

**The Scottish Government**

Health Workforce and Strategic Change Directorate  
Workforce Policy  
NHS Pay and Conditions



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

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)2017/1 detailed the increases to national salary scales and uplifts to fees and allowances in 2017-18 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 2017, 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).

28 April 2017

**Addressees**

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

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:

Mrs Sandra Neill

Scottish Government  
Health Workforce and Strategic Change Directorate  
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- TABLE 2:** Total Salaries for Flexible Trainees Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2017, 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 2017, 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:** Guidance relating to GP Specialty Registrars (GPStR) from 1 April 2017 – details of the payments and training grant.
- TABLE 5:** Payment to GP Specialty Registrars.
- TABLE 6:** 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)2017/1.
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 and Strategic Change

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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	23,672	24,856	28,407	33,141	35,508	42,610	47,344
	1	25,149	26,406	30,179	35,209	37,724	45,269	50,298
	2	26,626	27,957	31,952	37,277	39,939	47,927	53,252
FHO2	Min	29,361		35,234	41,106	44,042	52,850	58,722
	1	31,281		37,538	43,794	46,922	56,306	62,562
	2	33,201		39,842	46,482	49,802	59,762	66,402
SHO / DSHO	Min	29,361		35,234	41,106	44,042	52,850	58,722
	1	31,281		37,538	43,794	46,922	56,306	62,562
	2	33,201		39,842	46,482	49,802	59,762	66,402
	3	35,121		42,146	49,170	52,682	63,218	70,242
	4	37,041		44,450	51,858	55,562	66,674	74,082
	5^	38,960		46,752	54,544	58,440	70,128	77,920
	6^	40,880		49,056	57,232	61,320	73,584	81,760
SpR	Min	32,572		39,087	45,601	48,858	58,630	65,144
	1	34,186		41,024	47,861	51,279	61,535	68,372
	2	35,799		42,959	50,119	53,699	64,439	71,598
	3	37,412		44,895	52,377	56,118	67,342	74,824
	4	39,358		47,230	55,102	59,037	70,845	78,716
	5	41,305		49,566	57,827	61,958	74,349	82,610
	6	43,251		51,902	60,552	64,877	77,852	86,502
	7^	45,197		54,237	63,276	67,796	81,355	90,394
	8^	47,144		56,573	66,002	70,716	84,860	94,288
	9^	49,091		58,910	68,728	73,637	88,364	98,182
StR	Min	31,220		37,464	43,708	46,830	56,196	62,440
	1	33,131		39,758	46,384	49,697	59,636	66,262
	2	35,799		42,959	50,119	53,699	64,439	71,598
	3	37,412		44,895	52,377	56,118	67,342	74,824
	4	39,358		47,230	55,102	59,037	70,845	78,716
	5	41,305		49,566	57,827	61,958	74,349	82,610
	6	43,251		51,902	60,552	64,877	77,852	86,502
	7^	45,197		54,237	63,276	67,796	81,355	90,394
	8^	47,144		56,573	66,002	70,716	84,860	94,288
	9^	49,091		58,910	68,728	73,637	88,364	98,182
StR (FT) and (CT)	Min	31,220		37,464	43,708	46,830	56,196	62,440
	1	33,131		39,758	46,384	49,697	59,636	66,262
	2	35,799		42,959	50,119	53,699	64,439	71,598
	3	37,412		44,895	52,377	56,118	67,342	74,824
	4	39,358		47,230	55,102	59,037	70,845	78,716
	5	41,305		49,566	57,827	61,958	74,349	82,610

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

Total Salaries for Flexible Trainees Working Less than 40 hours per week from 1 April 2017<sup>b</sup>

