

Grŵp Iechyd a Gwasanaethau Cymdeithasol

Health and Social Services Group



Llywodraeth Cymru
Welsh Government

Chief Executives – NHS Health Boards/Trusts

Directors, Workforce & Organisational Development – NHS Health Boards/Trusts/Special Health Authorities

Directors of Finance – NHS Health Boards/Trusts/Special Health Authorities

Director of NHS Wales Employers

Our Ref: M&D(W) 06/2023 Pay Circular (v3)

29 November 2023

Dear Colleague

Summary

This pay circular informs employers of the pay arrangements for employees covered by medical and dental terms and conditions of service in Wales

Please note this pay circular has been reissued due to the following amendments:

- The Minister for Health and Social services has made a decision to consolidate the pay award for those Specialty doctors on the top pay point of the 2008 contract from the 1st April 2022. This affects those on MC46 pay point 10. Details on how this will be applied are outlined in the action points below.
- The Training Supplement for Band A dentists has been increased from the 1st April 2023 inline with previous pay awards (Annex A: section 12).
- The Intensity Supplements for Consultants have increased from the 1st April 2023 inline with the 2023/24 pay award (Table 6)

Previous Action

The revised pay scales for 2023/24 as set out in this circular apply from 1 April 2023 and are as follows:

- To increase the pay scales by 5% uplift to basic pay, back dated to 1 April 2023, for consultants;
- To increase the pay scales by 5% uplift to basic pay, back dated to 1 April 2023, for junior doctors;
- To increase the pay scales by 5% uplift to basic pay, back dated to 1 April 2023, for SAS doctors on the 2008 contract
- To continue to pay individuals on the top pay point on the 2008 Specialty Doctor contract (MC46 pay point 10) who received a monthly non-consolidated payment pro-rated by contracted sessions/hours paid during 2022/23 into 2023/24.
- To increase the pay scales by 1.5% uplift to basic pay, back dated to 1 April 2023, for SAS doctors on the 2021 contract
- To increase the pay scales by 5% uplift to basic pay, backdated to 1 April 2023, for salaried GMPs and GDPs

New Action

- To consolidate the 4.5% pay award to the pay scale for the top pay point of the 2008 contract (MC4610) back to 1 April 2022 at £83,015
- To then apply the 1.5% pay award back to 1 April 2022 for MC4610 at £84,261.
- To then apply the 5% pay award to MC4610 back to 1 April 2023 at £88,475.
- As the previous pay award for MC4610 in 2022/23 was non-consolidated the pension contributions will need to be paid as the award is now consolidated and will also be back dated to 1 April 2022.
- To increase the Intensity Supplements for Consultants (Table 6) by 5%, back dated to 1 April 2023.
- To increase the Training Supplement for Band A dentists to £2,391 (Annex A: section 12), back dated to 1 April 2023.

Allowances and awards

- A freeze on the value of awards for consultants i.e., Clinical Excellence Awards, Clinical Impact awards and Commitment Awards
- All other allowances, with the exception of those outlined in Annex A section 8, will increase by 5%
- There is also an increase of 5% to the GMP trainers' grant and the GMP appraisers' rate.

Enquiries

1. **Employees** are to contact their local payroll or workforce team regarding any queries.
2. **Employers** should direct enquiries to HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely



Helen Arthur
Director of Workforce and Corporate Business
Cyfarwyddwr y Gweithlu a Busnes Corfforaethol

Annex A: Section 1a: Basic rates of pay per annum, effective from 1 April 2023

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09
Consultant	ZM81 / ZK81 / ZL81 / ZC81	£91,722	£94,644	£99,529	£105,201	£111,682	£115,377	£119,079			
Specialty Registrar (Full)	MN37	£37,737	£40,044	£43,270	£45,222	£47,571	£49,925	£52,277	£54,630	£56,981	£59,336
Specialty Registrar (Core Training)	MN39	£37,737	£40,044	£43,270	£45,222	£47,571	£49,925				
Specialty Registrar (Fixed Term)	MN35	£37,737	£40,044	£43,270	£45,222	£47,571	£49,925				
Dental Core Training	MN21	£35,488	£37,810	£40,129	£42,451	£44,770	£47,092	£49,412			
Foundation House Officer 2	MN15*	£35,315	£37,625	£39,933							
Foundation House Officer 1	MN13*	£28,471	£30,249	£32,028							

Annex A: Section 1b: Basic rates of pay per annum, effective from 1 April 2023, for closed Pay Scales

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

N.B. Shaded areas below denote closed pay scales

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09	10	11	12	13
Associate Specialist	MC01 ¹	£48,588	£53,736	£58,878	£64,026	£69,171	£74,317	£81,112	£87,001	£89,446	£92,634	£95,821	£99,010	£102,199	£105,392
Staff Grade Practitioner	MH01 ¹	£43,958	£47,447	£50,936	£54,423	£57,914	£61,400	£64,892	£68,380						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03 / 05 ^{1/3}	£43,958	£47,447	£50,936	£54,423	£57,914	£61,400	£64,892	£68,380	£71,869	£75,358	£78,845	£82,335		
Specialty Registrar	MN25 ¹	£39,371	£41,321	£43,269	£45,220	£47,572	£49,924	£52,278	£54,629	£56,981	£59,335				
Hospital Practitioners/Session	MD01-41 ¹	£5,728	£6,061	£6,395	£6,726	£7,058	£7,388	£7,719							

