

## The Scottish Government

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



Scottish Government  
Riaghaltas na h-Alba  
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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**

#### **THIS CIRCULAR INCLUDES:**

#### **A. INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2017-18**

#### **B. UPLIFTS TO FEES AND ALLOWANCES 2017-18**

#### **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 has agreed a 1% uplift to basic pay for the above mentioned staff groups in line with the Doctors' and Dentists' Review Body (DDRB) and the SG Public Sector Pay Policy. The Scottish Government has not accepted the 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 2017. These are detailed in Sections A and B below.

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

24 March 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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## **SECTION A**

### **INCREASES TO NATIONAL SALARY SCALES: 2017-18**

4. Pay scales will be uplifted by 1% from 1 April 2017. 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: 2017-18**

5. A 1 per cent uplift will apply from 1 April 2017 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 April 2017 which will contain tables as detailed on Page 5 of this circular. 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)**

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

10. The value of intensity payments, distinction awards and discretionary points for consultants are unchanged but are included for information at Annex I.

11. 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.

12. The fee for a second medical examination for a compulsory treatment order has been incorporated into this pay circular. The rate from 1 April 2017 is shown together with a table detailing the value of the fee since 2006. Boards are asked to take any appropriate action to ensure that any back payment of the fee is made as stated in paragraph 15 below.

### **Mileage Rates**

13. 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**

14. 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 2017 salaries (effective from 1 April 2017);
- ensure that arrangements are made to increase and backdate payments of the fee detailed in paragraph 12 above to 1 November 2006 as applicable;
- 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.

15. 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:

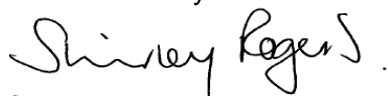
<http://www.msg.scot.nhs.uk/publications>

### **Enquiries**

16. **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).

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

Yours sincerely



**SHIRLEY ROGERS**

**Director For Health Workforce And Strategic Change**

## **The Scottish Government**

Health Workforce and Strategic Change Directorate  
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### **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, Health Improvement Scotland and NHS National Services Scotland (Common Services Agency) the following Direction.

All staff groups referred to in NHS Circular PCS(DD)2017/1 shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 23 March 2017 with effect from 1 April 2017.

**SHIRLEY ROGERS**

**Director For Health Workforce And Strategic Change**

Scottish Government

St Andrew's House

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**24 March 2017**

**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 2017 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 2017 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 2017 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 2017 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 2017 for Associate Adviser/Assistant Directors

#### **ANNEX H**

Rates of pay effective from 1 April 2017 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 2017.

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 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 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:**

GP Specialty Registrars (GPStR) from 1 April 2017, updating Banding Supplements from Section E of NHS Circular: [PCS\(GPR\)2009/1](#).

**TABLE 5:**

Payment to GP specialty registrars

**TABLE 6:**

Locum Tenens Appointments

## ANNEX A

### CONSULTANTS

#### RATES OF PAY EFFECTIVE FROM 1 April 2017

#### PAY ARRANGEMENTS FOR NEW CONSULTANTS

Seniority Point	Pay Point	Salary 2017
1	1	78,304
2	2	80,756
3	3	83,208
4	4	85,660
5	5	88,105
6	5	88,105
7	5	88,105
8	5	88,105
9	5	88,105
10	6	93,928
11	6	93,928
12	6	93,928
13	6	93,928
14	6	93,928
15	7	99,752
16	7	99,752
17	7	99,752
18	7	99,752
19	7	99,752
20	8	105,570

**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 2017-18 rates**

<b>Seniority (years) as at 1 April 2003</b>	<b>Current Salaries/ Interval (years)</b>	<b>Basic Salary (2017) £</b>
<b>9+</b>	From 1 April 2017	105,570
<b>6, 7, 8</b>	From 1 April 2017 1	99,752
		105,570
<b>4, 5</b>	From 1 April 2017 2	99,752
		105,570
<b>3</b>	From 1 April 2017 3	99,752
		105,570
<b>2</b>	From 1 April 2017 4	99,752
		105,570
<b>1</b>	From 1 April 2017 5	99,752
		105,570

\* (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 2017-18 rates)**

Spine Point	Seniority (years)	Starting Salary
		£
0	1	78,304
1	2	78,916
2	3	79,528
3	4	80,145
4 (<1 year @ max)	5	85,660
4 (+1 year @ max)	6	86,883
4 (+ 2 - 24 years @ max)	7-29	88,105
4 (>25 years @ max)	30+	93,928

7(b) Subsequent Pay Progression based on 2017-18 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
30+	1	99,752
	1	105,570
21 – 29	1	93,928
	1	99,752
	1	105,570
20	1	93,928
	2	99,752
	1	105,570
19	1	93,928
	2	99,752
	2	105,570
18	2	93,928
	1	99,752
	2	105,570
17	2	93,928
	2	99,752
	2	105,570
16	3	93,928
	1	99,752
	3	105,570
15	3	93,928
	1	99,752
	4	105,570
14	3	93,928
	2	99,752
	4	105,570