**TABLE 2**

(Pre-June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement	
			FB 5%	FA 25%
<b>SHO</b>	Min	29,361	30,830	36,702
	1	31,281	32,846	39,102
	2	33,201	34,862	41,502
	3	35,121	36,878	43,902
	4	37,041	38,894	46,302
	5 <sup>^</sup>	38,960	40,908	48,700
	6 <sup>^</sup>	40,880	42,924	51,100
<b>SpR</b>	Min	32,572	34,201	40,715
	1	34,186	35,896	42,733
	2	35,799	37,589	44,749
	3	37,412	39,283	46,765
	4	39,358	41,326	49,198
	5	41,305	43,371	51,632
	6	43,251	45,414	54,064
	7 <sup>^</sup>	45,197	47,457	56,497
	8 <sup>^</sup>	47,144	49,502	58,930
9 <sup>^</sup>	49,091	51,546	61,364	

<sup>b</sup> 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.

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

Doctors and Dentists in training – Flexible Trainees:  
(Post June 2005 Pay Arrangements) - from 1 April 2017

(\* Not PRHO)

TABLE 3

Point	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	11,836	12,575	13,313	14,681	15,641	16,601	14,681	15,641	16,601	17,561	18,521	19,480	20,440	16,286	17,093	17,900	18,706	19,679	20,653	21,626	22,599	23,572	24,546
F6	14,204	15,090	15,976	17,617	18,769	19,921	17,617	18,769	19,921	21,073	22,225	23,376	24,528	19,544	20,512	21,480	22,448	23,615	24,783	25,951	27,119	28,287	29,455
F7	16,571	17,605	18,639	20,553	21,897	23,241	20,553	21,897	23,241	24,585	25,929	27,272	28,616	22,801	23,931	25,060	26,189	27,551	28,914	30,276	31,638	33,001	34,364
F8	18,938	20,120	21,301	23,489	25,025	26,561	23,489	25,025	26,561	28,097	29,633	31,168	32,704	26,058	27,349	28,640	29,930	31,487	33,044	34,601	36,158	37,716	39,273
F9	21,305	22,635	23,964	26,425	28,153	29,881	26,425	28,153	29,881	31,609	33,337	35,064	36,792	29,315	30,768	32,220	33,671	35,423	37,175	38,926	40,678	42,430	44,182

	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	14,204	15,090	15,976	17,618	18,770	19,922	17,618	18,770	19,922	21,074	22,226	23,376	24,528	19,544	20,512	21,480	22,448	23,615	24,784	25,952	27,119	28,287	29,456
F6	17,045	18,108	19,172	21,141	22,523	23,906	21,141	22,523	23,906	25,288	26,670	28,052	29,434	23,453	24,615	25,776	26,938	28,338	29,740	31,142	32,543	33,945	35,346
F7	19,886	21,126	22,367	24,664	26,277	27,890	24,664	26,277	27,890	29,502	31,115	32,727	34,340	27,362	28,718	30,072	31,427	33,062	34,697	36,332	37,966	39,602	41,237
F8	22,726	24,144	25,562	28,187	30,030	31,874	28,187	30,030	31,874	33,717	35,560	37,402	39,245	31,270	32,819	34,368	35,916	37,785	39,653	41,522	43,390	45,260	47,128
F9	25,566	27,162	28,757	31,710	33,784	35,858	31,710	33,784	35,858	37,931	40,005	42,077	44,151	35,178	36,922	38,664	40,406	42,508	44,610	46,712	48,814	50,916	53,019