Annex A: Section 2

Specialty Doctor & Associate Specialist (2008) Pay Scales effective from 1 April 2023 Closed scales

Scale Value*	Associate Specialist 2008 MC41	Specialty Doctor MC46	Period before eligibility for next pay point	Payroll Code and Grade Step
Min	£66,520	£47,447	1 Year	MC46-01/MC41-01
01	£71,867	£51,502	1 Year	MC46-02/MC41-02
02	£77,212	£56,778	1 Year	MC46-03/MC41-03
03	£84,271	£59,603	1 Year	MC46-04/MC41-04
04	£90,392	£63,674	1 Year	MC46-05/MC41-05
05	£92,928	£67,732	2 Years	MC46-06/MC41-06
	£92,928	£67,732	1 Year	MC46-07/MC41-07
06	£96,242	£71,878	2 Years	MC46-08/MC41-08
	£96,242	£71,878	1 Year	MC46-09/MC41-09
07	£99,556	5£76,028	2 Years	MC46-10/MC41-10
	£99,556	5£76,028	1 Year	MC46-11/MC41-11
08	£102,867	£80,178	3 Years	MC46-12/MC41-12
	£102,867	£80,178	2 Years	MC46-13/MC41-13
	£102,867	£80,178	1 Year	MC46-14/MC41-14
09	£106,182	£84,326	3 Years	MC46-15/MC41-15
	£106,182	£84,326	2 Years	MC46-16/MC41-16
	£106,182	£84,326	1 Year	MC46-17/MC41-17
10	£109,497	£88,475	1 Year	MC46-18/MC41-18

Annex A: Section 2b Specialty doctors (2021 contract) basic pay

Specialty Doctor

Specialty doctor pay scale:

Pay scale code	Scale Value (2021 – 2022)	Basic Salary (£)
MC75 – 01	Min	52,542
MC75 – 02		52,542
MC75 – 03		52,542
MC75 – 04	1	60,532
MC75 – 05		60,532
MC75 – 06	2	60,532
MC75 – 07	3	67,480
MC75 – 08		67,480
MC75 – 09		67,480
MC75 – 10	4	74,691
MC75 – 11		74,691
MC75 – 12		74,691
MC75 – 13	5	82,418
MC75 – 14		82,418
MC75 – 15		82,418
MC75 – 16		82,418
MC75 – 17		82,418
MC75 – 18	6	82,418

Annex A: Section 2b Specialists basic pay

Specialists (2021)

Specialists pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	83,963
MC70 – 02		83,963
MC70 – 03		83,963
MC70 – 04	1	89,630
MC70 – 05		89,630
MC70 – 06		89,630
MC70 – 07	2	95,296

Annex A: Section 3

Additional supplement for Directors of Public Health (Chief Officer Supplement)
Including those who are consultants in dental public health

Table 2: Value of supplement

Supplement Band	Minimum	Maximum	Exceptional
Band A	£17,165	£24,917	
Band B	£6,649	£13,308	£17,165
Band C	£5,560	£11,076	£13,308
Band D	£4,434	£8,862	£11,076

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary)

Annex A: Section 4

Table 3 – Clinical Excellence Awards⁸

Awarded by ACCEA	Amount
Level 9 (Bronze)	£36,924
Level 10 (Silver)	£48,533
Level 11 (Gold)	£60,666
Level 12 (Platinum)	£78,866

(NB: If a consultant is no longer in receipt of a CEA, but were previously in receipt of Commitment Award(s), they will be placed back on the Commitment Award scale, taking into account all time served as if they had only been in receipt of Commitment Awards.

If a consultant is no longer in receipt of a CEA but had not previously been in receipt of Commitment Award(s), they will be assimilated on to the Commitment Awards Scale in accordance with Chapter 12 (paragraphs 12.4 – 12.7) of the Amended Consultant Contract December 2003, taking into account all time served as if they had only been in receipt of Commitment Awards.)

