>Associate Specialist £</b>	<b>Pay Point Progression</b>
<b>0</b>	38,302	53,701	1 year
<b>1</b>	41,577	58,018	1 year
<b>2</b>	45,834	62,333	1 year
<b>3</b>	48,116	68,033	1 year
<b>4</b>	51,404	72,973	1 year
<b>Threshold 1</b>			
<b>5</b>	54,679	75,023	2 years
<b>6</b>	58,028	77,697	2 years
<b>7</b>	61,377	80,371	2 years
<b>Threshold 2</b>			
<b>8</b>	64,727	83,046	3 years
<b>9</b>	68,076	85,720	3 years
<b>10</b>	71,425	88,397	N/A

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2016**  
**ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAY SCALES**

<b>Grade</b>	<b>Annual Whole Time Salary*</b>	<b>Sessional Rate per Annum (based on tenths)**</b>
	<b>£</b>	<b>£</b>
<b>Associate Advisers</b>		
Introductory Year	84,286	8,429
AA01	87,799	8,780
AA02	90,722	9,073
AA03	94,238	9,424
<b>Assistant Directors</b>		
AD01	97,164	9,717
AD02	100,089	10,009
AD03	103,602	10,361

**\*Based on salary scales effective as at 1 April 2016**

**\*\* A session is based on a 4 hour sessional commitment**

**Notes**

1. One session is one-tenth of a week.
2. It is anticipated that opportunities will exist for GP educators to be paid on a higher scale point for agreed periods, covering specific and time limited pieces of work. This enhancement may be applied to some or all of existing sessions by written agreement with the deanery.
3. Annual appraisal of performance and professional development should include a review of GP educators' position on the pay scale.
4. The progression is normally as follows. After 1 year the individual moves from the introductory year to the next point, and progression thereafter is normally dependent on competencies and years of experience, subject to appraisal and review.



**RATES OF PAY EFFECTIVE FROM 1 APRIL 2016  
PUBLIC DENTAL SERVICE**

**1. PUBLIC DENTAL SERVICE**

1. The salary scales in the Table below supersede those detailed in NHS Circular PCS(DD) 2014/2

**Public Dental Service pay scales from 1 April 2016**

		<b>Pay Point</b>	<b>Pay Scale £</b>
<b>Band A</b>	<b>Dental Officer</b>	1	39,250
		2	43,611
		3	50,152
		4	53,423
		5	56,694
		6	58,874
<b>Band B</b>	<b>Senior Dental Officer</b>	7	61,055
		8	63,235
		9	66,505
		10	68,142
		11	69,778
		12	71,412
<b>Band C</b>	<b>Assistant Clinical Director</b>	13	73,048
		14	75,228
		15	77,408
	<b>Specialist Dental Officer</b>	13	73,048
		14	75,228
		15	77,408
		16	79,589
	<b>Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)</b>	13	73,048
		14	75,228
		15	77,408
		16*	79,589
		17*	81,769
	18*	83,950	

\* The Service complexity weighting arrangements for Clinical Directors/CADOs remain unchanged from those set out in Annex A of the Public Dental Service TCS.

2. Sessional fees are increased with effect from 1 April 2016 as detailed below:

<b>Grade</b>	Hourly Rates Payable from 1 April 2016 £
Dental Officer	29.55
Senior Dental Officer	39.20
Dental Surgeon employed as part-time hospital consultant	48.36

3. The allowance payable for occasional work should be increased to the rates shown for the sessional fees.

**UPLIFTS TO OTHER RATES OF PAY, FEES AND ALLOWANCES FROM 1 APRIL 2016**

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) unless otherwise stated.

**PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES**

Payment Per Session Per Annum	
Minimum	Point I
£5,855	£6,273

**BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS**

	Minimum	1	2	3	4	5	6
Hospital Practitioner	£4,691	£4,962	£5,235	£5,506	£5,778	£6,049	£6,321

**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”.

**DISTINCTION AWARDS FOR CONSULTANTS**

A+ awards	£75,889
A	£55,924
B	£31,959

**INTENSITY SUPPLEMENTS FOR CONSULTANTS – (pre 2004 contract only)**

	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:	685
91(a)	Payment for provision of a casualty service:	
	higher rate:	8,428
	lower rate:	4,214
	12 hours per day Mon-Fri	3,013
91(b)	Payment for each notional half-day of clinical work per week:	4,794
"	Payment for one hour or less of clinical work per week:	1,277
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,554
93	Payment for each casualty seen, where number is less than 200 per annum	27.54

**Banding Supplements\***

Practitioners in Training Grades: Specialist Registrar, Specialty Registrar, Senior House Officer and Foundation House Officer

From 1 December 2002	BAND					
	1C	1B	1A	2B	2A	3
	1.2	1.4	1.5	1.5	1.8	2.0

\*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:

£4,793 a year per weekly notional half-day up to a maximum of £43,138 a year (i.e. 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	£1,277 a year
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£2,554 a year

### PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£25.95 per hour or part of an hour with a maximum of £77.89 per session (ie 3 times the hourly rate).