	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	16,571	17,605	18,639	20,554	21,898	23,242	20,554	21,898	23,242	24,586	25,930	27,272	28,616	22,801	23,931	25,060	26,189	27,551	28,915	30,277	31,639	33,001	34,365
F6	19,886	21,126	22,367	24,664	26,277	27,890	24,664	26,277	27,890	29,503	31,115	32,727	34,340	27,362	28,717	30,072	31,428	33,061	34,697	36,332	37,967	39,602	41,237
F7	23,200	24,647	26,095	28,775	30,656	32,538	28,775	30,656	32,538	34,419	36,301	38,181	40,063	31,922	33,504	35,084	36,665	38,572	40,480	42,387	44,294	46,202	48,110
F8	26,514	28,168	29,822	32,885	35,035	37,186	32,885	35,035	37,186	39,336	41,487	43,636	45,786	36,482	38,289	40,096	41,902	44,082	46,262	48,442	50,622	52,803	54,983
F9	29,827	31,689	33,550	36,995	39,415	41,834	36,995	39,415	41,834	44,253	46,672	49,090	51,509	41,041	43,076	45,108	47,140	49,593	52,045	54,497	56,950	59,402	61,855

	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	17,754	18,863	19,970	22,022	23,462	24,902	22,022	23,462	24,902	26,342	27,782	29,220	30,660	24,429	25,640	26,850	28,059	29,519	30,980	32,439	33,899	35,358	36,819
F6	21,306	22,635	23,964	26,426	28,154	29,882	26,426	28,154	29,882	31,610	33,338	35,064	36,792	29,316	30,768	32,220	33,672	35,423	37,175	38,927	40,679	42,431	44,183
F7	24,857	26,408	27,959	30,830	32,846	34,862	30,830	32,846	34,862	36,878	38,894	40,908	42,924	34,202	35,897	37,590	39,284	41,327	43,371	45,414	47,457	49,502	51,546
F8	28,407	30,180	31,952	35,234	37,538	39,842	35,234	37,538	39,842	42,146	44,450	46,752	49,056	39,087	41,024	42,960	44,895	47,231	49,566	51,902	54,237	56,574	58,910
F9	31,958	33,953	35,946	39,638	42,230	44,822	39,638	42,230	44,822	47,414	50,006	52,596	55,188	43,973	46,152	48,330	50,507	53,135	55,763	58,389	61,017	63,645	66,273

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

**TABLE 3 (cont)**

**StR Basic**

Point	0	1	2	3	4	5	6	7	8	9
<b>F5</b>	15,610	16,566	17,900	18,706	19,679	20,653	21,626	22,599	23,572	24,546
<b>F6</b>	18,732	19,879	21,480	22,448	23,615	24,783	25,951	27,119	28,287	29,455
<b>F7</b>	21,854	23,192	25,060	26,189	27,551	28,914	30,276	31,638	33,001	34,364
<b>F8</b>	24,976	26,505	28,640	29,930	31,487	33,044	34,601	36,158	37,716	39,273
<b>F9</b>	28,098	29,818	32,220	33,671	35,423	37,175	38,926	40,678	42,430	44,182

**StR (Fixed Term)/Core Training Basic**

0	1	2	3	4	5	Point
15,610	16,566	17,900	18,706	19,679	20,653	<b>F5</b>
18,732	19,879	21,480	22,448	23,615	24,783	<b>F6</b>
21,854	23,192	25,060	26,189	27,551	28,914	<b>F7</b>
24,976	26,505	28,640	29,930	31,487	33,044	<b>F8</b>
28,098	29,818	32,220	33,671	35,423	37,175	<b>F9</b>

<b>FC (20% supplement)</b>										
	0	1	2	3	4	5	6	7	8	9
<b>F5</b>	18,732	19,880	21,480	22,448	23,615	24,784	25,952	27,119	28,287	29,456
<b>F6</b>	22,479	23,855	25,776	26,938	28,338	29,740	31,142	32,543	33,945	35,346
<b>F7</b>	26,225	27,831	30,072	31,427	33,062	34,697	36,332	37,966	39,602	41,237
<b>F8</b>	29,972	31,806	34,368	35,916	37,785	39,653	41,522	43,390	45,260	47,128
<b>F9</b>	33,718	35,782	38,664	40,406	42,508	44,610	46,712	48,814	50,916	53,019