Table 4 – Commitment Awards

1	2	3	4	5	6	7	8
£3,334	£6,668	£10,002	£13,336	£16,670	£20,004	£23,338	£26,672

Table 5 – Clinical impact awards

Awarded by ACCIA	Amount
N0	£10,000
N1	£20,000
N2	£30,000
N3	£40,000

Table 6 – Distinction Awards for Consultants

N.B. Distinction Awards value scale removed as there are no longer any award holders in Wales

Table 6 – Intensity Supplements for Consultants

Banding		
Out of hours Intensity paid yearly		
Band 1	(low intensity)	£2,788
Band 2	(medium intensity)	£5,571
Band 3	(high intensity)	£8,353

Waiting list initiative:

£690

Annex A: Section 5
Salaried GP salary range

Minimum	Maximum
£71,061	£107,229

Annex A: Section 6

Emergency Rota Allowance (CMO/SCMO)

Number of Duties	Rate Per Half Year
4 to 11	£235
12 to 17	£465
18 to 23	£697
24 to 29	£927
30 to 35	£1,157
36 to 41	£1,385
42 to 47	£1,616
48 to 53	£1,845
54 to 59	£2,076
60 to 65	£2,307
66 to 71	£2,538
72 or more	£2,766

Annex A: Section 7

Other fees and allowances (not applicable to salaried primary care dentists)

Para ⁹ / Sched	Nature of fee	Payable for each:	Rate (£)
32.b/ sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£4.64
49	Medical Superintendent of Psychiatric Hospitals Allowance		£6,557.61
88	Staff Fund		
91.a	Payment for each eligible bed	Year	£835.55
91.a	Payment for provision of a casualty service		
91.a	Higher rate	Year	£10,287
91.a	Lower rate	Year	£5,145
91.a	12 hrs per day Mon-Fri	Year	£3,679
91.b	Payment for each notional half-day of clinical work per week:	Year	£5,851
91.b	Payment for one hour or less of clinical work per week	Year	£1,560
91.b	Payment for one hour but not more than two hours of clinical work per week (i.e. 2x hourly rate)	Year	£3,118
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	£33.63
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	£5,851
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	£52,657
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	£1,560
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	£3,118
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	£31.71
104	Maximum payment per session (i.e. three times hourly rate)	Hour or part of an hour	£95.10
141 & 142/sch 11	DOMICILIARY CONSULTATIONS	Item of service	
143/Sch 11	Standard Rate	Item of service	£104.86
143/Sch 11	Intermediate Rate	Series of visits	£52.43
143/Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Item of service	£314.59
143/Sch 10	Combined fee for completion of form CVI	Item of service	£159.90
143/Sch 10	For re-examination (provided previous from CVI available)	Item of service	£136.62
146	Lower rate		£26.25
155	Exceptional consultation by a consultant		£196.41
157	Exceptional consultation by a general practitioner		£64.84
165/Sch11	Fees for lectures to nurses etc		
	Consultants	Lecture	£76.07
	Associate Specialists, StR at point 3 or above, HPs and practitioners holding appointments under para 94	Lecture	£60.29
	Other grades	Lecture	£44.30
166/Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	£96.37

Annex A: Section 8

Transport fees and allowances

Mileage Allowance¹⁰

1. Public transport rate: 24p per mile

2. Regular user rates:

Motor cars with three or four wheels:¹¹

Engine Capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump Sum	(£)	508	626	760	760
Up to 9,000 miles	(p)	29.7	36.9	44	44
9,001 to 15,000 miles	(p)	17.8	20.1	22.6	22.6
Thereafter	(p)	17.8	20.1	22.6	22.6

3. Standard rates:

Motor cars with three or four wheels:

Engine Capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3,500 miles	(p)	37.4	47.3	58.3	58.3
Up to 9,000 miles	(p)	23.0	28.2	33.5	41.0
9,001 - 15,000 miles	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4. Other motor vehicles:¹²

Engine Capacity	(cc)	Up to 125	Over 125
Up to 5,000 miles	(p)	17.8	27.8
Over 5,000 miles	(p)	6.7	9.9

5. Passenger allowance: Each passenger: 5p per mile

6. Pedal cycles: for local agreement, subject to a minimum of 10p per mile

Crown Cars: Private Use¹³

A. The current rates of:

Road fund licence, e.g.	£155
Insurance for private use (National call-off contract) e.g.	£88
Including cover for private use, e.g.	£128
Handling charge	£95

B. Fixed Annual Charge per 1,000 private miles (for each year of the contract of national contract), determined as follows:

$$\frac{\text{Cost of Contract Hire at maximum quoted mileage} - \text{Cost of Contract Hire at minimum quoted mileage}}{1000}$$

Plus total excess costs for non-base vehicle, where appropriate, Plus VAT on total charge to practitioner (A+B)

(NB: Junior doctors in Locum Appointment for service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointments for Training (LAT) are excluded from this arrangement)

Annex A: Section 9
Locum Tenens appointments

Locum Consultant	ZC82	£105,401
Other Locum Consultant - A consultant who has returned and who before retirement was paid at the scale maximum current at the time of retirement	ZC83	£119,080

	Rate (£): Per Week	Rate (£) PA/ Session / notional half day
Speciality Doctor – MC47	£1073.02	£107.32
Associate Specialist (2008) – MC42 (CLOSED)	£1459.28	£145.94
Associate Specialist – MC03 (CLOSED)	£1258.68	£114.43
P/T Medical/Dental Officer (Paras 94-105) – ME11 (CLOSED)		£112.20
Hospital Practitioner – MD02 (CLOSED)		£128.90
Staff Grade – MH02 (CLOSED)	£1061.56	£106.17

