

The Scottish Government
Health and Social Care,
Workforce Pay, Practice and Engagement Division



Scottish Government
Riaghaltas na h-Alba
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Dear Colleague

24 August 2020

PAY AND CONDITIONS OF SERVICE

Addressees

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

For action

Chief Executives,
Directors of Finance,
Directors of Human Resources,
NHS Boards,
Special Health Boards,
NHS National Services Scotland
(Common Services Agency),
Healthcare Improvement Scotland

REMUNERATION OF:

For information

- **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**

Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Group
Management Steering Group
British Medical Association (Scotland)
British Dental Association (Scotland)

1. NHS Circular PCS(DD)2020/02 detailed the increases to national salary scales and uplifts to fees and allowances in 2020-21 for the above staff groups.

Enquiries to:

2. The Appendix to the circular stated that the following tables would be provided under separate cover. This addendum now provides these tables.

Health Workforce
Medical and Dental Team
Scottish Government
Health Workforce Division
Ground Floor Rear
St Andrew's House
EDINBURGH
EH1 3DG

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.

Telephone: 0131 244 0900

Email:
MedicalandDentalTeam@gov.scot

Table 1	Total Salaries for Full-time Training Posts from 1 April 2020, 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 2020, 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 2020, 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 2020, 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 – 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)2020/02.
4. NHS Employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the following websites:

SHOW <https://www.publications.scot.nhs.uk/publication.asp>
MSG <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



Laura Zeballos
Interim Deputy Director
Health and Social Care,
Workforce Pay, Practice and Engagement Division

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2020

		Basic salary £	Supplement for non- banded staff 5%	Banding supplement £				
Grade	Point			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	25,691	26,976	30,830	35,968	38,537	46,244	51,382
	1	27,295	28,660	32,754	38,213	40,943	49,131	54,590
	2	28,899	30,344	34,679	40,459	43,349	52,019	57,798
FHO2	Min	31,866		38,240	44,613	47,799	57,359	63,732
	1	33,950		40,740	47,530	50,925	61,110	67,900
	2	36,034		43,241	50,448	54,051	64,862	72,068
SHO / DSHO	Min	31,866		38,240	44,613	47,799	57,359	63,732
	1	33,950		40,740	47,530	50,925	61,110	67,900
	2	36,034		43,241	50,448	54,051	64,862	72,068
	3	38,118		45,741	53,366	57,177	68,613	76,236
	4	40,201		48,242	56,282	60,302	72,362	80,402
	5^	42,285		50,742	59,199	63,428	76,113	84,570
	6^	44,368		53,242	62,116	66,552	79,863	88,736
SpR	Min	35,351		42,422	49,492	53,027	63,632	70,702
	1	37,102		44,523	51,943	55,653	66,784	74,204
	2	38,854		46,625	54,395	58,281	69,938	77,708
	3	40,604		48,725	56,846	60,906	73,088	81,208
	4	42,716		51,260	59,803	64,074	76,889	85,432
	5	44,828		53,794	62,760	67,242	80,691	89,656
	6	46,942		56,331	65,719	70,413	84,496	93,884
	7^	49,054		58,865	68,676	73,581	88,298	98,108
	8^	51,166		61,400	71,633	76,749	92,099	102,332
	9^	53,280		63,936	74,592	79,920	95,904	106,560
StR	Min	33,884		40,661	47,438	50,826	60,992	67,768
	1	35,958		43,150	50,342	53,937	64,725	71,916
	2	38,854		46,625	54,396	58,281	69,938	77,708
	3	40,604		48,725	56,846	60,906	73,088	81,208
	4	42,716		51,260	59,803	64,074	76,889	85,432
	5	44,828		53,794	62,760	67,242	80,691	89,656
	6	46,942		56,331	65,719	70,413	84,496	93,884
	7^	49,054		58,865	68,676	73,581	88,298	98,108
	8^	51,166		61,400	71,633	76,749	92,099	102,332
	9^	53,280		63,936	74,592	79,920	95,904	106,560
StR (FT) and (CT)	Min	33,884		40,661	47,438	50,826	60,992	67,768
	1	35,958		43,150	50,342	53,937	64,725	71,916
	2	38,854		46,625	54,396	58,281	69,938	77,708
	3	40,604		48,725	56,846	60,906	73,088	81,208
	4	42,716		51,260	59,803	64,074	76,889	85,432
	5	44,828		53,794	62,760	67,242	80,691	89,656

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

TABLE 2

Total salaries for Flexible Trainees working less than 40 hours per week from 1 April 2020 *

(Pre-June 2005 pay arrangements)