Seniority (years)	Interval (years)	Basic Salary
13	3	93,928
	2	99,752
	5	105,570
12	3	93,928
	3	99,752
	5	105,570
11	4	93,928
	3	99,752
	5	105,570
10	4	93,928
	4	99,752
	5	105,570
9	4	93,928
	5	99,752
	5	105,570
7-8	5	93,928
	5	99,752
	5	105,570
6	1	88,105
	4	93,928
	5	99,752
5	5	105,570
	1	86,883*
	1	88,105
	4	93,928
	5	99,752
	5	105,570

Seniority (years)	Interval (years)	Basic Salary
4	1	83,208
	1	85,660
	1	88,105
	3	93,928
	5	99,752
3	5	105,570
	1	81,980*
	1	85,660
	1	88,105
	4	93,928
2	5	99,752
	5	105,570
	1	80,756
	1	85,660
	1	88,105
1	5	93,928
	5	99,752
	5	105,570
	1	79,528*
	1	83,208
1	1	85,660
	1	88,105
	5	93,928
	5	99,752
	5	105,570

\* 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 2017

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)	65,014	69,666	74,319	78,971	84,276									
Associate Specialist (pre-2008)	39,616	43,813	48,008	52,204	56,400	60,596	66,136	70,939	72,932*	75,531*	78,131*	80,731*	83,331*	85,933*
Staff Grade Practitioner (pre-1997 contract)	35,840	38,685	41,529	44,375	47,220	50,064	52,909	55,754						
Staff Grade Practitioner (1997 contract) <sup>1</sup>	35,840	38,685	41,529	44,375	47,220	50,570	52,909 #	55,754 #	58,599#	61,444#	64,289 #	67,135 #		
Specialty Registrar (Full)	31,220	33,131	35,799	37,412	39,358	41,305	43,251 ^	45,197^	47,144^	49,091^				
Specialty Registrar (Fixed Term)	31,220	33,131	35,799	37,412	39,358	41,305								
Specialty Registrar (Core Training)	31,220	33,131	35,799	37,412	39,358	41,305								
Specialist Registrar	32,572	34,186	35,799	37,412	39,358	41,305	43,251 ^	45,197^	47,144^	49,091^				
GP Specialty Registrars (SHO)	29,361	31,281	33,201	35,121	37,041	38,960	40,880							
(SpR)	32,572	34,186	35,799	37,412	39,358	41,305	43,251	45,197	47,144	49,091				
(StR)	31,220	33,131	35,799	37,412	39,358	41,305	43,251	45,197	47,144	49,091				
Senior House Officer/Dental Senior House Officer	29,361	31,281	33,201	35,121	37,041	38,960 ^	40,880 ^							
Foundation House Officer 2	29,361	31,281	33,201											
Foundation House Officer 1	23,672	25,149	26,626											

Notes

<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

\* Discretionary

# Optional

^ To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2017  
FOR POST SPECIFIC SALARIES/RANGES**

**BASIC RATES PER ANNUM**

GRADE	SALARY / RANGE £
Directors of Postgraduate and Dental Practice Education (Crump).	113,962
Salaried GPs.	56,525 - 85,298
Dental Core Training 1 (CT1). <sup>^</sup>	34,674

<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 2017  
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>	38,685	54,238	1 year
<b>1</b>	41,993	58,598	1 year
<b>2</b>	46,293	62,957	1 year
<b>3</b>	48,597	68,713	1 year
<b>4</b>	51,918	73,703	1 year
<b>Threshold 1</b>			
<b>5</b>	55,226	75,773	2 years
<b>6</b>	58,608	78,474	2 years
<b>7</b>	61,991	81,175	2 years
<b>Threshold 2</b>			
<b>8</b>	65,374	83,876	3 years
<b>9</b>	68,756	86,577	3 years
<b>10</b>	72,140	89,281	N/A

## ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2017

Grade	Annual Whole Time Salary*	Sessional Rate per Annum (based on tenths)**
	£	£
<b>Associate Advisers</b>		
Introductory Year	85,129	8,513
AA01	88,677	8,868
AA02	91,630	9,163
AA03	95,181	9,519
<b>Assistant Directors</b>		
AD01	98,136	9,814
AD02	101,090	10,109
AD03	104,639	10,464

**\*Based on salary scales effective as at 1 April 2017**

**\*\* 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.

## ANNEX H

### RATES OF PAY EFFECTIVE FROM 1 April 2017 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 2017

		Pay Point	Pay Scale
<b>Band A</b>	<b>Dental Officer</b>	1	39,642
		2	44,047
		3	50,654
		4	53,957
		5	57,261
		6	59,463
<b>Band B</b>	<b>Senior Dental Officer</b>	7	61,666
		8	63,868
		9	67,170
		10	68,823
		11	70,475
		12	72,126
<b>Band C</b>	<b>Assistant Clinical Director</b>	13	73,778
		14	75,980
		15	78,182
	<b>Specialist Dental Officer</b>	13	73,778
		14	75,980
		15	78,182
		16	80,385
	<b>Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)</b>	13	73,778
		14	75,980
		15	78,182
		16*	80,385
		17*	82,587
		18*	84,790

\* 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 2017 as detailed below:

<b>Grade</b>	Hourly Rates Payable from 1 April 2017 £
Dental Officer	29.85
Senior Dental Officer	39.59
Dental Surgeon employed as part-time hospital consultant	48.85

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 2017

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
5,914	6,336

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

	Minimum	1	2	3	4	5	6
Hospital Practitioner	4,738	5,012	5,287	5,561	5,835	6,110	6,384

### 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:	692
91(a)	Payment for provision of a casualty service:	
	higher rate:	8,513
	lower rate:	4,257
	12 hours per day Mon-Fri	3,044
91(b)	Payment for each notional half-day of clinical work per week:	4,842
"	Payment for one hour or less of clinical work per week:	1,290
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,580
93	Payment for each casualty seen, where number is less than 200 per annum	27.82

**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 2002	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:

£4,841 a year per weekly notional half-day up to a maximum of  
£43,569 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	£1,290 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£2,580 a year.

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

£26.21 per hour or part of an hour with a maximum of £78.63 per session (ie 3 times the hourly rate)

**LOCUM TENENS APPOINTMENTS**

	£	£
	Rate per week	Rate per notional half-day or session
Speciality Doctor	887.80	88.78
Associate Specialist (2008)	1,207.40	120.74
Part-time Medical Officer or General Dental Practitioner		92.84
Hospital Practitioner		106.65
Staff Grade	878.30	87.83

**LOCUM TENENS APPOINTMENTS (CONT).****Foundation House Officer, Specialty Registrar, Senior House Officer, Specialist 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: £5,425.76 per annum.

The fees for lectures have been amended and the rates from 1 April 2017 are set out below:

For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	£79.73
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<b>Fees applicable for lectures to nurses and other non-medical and non-dental staff</b>	<b>With effect from 01/04/2017 £</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>	62.31
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>	49.86
Other medical and dental staff not mentioned elsewhere	36.63

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

**DOMICILIARY CONSULTATIONS – applicable only to consultants for work undertaken outwith programmed activities as detailed in Section 9.1 of the TCS.**

The domiciliary consultation fees shall be as follows:

Standard rate	£86.76
Intermediate rate	£42.95
Lower rate	£21.50

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £257.66

**EXCEPTIONAL CONSULTATION**

The fee payable to a consultant shall be: £160.88

The fee payable to a general practitioner under paragraph 157 shall be: £53.63

**RADIOLOGY AND PATHOLOGY TESTS**

The fee payable under paragraph 32b of the Terms and Conditions of Service shall be £3.82.

**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 130.98  
For re-examination (provided previous form BP1) 111.91

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

	Minimum	Maximum	Exceptional Maximum
	£	£	£
<b>Band B</b>	<b>Areas of 450,000 population and over</b>		
	5,499	11,009	14,200
<b>Band C</b>	<b>Areas of 250,000 to 449,999 population</b>		
	4,597	9,162	11,009
<b>Band D</b>	<b>Areas of 50,000 to 249,999 population</b>		
	3,665	7,328	9,162
<b>Island Health Boards</b>	1,909	3,785	

**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):

Duties per half-year	Allowances per half-year
	£
4-11	191
12-17	382
18-23	573
24-29	764
30-35	955
36-41	1146
42-47	1337
48-53	1528
54-59	1719
60-65	1910
66-71	2101
72 or more	2292

**FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE****1. FAMILY PLANNING FEES – pre 2004 consultant contract only**

The fees for family planning work are increased with effect from 1 April 2017 as follows:

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	124.83	61.59
	b. during the course of another procedure	84.38	40.82
ii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	168.76	82.42
	b. during the course of another procedure	112.88	54.90
iii.	Fee for the reversal of male sterilisation	191.92	95.90
iv.	Fee for the reversal of female sterilisation	268.46	134.50
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)		
	a. as a separate procedure	84.38	61.59
	b. during the course of another procedure	55.82	40.82
	c. where the removal of a mis-placed device involves laparoscopy or laparotomy	268.46	134.50
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	23.10
vii.	Radiological services provided in connection with NHS family planning cases	Case	23.10
viii.	Notional half-day special family planning session	Session	143.51

**OTHER FEES****PERIPHERAL ALLOWANCES Effective from 1 April 2017**

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.

2017
2,561.87
1,919.92
1,276.43

**ADVISORY APPOINTMENTS COMMITTEE**

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

£134.42 for a whole day and  
£67.22 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:£112.06



## FEE FOR A SECOND MEDICAL EXAMINATION FOR A COMPULSORY TREATMENT ORDER.

Effective from 1 April 2017, the fee will be £199.36.

The fee from 1 April 2017 and previous years are detailed below:

Date of Pay and Fees Uplift	Percentage Increase %	Value of Fee £
01/04/2006	1	177.18
01/11/2006	1.2	179.30
01/04/2007	2	182.88
01/04/2008	2.2	186.90
01/04/2009	1.5	189.70
01/04/2010	0	189.70
01/04/2011	0	189.70
01/04/2012	0	189.70
01/04/2013	1	191.59
01/04/2014	1	193.50
01/04/2015	1	195.43
01/04/2016	1	197.38
01/04/2017	1	199.36