Foundation House Officer, Dental Core Training and Specialty Registrar

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9 am to 5pm for shift working patterns	1.8x basic hourly rate ¹⁴
LB	Outside Monday to Friday 9 am to 5pm for on-call working patterns	1.5x basic hourly rate ¹⁴
LC	Monday to Friday 9 am to 5pm for all working patterns	1.4x basic hourly rate ¹⁴
LL	Covering a post for one week or more	1.2x total salary (basic salary + banding supplement) ¹⁵

Rates as at 1 April 2023

Hourly Rates (£) : Bands LA, LB, LC

Band	Basic Rate	No Band	LC	LB	LA
FHO1*	£14.50	£15.23	£20.30	£21.75	£26.10
FHO2*	£18.04	£18.04	£25.26	£27.06	£32.47
Dental Core Training	£20.35	£20.35	£28.49	£30.53	£36.63
SpR	£23.36	£23.36	£32.70	£35.04	£42.05
StR (Higher)	£23.36	£23.36	£32.70	£35.04	£42.05
StR (Lower)	£21.21	£21.21	£29.69	£31.82	£38.18

Weekly Rates (£) : BandLL

Band	Basic Rate	No band	1C	1B	1A	2B	2A	3
	(x1)	-	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
FHO1*	£696.00	£730.80	£835.20	£974.40	£1,044.00	£1,044.00	£1,252.80	£1,392.00
FHO2*	£866.00	£866.00	£1,039.20	£1,212.40	£1,299.00	£1,299.00	£1,558.80	£1,732.00
Dental Core Training	£976.80	£976.80	£1,172.16	£1,367.52	£1,465.20	£1,465.20	£1,758.24	£1,953.60
SpR	£1,121.20	£1,121.20	£1,345.44	£1,569.68	£1,681.80	£1,681.80	£2,018.16	£2,242.40
StR (Higher)	£1,121.20	£1,121.20	£1,345.44	£1,569.68	£1,681.80	£1,681.80	£2,018.16	£2,242.40
StR (Lower)	£1,018.00	£1,018.00	£1,221.60	£1,425.20	£1,527.00	£1,527.00	£1,832.40	£2,036.00

Annex A: Section 10

Family planning fees and miscellaneous

Effective from 1 January 2015

The following fees and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included in this handbook solely for the convenience of users. For consultants on the 2003 contracts, employers should not apply the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees.

Family Planning fees	Operating Fee	Anaesthetist's Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	£150.87	£74.47
b. during the course of another procedure	£102.01	£49.34
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£203.97	£99.65
b. during the course of another procedure	£136.44	£66.37
iii. Fee for the reversal of male sterilisation	£231.99	£115.92
iv. Fee for the reversal of female sterilisation.	£324.46	£162.58
Fee per case for the insertion or removal (on family planning grounds) of an:		
v. intra-uterine contraceptive device		
a. as a separate procedure	£102.01	£74.47
b. during the course of another procedure	£67.48	£49.34
c. where the removal of a mis-placed device involves laparoscopy or laparotomy Examination and report on pathological specimens referred.	£324.46	£162.58
vi. in connection with NHS family planning cases Radiological services provided in connection with NHS family	Case	£27.94
vii. Planning cases	Session	£27.94
viii. Notional half-day special family planning Session	Session	£173.47
3. Miscellaneous		
Junior hospital doctors in "peripheral" hospitals Allowance per	Allowance Per Year	£3009.55
Fee for college or faculty nominee attending consultant Advisory Appointment Committee	Full day	£162.51
	Half day	£81.26
Consultants acting as second opinions in Stage 3 of the Clinical complaints procedure (Annex B to HC(88)37)	Full day	£248.24
	Half day	£124.16

Annex A: Section 11

Pay and Allowances: Salaried Primary Dental Care Staff Terms and Conditions for Salaried Primary Dental Care Staff (2008)

	Salary Point	Salary
Band A	1	£47,914
	2	£53,240
	3	£61,224
	4	£65,216
	5	£69,209
	6	£71,871
Band B	7a	£74,531
	8	£77,193
	9	£81,185
	10	£83,181
	11	£85,179
	12	£87,175
Band C	13bc	£89,174
	14c	£91,833
	15c	£94,494
	16	£97,157
	17	£99,818
	18	£102,479

- a) Salary point 7 is the entry level to Band B but is also the Extended Competency Point at the top of Band A.
- b) Salary point 13 is the entry level to Band C but is also the Extended Competency Point at the top of Band B.
- c) Salary points 13-15 represents those available to current Assistant Clinical Directors under the new pay spine
- d) d) Maximum salary points for Band C managerial dentist posts are identified by complexity levels as follows:

Standard complexity	maximum pay point 16
Medium complexity	maximum pay point 17
High complexity	maximum pay point 18

- e) Service complexity, for band C managerial dentists, is represented as follows within the pay scale: Maximum salary points for band C Managerial Dentist posts are identified by complexity levels which are set locally. Therefore the maximum pay scale point for these staff differs depending on the complexity level of the specific role.