		Basic salary	Banding supplement £	
			FB	FA
Grade	Point	£	5%	25%
SHO	Min	31,866	33,460	39,833
	1	33,950	35,648	42,438
	2	36,034	37,836	45,043
	3	38,118	40,024	47,648
	4	40,201	42,212	50,252
	5^	42,285	44,400	52,857
	6^	44,368	46,587	55,460
SpR	Min	35,351	37,119	44,189
	1	37,102	38,958	46,378
	2	38,854	40,797	48,568
	3	40,604	42,635	50,755
	4	42,716	44,852	53,395
	5	44,828	47,070	56,035
	6	46,942	49,290	58,678
	7^	49,054	51,507	61,318
	8^	51,166	53,725	63,958
	9^	53,280	55,944	66,600

* All except those in Band FC receive the full base salary and supplement for the appropriate pay band with no pro-rata reduction. Band FC salaries are calculated on a pro-rata basis, i.e. (basic salary) x (hours of duty) / 40.

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

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 April 2020

TABLE 3

	FHO1 Basic			FHO2 Basic			SHO Basic							SpR Basic									
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	12,846	13,648	14,450	15,933	16,976	18,017	15,933	16,976	18,017	19,060	20,101	21,143	22,185	17,676	18,552	19,428	20,302	21,358	22,415	23,472	24,528	25,583	26,640
F6	15,415	16,378	17,340	19,120	20,370	21,621	19,120	20,370	21,621	22,871	24,121	25,372	26,622	21,211	22,262	23,312	24,363	25,631	26,898	28,166	29,433	30,701	31,968
F7	17,984	19,107	20,229	22,307	23,766	25,225	22,307	23,766	25,225	26,683	28,142	29,601	31,058	24,747	25,972	27,198	28,424	29,902	31,380	32,861	34,338	35,817	37,296
F8	20,553	21,836	23,119	25,494	27,160	28,828	25,494	27,160	28,828	30,495	32,161	33,829	35,495	28,282	29,682	31,083	32,484	34,173	35,863	37,554	39,243	40,933	42,624
F9	23,122	24,566	26,009	28,681	30,556	32,431	28,681	30,556	32,431	34,307	36,182	38,057	39,932	31,816	33,392	34,969	36,545	38,445	40,346	42,248	44,149	46,050	47,953

	FC (20% supplement)			FC (20% supplement)			FC (20% supplement)							FC (20% supplement)									
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	15,416	16,378	17,340	19,120	20,372	21,621	19,120	20,372	21,621	22,872	24,122	25,372	26,622	21,212	22,263	23,314	24,363	25,630	26,898	28,167	29,434	30,700	31,968
F6	18,498	19,654	20,808	22,944	24,444	25,946	22,944	24,444	25,946	27,446	28,946	30,447	31,947	25,454	26,715	27,975	29,236	30,758	32,278	33,800	35,320	36,842	38,362
F7	21,581	22,929	24,275	26,769	28,520	30,270	26,769	28,520	30,270	32,020	33,771	35,522	37,270	29,697	31,167	32,638	34,109	35,883	37,656	39,434	41,206	42,981	44,756
F8	24,664	26,204	27,743	30,593	32,592	34,594	30,592	32,592	34,594	36,594	38,594	40,595	42,594	33,939	35,619	37,300	38,981	41,008	43,036	45,065	47,092	49,120	51,149
F9	27,747	29,480	31,211	34,418	36,668	38,918	34,416	36,668	38,918	41,169	43,419	45,669	47,919	38,180	40,071	41,963	43,854	46,134	48,416	50,698	52,979	55,260	57,544

	FC (40% supplement)			FC (40% supplement)			FC (40% supplement)							FC (40% supplement)									
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	17,985	19,108	20,230	22,307	23,767	25,224	22,307	23,767	25,224	26,684	28,142	29,601	31,059	24,747	25,973	27,200	28,423	29,902	31,381	32,861	34,340	35,817	37,296
F6	21,581	22,930	24,276	26,768	28,518	30,270	26,768	28,518	30,270	32,020	33,770	35,521	37,271	29,696	31,167	32,637	34,109	35,884	37,658	39,433	41,207	42,982	44,756
F7	25,178	26,750	28,321	31,230	33,273	35,314	31,230	33,273	35,314	37,357	39,399	41,442	43,482	34,646	36,361	38,078	39,794	41,863	43,932	46,006	48,074	50,144	52,215
F8	28,775	30,571	32,367	35,692	38,024	40,360	35,691	38,024	40,360	42,693	45,026	47,361	49,693	39,595	41,555	43,517	45,478	47,843	50,209	52,576	54,941	57,307	59,674
F9	32,371	34,393	36,413	40,154	42,779	45,404	40,152	42,779	45,404	48,030	50,655	53,280	55,905	44,543	46,749	48,957	51,163	53,823	56,485	59,148	61,809	64,470	67,135

