NHS Circular:
PCS(DD)2026/01 (Corrigendum)

The Scottish Government
Health Workforce Directorate
Culture, Pay, And Partnership Division.

Scottish Government
Riaghaltas na h-Alba
gov.scot

4 November 2026

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

Summary

1. Further to PCS Circular PCS(DD) 2026/01 (Addendum – Residents) dated 9 July 2026 concerning Remuneration of Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service, I am now writing to advise of a correction to the starting salary for resident dentists commencing employment as Dental Core Trainees.

2. Any new Resident dentists who commenced employment at the start of September 2026 as a Dental Core Trainee will start their employment at the salary noted at (DSHO) Point 3 on the relevant table.

3. It should be noted that the table in this circular is 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.

Action

4. 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.

- 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 ensure that payment can be made.

Addressees

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

For information

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)

Enquiries to:

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

Email:
healthworkforcemedicalanddentalteam@gov.scot

- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees

5. 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
https://www.msg.scot.nhs.uk/publications

Enquiries

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

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

Yours sincerely

Jane Hamilton

Jane Hamilton
Deputy Director for Culture, Pay, And Partnership.

The Scottish Government Directorate For Health Workforce, Culture, Pay, And Partnership Division. Health Workforce Directorate NHS Pay and Conditions	Scottish Government Riaghaltas na h-Alba gov.scot

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 **PCS(DD)2026/01 (Corrigendum)** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers, with effect from 1 September 2026.

Jane Hamilton

Jane Hamilton
Deputy Director for Culture, Pay, And Partnership.
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG

4 November 2026

The following table relates to Resident Doctors and Dentists, and implementation has been authorised by the Cabinet Secretary for Health and Social Care. 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 NHSS ePayroll system.

Table 1	Total Salaries for Full-time Training Posts from 1 April 2026

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2026

			Banding supplement					
		Basic salary	Supplement for non-banded staff	1C	1B	1A & 2B	2A	3
Grade	Point	£	5%	20%	40%	50%	80%	100%
FHO1	Min	37,316	39,183	44,780	52,243	55,975	67,169	74,632
	1	39,649	41,631	47,578	55,508	59,474	71,367	79,297
	2	41,977	44,076	50,373	58,768	62,966	75,559	83,954
FHO2	Min	46,286		55,544	64,801	69,429	83,315	92,572
	1	49,314		59,177	69,040	73,971	88,766	98,628
	2	52,340		62,808	73,276	78,510	94,212	104,680
SHO / DSHO	Min	46,286		55,544	64,801	69,429	83,315	92,572
	1	49,314		59,177	69,040	73,971	88,766	98,628
	2	52,340		62,808	73,276	78,510	94,212	104,680
	3	**55,366**		66,440	77,513	83,049	99,659	110,732
	4	58,393		70,072	81,751	87,590	105,108	116,786
	5^	61,418		73,702	85,986	92,127	110,553	122,836
	6^	64,445		77,334	90,223	96,668	116,001	128,890
SpR	Min	51,348		61,618	71,888	77,022	92,427	102,696
	1	53,892		64,671	75,449	80,838	97,006	107,784
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224
	6	68,184		81,821	95,458	102,276	122,732	136,368
	7^	71,251		85,502	99,752	106,877	128,252	142,502
	8^	74,318		89,182	104,046	111,477	133,773	148,636
	9^	77,389		92,867	108,345	116,084	139,301	154,777
StR	Min	49,217		59,061	68,904	73,826	88,591	98,434
	1	52,229		62,675	73,121	78,344	94,013	104,458
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224
	6	68,184		81,821	95,458	102,276	122,732	136,368
	7^	71,251		85,502	99,752	106,877	128,252	142,502
	8^	74,318		89,182	104,046	111,477	133,773	148,636
	9^	77,389		92,867	108,345	116,083	139,299	154,777

Total Salaries for Full-time Training Posts from 1 April 2026 (Cont)

StR (FT) and (CT)	Min	49,217		59,061	68,904	73,826	88,591	98,434
	1	52,229		62,675	73,121	78,344	94,013	104,458
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224