Annex A: Section 12

Pay and allowances: Salaried Primary Dental Care Staff Terms and Conditions for Salaried Primary Dental Care Staff (2008)

Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a foundation dentist, dental core trainee or undergraduate dental student is £2,391 a year.

Further information regarding payments in respect of vocational training can be found on the following address: <http://gov.wales/legislation/subordinate/nonsi/nhswales/2009/3118894/?lang=en>

Foundation Dentists (formerly Dental Foundation Trainees (DFTs) and Vocational Dental Practitioner (VDP)) – For Information

This allowance is set through the General Dental Services Statement of Financial Entitlements Directions and the Personal Dental Services Statement of Financial Entitlements Directions, issue annually by the Welsh Government, and is shown here for information only. The current values of the Foundation Dentists payment since 2013/14 in Wales can be found in pay circular M&D(W) 04/2021 and will be included in an updated version of this circular once the Statement of Financial Entitlements Directions has been updated for 2023/24.

Foundation Dentists in the salaried primary dental care services should be employed in accordance with the details set out in schedule 17 of their terms and conditions, available at the NHS Employers website.

Information explaining pay arrangements for Foundation Dentists progressing to Dental Core Training can be found on NHS Employers website at the following address:

<http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctorsdentists-gp-registrars/dental-trainees-in-hospital-posts>

(NB: Indicative training annum)

		Service complexity		
		Standard	Medium	High
Pay point range	13			
	14			
	15			
	16			
	17			
	18			

budget £750 per

Annex B: Section 1¹⁶

Banding supplements and total salaries - full time staff

Grade	Point	No Band (5% FY1 only)		Band 1C (20%)		Band 1B (40%)		Band 1A & 2B (50%)		Band 2A (80%)		Band 3 (100%)	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£1,424	£29,895	£5,695	£34,166	£11,389	£39,860	£14,236	£42,707	£22,777	£51,248	£28,471	£56,942
	1	£1,513	£31,762	£6,050	£36,299	£12,100	£42,349	£15,125	£45,374	£24,200	£54,449	£30,249	£60,498
	2	£1,602	£33,630	£6,406	£38,434	£12,812	£44,840	£16,014	£48,042	£25,623	£57,651	£32,028	£64,056
Foundation Doctor Year 2	Min	N/A	£35,315	£7,063	£42,378	£14,126	£49,441	£17,658	£52,973	£28,252	£63,567	£35,315	£70,630
	1	N/A	£37,625	£7,525	£45,150	£15,050	£52,675	£18,813	£56,438	£30,100	£67,725	£37,625	£75,250
	2	N/A	£39,933	£7,987	£47,920	£15,974	£55,907	£19,967	£59,900	£31,947	£71,880	£39,933	£79,866
Specialty Registrar	Min	N/A	£37,737	£7,548	£45,285	£15,095	£52,832	£18,869	£56,606	£30,190	£67,927	£37,737	£75,474
	1	N/A	£40,044	£8,009	£48,053	£16,018	£56,062	£20,022	£60,066	£32,036	£72,080	£40,044	£80,088
	2	N/A	£43,270	£8,654	£51,924	£17,308	£60,578	£21,635	£64,905	£34,616	£77,886	£43,270	£86,540
	3	N/A	£45,222	£9,045	£54,267	£18,089	£63,311	£22,611	£67,833	£36,178	£81,400	£45,222	£90,444
	4	N/A	£47,571	£9,515	£57,086	£19,029	£66,600	£23,786	£71,357	£38,057	£85,628	£47,571	£95,142
	5	N/A	£49,925	£9,985	£59,910	£19,970	£69,895	£24,963	£74,888	£39,940	£89,865	£49,925	£99,850
	6	N/A	£52,277	£10,456	£62,733	£20,911	£73,188	£26,139	£78,416	£41,822	£94,099	£52,277	£104,554
	7	N/A	£54,630	£10,926	£65,556	£21,852	£76,482	£27,315	£81,945	£43,704	£98,334	£54,630	£109,260
	8	N/A	£56,981	£11,397	£68,378	£22,793	£79,774	£28,491	£85,472	£45,585	£102,566	£56,981	£113,962
Dental Core Training	9	N/A	£59,336	£11,868	£71,204	£23,735	£83,071	£29,668	£89,004	£47,469	£106,805	£59,336	£118,672
	Min	N/A	£35,488	£7,098	£42,586	£14,196	£49,684	£17,744	£53,232	£28,391	£63,879	£35,488	£70,976
	1	N/A	£37,810	£7,562	£45,372	£15,124	£52,934	£18,905	£56,715	£30,248	£68,058	£37,810	£75,620
	2	N/A	£40,129	£8,026	£48,155	£16,052	£56,181	£20,065	£60,194	£32,104	£72,233	£40,129	£80,258
	3	N/A	£42,451	£8,491	£50,942	£16,981	£59,432	£21,226	£63,677	£33,961	£76,412	£42,451	£84,902
	4	N/A	£44,770	£8,954	£53,724	£17,908	£62,678	£22,385	£67,155	£35,816	£80,586	£44,770	£89,540
	5	N/A	£47,092	£9,419	£56,511	£18,837	£65,929	£23,546	£70,638	£37,674	£84,766	£47,092	£94,184
6	N/A	£49,412	£9,883	£59,295	£19,765	£69,177	£24,706	£74,118	£39,530	£88,942	£49,412	£98,824	