	FC (50% supplement)			FC (50% supplement)			FC (50% supplement)							FC (50% supplement)									
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	19,269	20,472	21,675	23,900	25,464	27,026	23,900	25,464	27,026	28,590	30,152	31,715	33,278	26,514	27,828	29,142	30,453	32,037	33,623	35,208	36,792	38,375	39,960
F6	23,123	24,567	26,010	28,680	30,555	32,432	28,680	30,555	32,432	34,307	36,182	38,058	39,933	31,817	33,393	34,968	36,545	38,447	40,347	42,249	44,150	46,052	47,952
F7	26,976	28,661	30,344	33,461	35,649	37,838	33,461	35,649	37,838	40,025	42,213	44,402	46,587	37,121	38,958	40,797	42,636	44,853	47,070	49,292	51,507	53,726	55,944
F8	30,830	32,754	34,679	38,241	40,740	43,242	38,240	40,740	43,242	45,743	48,242	50,744	53,243	42,423	44,523	46,625	48,726	51,260	53,795	56,331	58,865	61,400	63,936
F9	34,683	36,849	39,014	43,022	45,834	48,647	43,020	45,834	48,647	51,461	54,273	57,086	59,898	47,724	50,088	52,454	54,818	57,668	60,519	63,372	66,224	69,075	71,930

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2020

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	16,943	17,979	19,428	20,302	21,358	22,415	23,472	24,528	25,583	26,640
F6	20,331	21,575	23,312	24,363	25,631	26,898	28,166	29,433	30,701	31,968
F7	23,720	25,171	27,198	28,424	29,902	31,380	32,861	34,338	35,817	37,296
F8	27,108	28,767	31,083	32,484	34,173	35,863	37,554	39,243	40,933	42,624
F9	30,496	32,363	34,969	36,545	38,445	40,346	42,248	44,149	46,050	47,953

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	20,332	21,575	23,314	24,363	25,630	26,898	28,167	29,434	30,700	31,968
F6	24,398	25,890	27,975	29,236	30,758	32,278	33,800	35,320	36,842	38,362
F7	28,464	30,206	32,638	34,109	35,883	37,656	39,434	41,206	42,981	44,756
F8	32,530	34,521	37,300	38,981	41,008	43,036	45,065	47,092	49,120	51,149
F9	36,596	38,836	41,963	43,854	46,134	48,416	50,698	52,979	55,260	57,544

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	23,721	25,171	27,200	28,423	29,902	31,381	32,861	34,340	35,817	37,296
F6	28,464	30,205	32,637	34,109	35,884	37,658	39,433	41,207	42,982	44,756
F7	33,208	35,240	38,078	39,794	41,863	43,932	46,006	48,074	50,144	52,215
F8	37,952	40,274	43,517	45,478	47,843	50,209	52,576	54,941	57,307	59,674
F9	42,695	45,309	48,957	51,163	53,823	56,485	59,148	61,809	64,470	67,135

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	25,415	26,969	29,142	30,453	32,037	33,623	35,208	36,792	38,375	39,960
F6	30,497	32,363	34,968	36,545	38,447	40,347	42,249	44,150	46,052	47,952
F7	35,580	37,757	40,797	42,636	44,853	47,070	49,292	51,507	53,726	55,944
F8	40,662	43,151	46,625	48,726	51,260	53,795	56,331	58,865	61,400	63,936
F9	45,744	48,545	52,454	54,818	57,668	60,519	63,372	66,224	69,075	71,930

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	16,943	17,979	19,428	20,302	21,358	22,415
F6	20,331	21,575	23,312	24,363	25,631	26,898
F7	23,720	25,171	27,198	28,424	29,902	31,380
F8	27,108	28,767	31,083	32,484	34,173	35,863
F9	30,496	32,363	34,969	36,545	38,445	40,346

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	20,332	21,575	23,314	24,363	25,630	26,898
F6	24,398	25,890	27,975	29,236	30,758	32,278
F7	28,464	30,206	32,638	34,109	35,883	37,656
F8	32,530	34,521	37,300	38,981	41,008	43,036
F9	36,596	38,836	41,963	43,854	46,134	48,416

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	23,721	25,171	27,200	28,423	29,902	31,381
F6	28,464	30,205	32,637	34,109	35,884	37,658
F7	33,208	35,240	38,078	39,794	41,863	43,932
F8	37,952	40,274	43,517	45,478	47,843	50,209
F9	42,695	45,309	48,957	51,163	53,823	56,485

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	25,415	26,969	29,142	30,453	32,037	33,623
F6	30,497	32,363	34,968	36,545	38,447	40,347
F7	35,580	37,757	40,797	42,636	44,853	47,070
F8	40,662	43,151	46,625	48,726	51,260	53,795
F9	45,744	48,545	52,454	54,818	57,668	60,519

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2020

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 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.