<b>FC (20% supplement)</b>							
0	1	2	3	4	5	Point	
18,732	19,880	21,480	22,448	23,615	24,784	<b>F5</b>	
22,479	23,855	25,776	26,938	28,338	29,740	<b>F6</b>	
26,225	27,831	30,072	31,427	33,062	34,697	<b>F7</b>	
29,972	31,806	34,368	35,916	37,785	39,653	<b>F8</b>	
33,718	35,782	38,664	40,406	42,508	44,610	<b>F9</b>	

<b>FC (40% supplement)</b>										
	0	1	2	3	4	5	6	7	8	9
<b>F5</b>	21,854	23,193	25,060	26,189	27,551	28,915	30,277	31,639	33,001	34,365
<b>F6</b>	26,225	27,831	30,072	31,428	33,061	34,697	36,332	37,967	39,602	41,237
<b>F7</b>	30,596	32,469	35,084	36,665	38,572	40,480	42,387	44,294	46,202	48,110
<b>F8</b>	34,967	37,107	40,096	41,902	44,082	46,262	48,442	50,622	52,803	54,983
<b>F9</b>	39,338	41,746	45,108	47,140	49,593	52,045	54,497	56,950	59,402	61,855

<b>FB (40% supplement)</b>							
0	1	2	3	4	5	Point	
21,854	23,193	25,060	26,189	27,551	28,915	<b>F5</b>	
26,225	27,831	30,072	31,428	33,061	34,697	<b>F6</b>	
30,596	32,469	35,084	36,665	38,572	40,480	<b>F7</b>	
34,967	37,107	40,096	41,902	44,082	46,262	<b>F8</b>	
39,338	41,746	45,108	47,140	49,593	52,045	<b>F9</b>	

<b>FC (50% supplement)</b>										
	0	1	2	3	4	5	6	7	8	9
<b>F5</b>	23,415	24,849	26,850	28,059	29,519	30,980	32,439	33,899	35,358	36,819
<b>F6</b>	28,098	29,819	32,220	33,672	35,423	37,175	38,927	40,679	42,431	44,183
<b>F7</b>	32,781	34,788	37,590	39,284	41,327	43,371	45,414	47,457	49,502	51,546
<b>F8</b>	37,464	39,758	42,960	44,895	47,231	49,566	51,902	54,237	56,574	58,910
<b>F9</b>	42,147	44,727	48,330	50,507	53,135	55,763	58,389	61,017	63,645	66,273

<b>FA (50% supplement)</b>							
0	1	2	3	4	5	Point	
23,415	24,849	26,850	28,059	29,519	30,980	<b>F5</b>	
28,098	29,819	32,220	33,672	35,423	37,175	<b>F6</b>	
32,781	34,788	37,590	39,284	41,327	43,371	<b>F7</b>	
37,464	39,758	42,960	44,895	47,231	49,566	<b>F8</b>	
42,147	44,727	48,330	50,507	53,135	55,763	<b>F9</b>	

**GP SPECIALTY REGISTRARS (GPStR)**

Details of the payments that are payable from 1 April 2017.

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 Table 5 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 / she 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) of Table 5 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.