Annex B: Section 2a:

Basic pay for Less than Full Time (LTFT) trainees

Guidance on the pay system for Less than Full Time (LTFT) trainees can be found at: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-termsand-conditions/junior-doctors-dentists-gp-registrars/less-than-full-time-training>

Grade	F Number	Min	1	2	3	4	5	6	7	8	9
Foundation Doctor Year 1 (MT57)	F5	£14,236	£15,125	£16,014	-	-	-	-	-	-	-
	F6	£17,083	£18,150	£19,217	-	-	-	-	-	-	-
	F7	£19,930	£21,175	£22,420	-	-	-	-	-	-	-
	F8	£22,777	£24,200	£25,623	-	-	-	-	-	-	-
	F9	£25,624	£27,225	£28,826	-	-	-	-	-	-	-
Foundation Doctor Year 2 (MT58)	F5	£17,658	£18,813	£19,967	-	-	-	-	-	-	-
	F6	£21,189	£22,575	£23,960	-	-	-	-	-	-	-
	F7	£24,721	£26,338	£27,954	-	-	-	-	-	-	-
	F8	£28,252	£30,100	£31,947	-	-	-	-	-	-	-
	F9	£31,784	£33,863	£35,940	-	-	-	-	-	-	-
Specialty Registrar full (MT59)	F5	£18,869	£20,022	£21,635	£22,611	£23,786	£24,963	£26,139	£27,315*	£28,491*	£29,668
	F6	£22,643	£24,027	£25,962	£27,134	£28,543	£29,955	£31,367	£32,778*	£34,189*	£35,602*
	F7	£26,416	£28,031	£30,289	£31,656	£33,300	£34,948	£36,594	£38,241*	£39,887*	£41,536*
	F8	£30,190	£32,036	£34,616	£36,178	£38,057	£39,940	£41,822	£43,704*	£45,585*	£47,469*
	F9	£33,964	£36,040	£38,943	£40,700	£42,814	£44,933	£47,050	£49,167*	£51,283*	£53,403*
Specialty Registrar Core Training and Fixed Term (MT59)	F5	£18,869	£20,022	£21,635	£22,611	£23,786	£24,963	-	-	-	-
	F6	£22,643	£24,027	£25,962	£27,134	£28,543	£29,955	-	-	-	-
	F7	£26,416	£28,031	£30,289	£31,656	£33,300	£34,948	-	-	-	-
	F8	£30,190	£32,036	£34,616	£36,178	£38,057	£39,940	-	-	-	-
	F9	£33,964	£36,040	£38,943	£40,700	£42,814	£44,933	-	-	-	-
Dental Core Training (MT53)	F5	£17,744	£18,905	£20,065	£21,226	£22,385	£23,546*	£24,706*	-	-	-
	F6	£21,293	£22,686	£24,078	£25,471	£26,862	£28,256*	£29,648*	-	-	-
	F7	£24,842	£26,467	£28,091	£29,716	£31,339	£32,965*	£34,589*	-	-	-
	F8	£28,391	£30,248	£32,104	£33,961	£35,816	£37,674*	£39,530*	-	-	-
	F9	£31,940	£34,029	£36,117	£38,206	£40,293	£42,383*	£44,471*	-	-	-

*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

Annex B: Section 2b:

Banding supplements and total salaries for Less than Full Time (LTFT) trainees

Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£712	£14,948	£855	£17,937	£997	£20,927	£1,139	£23,916	£1,282	£26,906
	1	£757	£15,881	£908	£19,057	£1,059	£22,234	£1,210	£25,410	£1,362	£28,586
	2	£801	£16,815	£961	£20,178	£1,121	£23,541	£1,282	£26,904	£1,442	£30,267