1 **GENERAL ALLOWANCES £8,671**
 Training Grant

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2020

TABLE 5

	Scale Point	Basic Salary	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	min	31,866	20,713	52,579	17,527	49,393	N/A	N/A	N/A	N/A	N/A	N/A
	1	33,950	22,068	56,018	18,673	52,623	N/A	N/A	N/A	N/A	N/A	N/A
	2	36,034	23,423	59,457	19,819	55,853	N/A	N/A	N/A	N/A	N/A	N/A
	3	38,118	24,777	62,895	20,965	59,083	N/A	N/A	N/A	N/A	N/A	N/A
	4	40,201	26,131	66,332	22,111	62,312	N/A	N/A	N/A	N/A	N/A	N/A
	5	42,285	27,486	69,771	23,257	65,542	N/A	N/A	N/A	N/A	N/A	N/A
	6	44,368	28,840	73,208	24,403	68,771	N/A	N/A	N/A	N/A	N/A	N/A
(b) SpR	min	35,351	22,979	58,330	19,444	54,795	19,444	54,795	17,676	53,027	15,908	51,259*
	1	37,102	24,117	61,219	20,407	57,509	20,407	57,509	18,551	55,653	16,696	53,798^
	2	38,854	25,256	64,110	21,370	60,224	21,370	60,224	19,427	58,281	17,485	56,339*
	3	40,604	26,393	66,997	22,333	62,937	22,333	62,937	20,302	60,906	18,272	58,876*
	4	42,716	27,766	70,482	23,494	66,210	23,494	66,210	21,358	64,074	19,223	61,939*++
	5	44,828	29,139	73,967	24,656	69,484	24,656	69,484	22,414	67,242	20,173	65,001*
	6	46,942	30,513	77,455	25,818	72,760	25,819	72,761	23,471	70,413	21,124	68,066*
	7	49,054	31,886	80,940	26,980	76,034	26,980	76,034	24,527	73,581	22,075	71,129*
	8	51,166	33,258	84,424	28,142	79,308	28,142	79,308	25,583	76,749	23,025	74,191
	9	53,280	34,632	87,912	29,304	82,584	29,304	82,584	26,640	79,920	23,976	77,256

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).

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2020

TABLE 5 continued

	Scale Point	Basic Salary	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	min	33,884	N/A	N/A	N/A	N/A	18,637	52,521	16,942	50,826	15,248	49,132*
	1	35,958	N/A	N/A	N/A	N/A	19,777	55,735	17,979	53,937	16,182	52,140*
	2	38,854	N/A	N/A	N/A	N/A	21,370	60,224	19,427	58,281	17,485	56,339*
	3	40,604	N/A	N/A	N/A	N/A	22,333	62,937	20,302	60,906	18,272	58,876*
	4	42,716	N/A	N/A	N/A	N/A	23,494	66,210	21,358	64,074	19,223	61,939*++
	5	44,828	N/A	N/A	N/A	N/A	24,656	69,484	22,414	67,242	20,173	65,001*
	6	46,942	N/A	N/A	N/A	N/A	25,819	72,761	23,471	70,413	21,124	68,066*
	7	49,054	N/A	N/A	N/A	N/A	26,980	76,034	24,527	73,581	22,075	71,129*
	8	51,166	N/A	N/A	N/A	N/A	28,142	79,308	25,583	76,749	23,025	74,191*
	9	53,280	N/A	N/A	N/A	N/A	29,304	82,584	26,640	79,920	23,976	77,256#

Notes

*Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

*++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)

Mark-time

TABLE 6**LOCUM TENENS APPOINTMENTS - from 1 April 2020****Foundation House Officer, Senior House Officer, Specialist Registrar, Specialty Registrar**

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9 am to 5 pm for shift working patterns	1.8 x basic hourly rate*
LB	Outside Monday to Friday 9 am to 5 pm for on-call working patterns	1.5 x basic hourly rate*
LC	Monday to Friday 9 am to 5 pm 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	13.10	13.76**	18.34	19.65	23.58
FHO2	16.29	16.29	22.81	24.44	29.33
SHO	18.29	18.29	25.61	27.44	32.93
SpR	21.00	21.00	29.40	31.50	37.80
StR	21.00	21.00	29.40	31.50	37.80
StR	19.06	19.06	26.69	28.59	34.31

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	628.65	660.09**	754.38	880.11	942.98	1,131.57	1,257.30
FHO2	781.61	781.61	937.94	1,094.26	1,172.42	1,406.90	1,563.22
SHO	877.83	877.83	1,053.40	1,228.97	1,316.75	1,580.10	1,755.66
SpR	1,007.61	1,007.61	1,209.14	1,410.66	1,511.42	1,813.70	2,015.22
StR (Higher rate)	1,007.61	1,007.61	1,209.14	1,410.66	1,511.42	1,813.70	2,015.22
StR (Lower rate)	914.84	914.84	1,097.81	1,280.78	1,372.26	1,646.72	1,829.68

** 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.