### LOCUM APPOINTMENTS

	£	£
	Rate per week	Rate per notional half-day or session
Speciality Doctor	879.10	87.91
Associate Specialist (2008)	1,195.50	119.55
Part-time Medical Officer or General Dental Practitioner		91.92
Hospital Practitioner		105.59
Staff Grade	869.60	86.96

### LOCUM APPOINTMENTS (cont)

#### 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

## 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:  
£5,372.04 per annum.

The fees for lectures have been amended and the rates from 1 April 2016 are set out below:

<b>Fees applicable to consultants</b>	
For <u>consultants</u> lecturing on a <u>professional subject</u> to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	£78.94
<b>Fees applicable for lectures to nurses and other non-medical and non-dental staff</b>	
For lectures given by: <ul style="list-style-type: none"> <li>• Consultants (applicable only to consultants for work undertaken out with programmed activities.)</li> <li>• Chief Administrative Dental Officers* ( (PDS Band C)</li> </ul>	£61.69
For lectures given by: <ul style="list-style-type: none"> <li>•Clinical Dental Officers*</li> <li>•Associate Specialists</li> <li>•Specialty Doctors</li> <li>•Specialist Registrars</li> <li>•Specialty Registrars at incremental point 3 or above</li> <li>•Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service.</li> <li>•Hospital Practitioners</li> </ul>	£49.37
Other medical and dental staff not mentioned elsewhere	£36.27

\* Under Section D and Annex B of the TCS for the Scottish Public Dental Service

**DOMICILIARY CONSULTATIONS**

The domiciliary consultation fees shall be as follows:

Standard rate	£85.90
Intermediate rate	£42.52
Lower rate	£21.29

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be: £255.11

**EXCEPTIONAL CONSULTATION**

The fee payable to a consultant shall be: £159.29

The fee payable to a general practitioner under paragraph 157 is: £53.10

**RADIOLOGY AND PATHOLOGY TESTS**

The fee payable under paragraph 32b of the Terms and Conditions of Service shall be £3.78

**COMPLETION OF FORM BP1**

The fee payable to a consultant under Section 9.1.5 of the TCS (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1	£129.68
For re-examination (provided previous form BP1	£110.80

**CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH:  
SUPPLEMENTS**

	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional Maximum</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Band B</b>	<b>Areas of 450,000 population and over</b>		
	5,444	10,900	14,059
<b>Band C</b>	<b>Areas of 250,000 to 449,999 population</b>		
	4,551	9,071	10,900
<b>Band D</b>	<b>Areas of 50,000 to 249,999 population</b>		
	3,629	7,255	9,071
<b>Island Health Boards</b>	1,890	3,748	

**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 (increasing in multiples of the 4-11 duties per half-year)

<b>Duties per half-year</b>	<b>Allowances per half-year</b>
	<b>£</b>
4-11	189
12-17	378
18-23	567
24-29	756
30-35	945
36-41	1134
42-47	1323
48-53	1512
54-59	1701
60-65	1890
66-71	2079
72 or more	2268



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

### FAMILY PLANNING FEES – pre 2004 consultant contract only

The fees for family planning work are increased with effect from 1 April 2016 as follows:

		Operating Fee	Anaesthetist's Fee	
i.	Fee per case of male sterilisation performed			
	a.	as a separate procedure	£123.59	£60.98
	b.	during the course of another procedure	£83.54	£40.42
ii.	Fee per case of female sterilisation performed			
	a.	as a separate procedure	£167.09	£81.60
	b.	during the course of another procedure	£111.76	£54.36
iii.	Fee for the reversal of male sterilisation		£190.02	£94.95
iv.	Fee for the reversal of female sterilisation		£265.80	£133.17
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)			
	a.	as a separate procedure	£83.54	£60.98
	b.	during the course of another procedure	£55.27	£40.42
	c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	£265.80	£133.17
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases		Case	£22.87
vii.	Radiological services provided in connection with NHS family planning cases		Case	£22.87
viii.	Notional half-day special family planning session		Session	£142.09

### OTHER FEES

#### PERIPHERAL ALLOWANCES Effective from 1 April 2016

Existing allowances for designated training grade posts approved by Scottish Ministers NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

<b>2016</b>
£2,536.50
£1,900.91
£1,263.79

**ADVISORY APPOINTMENTS COMMITTEE**

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to:

£133.09	for a whole day and
£66.55	for a half-day.

**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: £110.95