FC (20% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£2,848	£17,083	£3,417	£20,500	£3,986	£23,916	£4,556	£27,333	£5,125	£30,749
	1	£3,025	£18,150	£3,630	£21,780	£4,235	£25,410	£4,840	£29,040	£5,445	£32,669
	2	£3,203	£19,217	£3,844	£23,061	£4,484	£26,904	£5,125	£30,747	£5,766	£34,591
Foundation Doctor Year 2	Min	£3,532	£21,189	£4,238	£25,427	£4,945	£29,665	£5,651	£33,903	£6,357	£38,141
	1	£3,763	£22,575	£4,515	£27,090	£5,268	£31,605	£6,020	£36,120	£6,773	£40,635
	2	£3,994	£23,960	£4,792	£28,752	£5,591	£33,544	£6,390	£38,336	£7,188	£43,128
Specialty Registrar	Min	£3,774	£22,643	£4,529	£27,171	£5,284	£31,700	£6,038	£36,228	£6,793	£40,756
	1	£4,005	£24,027	£4,806	£28,832	£5,607	£33,637	£6,408	£38,443	£7,208	£43,248
	2	£4,327	£25,962	£5,193	£31,155	£6,058	£36,347	£6,924	£41,540	£7,789	£46,732
	3	£4,523	£27,134	£5,427	£32,560	£6,332	£37,987	£7,236	£43,414	£8,140	£48,840
	4	£4,758	£28,543	£5,709	£34,252	£6,660	£39,960	£7,612	£45,669	£8,563	£51,377
	5	£4,993	£29,955	£5,991	£35,946	£6,990	£41,937	£7,988	£47,928	£8,987	£53,919
	6	£5,228	£31,367	£6,274	£37,640	£7,319	£43,913	£8,365	£50,186	£9,410	£56,460
	7	£5,463	£32,778	£6,556	£39,334	£7,649	£45,890	£8,741	£52,445	£9,834	£59,001
	8	£5,699	£34,189	£6,838	£41,027	£7,978	£47,865	£9,117	£54,702	£10,257	£61,540
Dental Core Training	Min	£3,549	£21,293	£4,259	£25,552	£4,969	£29,810	£5,679	£34,069	£6,388	£38,328
	1	£3,781	£22,686	£4,538	£27,224	£5,294	£31,761	£6,050	£36,298	£6,806	£40,835
	2	£4,013	£24,078	£4,816	£28,893	£5,619	£33,709	£6,421	£38,524	£7,224	£43,340
	3	£4,246	£25,471	£5,095	£30,565	£5,944	£35,659	£6,793	£40,753	£7,642	£45,848
	4	£4,477	£26,862	£5,373	£32,235	£6,268	£37,607	£7,164	£42,980	£8,059	£48,352
	5	£4,710	£28,256	£5,652	£33,907	£6,593	£39,558	£7,535	£45,209	£8,477	£50,860
	6	£4,942	£29,648	£5,930	£35,577	£6,918	£41,507	£7,906	£47,436	£8,895	£53,365

FB (40% supplement)

Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£5,695	£19,930	£6,834	£23,916	£7,972	£27,902	£9,111	£31,888	£10,250	£35,874
	1	£6,050	£21,175	£7,260	£25,410	£8,470	£29,645	£9,680	£33,879	£10,890	£38,114
	2	£6,406	£22,420	£7,687	£26,904	£8,968	£31,388	£10,249	£35,872	£11,531	£40,356
Foundation Doctor Year 2	Min	£7,063	£24,721	£8,476	£29,665	£9,889	£34,609	£11,301	£39,553	£12,714	£44,497
	1	£7,525	£26,338	£9,030	£31,605	£10,535	£36,873	£12,040	£42,140	£13,545	£47,408
	2	£7,987	£27,954	£9,584	£33,544	£11,182	£39,135	£12,779	£44,725	£14,376	£50,316
Specialty Registrar	Min	£7,548	£26,416	£9,057	£31,700	£10,567	£36,983	£12,076	£42,266	£13,586	£47,549
	1	£8,009	£28,031	£9,611	£33,637	£11,213	£39,244	£12,815	£44,850	£14,416	£50,456
	2	£8,654	£30,289	£10,385	£36,347	£12,116	£42,405	£13,847	£48,463	£15,578	£54,521
	3	£9,045	£31,656	£10,854	£37,987	£12,663	£44,318	£14,472	£50,649	£16,280	£56,980
	4	£9,515	£33,300	£11,418	£39,960	£13,320	£46,620	£15,223	£53,280	£17,126	£59,940
	5	£9,985	£34,948	£11,982	£41,937	£13,979	£48,927	£15,976	£55,916	£17,973	£62,906
	6	£10,456	£36,594	£12,547	£43,913	£14,638	£51,232	£16,729	£58,551	£18,820	£65,870
	7	£10,926	£38,241	£13,112	£45,890	£15,297	£53,538	£17,482	£61,186	£19,667	£68,834
	8	£11,397	£39,887	£13,676	£47,865	£15,955	£55,842	£18,234	£63,819	£20,514	£71,797
9	£11,868	£41,536	£14,241	£49,843	£16,615	£58,150	£18,988	£66,457	£21,361	£74,764	
Dental Core Training	Min	£7,098	£24,842	£8,518	£29,810	£9,937	£34,779	£11,357	£39,747	£12,776	£44,715
	1	£7,562	£26,467	£9,075	£31,761	£10,587	£37,054	£12,100	£42,348	£13,612	£47,641
	2	£8,026	£28,091	£9,631	£33,709	£11,237	£39,327	£12,842	£44,945	£14,447	£50,563
	3	£8,491	£29,716	£10,189	£35,659	£11,887	£41,602	£13,585	£47,546	£15,283	£53,489
	4	£8,954	£31,339	£10,745	£37,607	£12,536	£43,875	£14,327	£50,143	£16,118	£56,411
	5	£9,419	£32,965	£11,303	£39,558	£13,186	£46,151	£15,070	£52,744	£16,954	£59,336
6	£9,883	£34,589	£11,859	£41,507	£13,836	£48,424	£15,812	£55,342	£17,789	£62,260	