<b>1</b>	<b>GENERAL ALLOWANCES</b>	
	Training Grant	£7,988

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2017

TABLE 5

Scale Point	Basic Salary at 01-Apr-17 (all contracts)	Pre-April 2007		April 2007- July 2007		August 2007 – March 2008		April 2008 – March 2009		From 1 April 2009		
		Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		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	29,361	19,085	48,446	16,149	45,510	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 01	31,281	20,333	51,614	17,205	48,486	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 02	33,201	21,581	54,782	18,261	51,462	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 03	35,121	22,829	57,950	19,317	54,438	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 04	37,041	24,077	61,118	20,373	57,414	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 05	38,960	25,324	64,284	21,428	60,388	N/A	N/A	N/A	N/A	N/A	N/A
	SHO point 06	40,880	26,572	67,452	22,484	63,364	N/A	N/A	N/A	N/A	N/A	N/A
(b)	SpR minimum	32,572	21,172	53,744	17,915	50,487	17,915	50,487	16,286	48,858	14,658	47,230*
	SpR point 01	34,186	22,221	56,407	18,803	52,989	18,803	52,989	17,093	51,279	15,384	49,570^
	SpR point 02	35,799	23,270	59,069	19,690	55,489	19,690	55,489	17,900	53,699	16,110	51,909*
	SpR point 03	37,412	24,318	61,730	20,577	57,989	20,577	57,989	18,706	56,118	16,836	54,248*
	SpR point 04	39,358	25,583	64,941	21,647	61,005	21,647	61,005	19,679	59,037	17,712	57,070*++
	SpR point 05	41,305	26,849	68,154	22,718	64,023	22,718	64,023	20,653	61,958	18,588	59,893*
	SpR point 06	43,251	28,114	71,365	23,789	67,040	23,789	67,040	21,626	64,877	19,463	62,714*
	SpR point 07	45,197	29,379	74,576	24,859	70,056	24,859	70,056	22,599	67,796	20,339	65,536*
	SpR point 08	47,144	30,644	77,788	25,930	73,074	25,930	73,074	23,572	70,716	21,215	68,359
	SpR point 09	49,091	31,910	81,001	27,001	76,092	27,001	76,092	24,546	73,637	22,091	71,182



## PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2017

TABLE 5 (cont)

Scale Point	Basic Salary at 01-Apr-17 (all contracts)	Pre-April 2007		April 2007- July 2007		August 2007 – March 2008		April 2008 – March 2009		From 1 April 2009	
		Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		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	31,220	N/A	N/A	N/A	17,171	48,391	15,610	46,830	14,049	45,269*
	StR point 01	33,131	N/A	N/A	N/A	18,223	51,354	16,566	49,697	14,909	48,040*
	StR point 02	35,799	N/A	N/A	N/A	19,690	55,489	17,900	53,699	16,110	51,909*
	StR point 03	37,412	N/A	N/A	N/A	20,577	57,989	18,706	56,118	16,836	54,248*
	StR point 04	39,358	N/A	N/A	N/A	21,647	61,005	19,679	59,037	17,712	57,070*++
	StR point 05	41,305	N/A	N/A	N/A	22,718	64,023	20,653	61,958	18,588	59,893*
	StR point 06	43,251	N/A	N/A	N/A	23,789	67,040	21,626	64,877	19,463	62,714*
	StR point 07	45,197	N/A	N/A	N/A	24,859	70,056	22,599	67,796	20,339	65,536*
	StR point 08	47,144	N/A	N/A	N/A	25,930	73,074	23,572	70,716	21,215	68,359*
	StR point 09	49,091	N/A	N/A	N/A	27,001	76,092	24,546	73,637	22,091	71,182#

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

LOCUM TENENS APPOINTMENTS - from 1 April 2017

TABLE 6

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	12.06	12.55*	16.88	18.09	21.70
FHO2	15.01	15.01	21.00	22.51	27.00
SHO	16.84	16.84	23.58	25.27	30.30
SpR	19.35	19.35	27.08	29.01	34.82
StR	19.35	19.35	27.08	29.01	34.82
StR	17.55	17.55	24.57	26.34	31.59

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	578.8	607.74*	694.55	810.31	868.2	1041.83	1157.6
FHO2	719.9	719.9	863.87	1007.85	1079.85	1295.81	1439.78
SHO	808.26	808.26	969.92	1131.57	1212.41	1454.87	1616.53
SpR	928.18	928.18	1113.82	1299.45	1392.27	1670.73	1856.36
StR (Higher rate)	928.18	928.18	1113.82	1299.45	1392.27	1670.73	1856.36
StR (Lower rate)	842.45	842.45	1010.92	1179.41	1263.66	1516.4	1684.88

\* 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.