FA (50% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£7,118	£21,354	£8,542	£25,624	£9,965	£29,895	£11,389	£34,166	£12,812	£38,436
	1	£7,563	£22,687	£9,075	£27,225	£10,588	£31,762	£12,100	£36,299	£13,613	£40,837
	2	£8,007	£24,021	£9,609	£28,826	£11,210	£33,630	£12,812	£38,434	£14,413	£43,238
Foundation Doctor Year 2	Min	£8,829	£26,487	£10,595	£31,784	£12,361	£37,081	£14,126	£42,378	£15,892	£47,676
	1	£9,407	£28,219	£11,288	£33,863	£13,169	£39,507	£15,050	£45,150	£16,932	£50,794
	2	£9,984	£29,950	£11,980	£35,940	£13,977	£41,930	£15,974	£47,920	£17,970	£53,910
Specialty Registrar	Min	£9,435	£28,303	£11,322	£33,964	£13,208	£39,624	£15,095	£45,285	£16,982	£50,945
	1	£10,011	£30,033	£12,014	£36,040	£14,016	£42,047	£16,018	£48,053	£18,020	£54,060
	2	£10,818	£32,453	£12,981	£38,943	£15,145	£45,434	£17,308	£51,924	£19,472	£58,415
	3	£11,306	£33,917	£13,567	£40,700	£15,828	£47,484	£18,089	£54,267	£20,350	£61,050
	4	£11,893	£35,679	£14,272	£42,814	£16,650	£49,950	£19,029	£57,086	£21,407	£64,221
	5	£12,482	£37,444	£14,978	£44,933	£17,474	£52,422	£19,970	£59,910	£22,467	£67,399
	6	£13,070	£39,208	£15,684	£47,050	£18,297	£54,891	£20,911	£62,733	£23,525	£70,574
	7	£13,658	£40,973	£16,389	£49,167	£19,121	£57,362	£21,852	£65,556	£24,584	£73,751
	8	£14,246	£42,736	£17,095	£51,283	£19,944	£59,831	£22,793	£68,378	£25,642	£76,925
9	£14,834	£44,502	£17,801	£53,403	£20,768	£62,303	£23,735	£71,204	£26,702	£80,104	
Dental Core Training	Min	£8,872	£26,616	£10,647	£31,940	£12,421	£37,263	£14,196	£42,586	£15,970	£47,909
	1	£9,453	£28,358	£11,343	£34,029	£13,234	£39,701	£15,124	£45,372	£17,015	£51,044
	2	£10,033	£30,097	£12,039	£36,117	£14,046	£42,136	£16,052	£48,155	£18,059	£54,175
	3	£10,613	£31,839	£12,736	£38,206	£14,858	£44,574	£16,981	£50,942	£19,103	£57,309
	4	£11,193	£33,578	£13,431	£40,293	£15,670	£47,009	£17,908	£53,724	£20,147	£60,440
	5	£11,773	£35,319	£14,128	£42,383	£16,483	£49,447	£18,837	£56,511	£21,192	£63,575
6	£12,353	£37,059	£14,824	£44,471	£17,295	£51,883	£19,765	£59,295	£22,236	£66,707	

Explanatory notes

1. These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.
2. Discretionary point – guidance on the application of discretionary points for associate specialists is contained in AL(MD) 7/95.
3. This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.
4. Optional point – guidance on the application of optional points for staff grades is contained in AL(MD)4/97.
5. To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.
6. This scale should only be used for positions designated as Fixed Term Speciality Training Appointments (FTSTA).
7. This grade has been renamed Dental Core Training. It was previously “Dental Trainees in Hospital Posts (DTHP)” and before that the SHO grade. Doctors should not have been placed on this scale since 2007.
8. Clinical excellence awards information can be found at: <https://www.gov.uk/government/organisations/advisory-committee-on-clinical-excellence-awards>
9. Information on clinical impact awards can be found at <https://www.gov.uk/government/organisations/advisory-committee-on-clinical-impact-awards>
10. Paragraph references taken from Medical and Dental Handbook (Wales) 2003.
11. A practitioner using a four-wheeled car under 501cc shall be paid at rates for cars of 501 to 1,000cc engine capacity.
12. Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
13. Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.
14. Crown Cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle has been taxed and insured.
15. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7 to calculate the rate per Programmed Activity divide the weekly rate by 10.
16. The basic weekly rate shown for Band LL is calculated as: (hourly rate x 40 x 1.2). The banding multiplier, where applicable, is then applied by this figure.
17. The tables in Annex B have been inserted for clarification purposes.