



Chief Executives – NHS Health Boards/Trusts  
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts  
Directors of Finance – NHS Health Boards/Trusts  
Director of NHS Wales Employers

Our Ref: Pay Letter M&D(W) 09/2024

4<sup>th</sup> November 2024

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.

It outlines the uplifts to be applied for 2023/24 in the following Annexes including the 5% pay award that has already been implemented for 2023/24.

### Action

For the following pay supplements, fees and allowances outlined in the annexes to be uplifted by 3.8% from the 1<sup>st</sup> April 2023 for Speciality, Specialist and Associate Specialist doctors employed on national terms and conditions.

For the following supplements, fees and allowances outlined in the annexes to be uplifted by 3.8% from the 1<sup>st</sup> April 2023 for Junior doctors.

For the following supplements, fees and allowances outlined in the annexes to be uplifted by 3.8% from the 1<sup>st</sup> January 2024 for Consultants.

For Salaried GPs the pay range to be uplifted by 6% (including the 5% already implemented) from the 1<sup>st</sup> April 2023.

### Enquiries

1. **Employees** must direct personal enquiries to their employer through their local payroll or workforce teams, Welsh Government cannot advise on individuals' personal circumstances.
2. **Employers** should direct enquiries to [HSSWorkforceOD@gov.wales](mailto:HSSWorkforceOD@gov.wales)
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely

**Emma Coles**

**Deputy Director Workforce and Organisational Development**  
**Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol**  
**Llywodraeth Cymru/Welsh Government**

**Annex A: Section 1**

Additional supplement for Directors of Public Health (Chief Officer Supplement)

Including those who are consultants in dental public health

**Table 2: Value of supplement**

<b>Supplement Band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional</b>
Band A	£17,818	£25,864	
Band B	£6,902	£13,814	£17,818
Band C	£5,772	£11,497	£13,814
Band D	£4,603	£9,199	£11,497

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

**Table 6 – Intensity Supplements for Consultants**

<b>Banding</b>		
<b>Out of hours Intensity paid yearly</b>		
Band 1	(low intensity)	£2,894
Band 2	(medium intensity)	£5,783
Band 3	(high intensity)	£8,671

**Waiting list initiative:**

£717

**Annex A: Section 3**

Salaried GP salary range

<b>Minimum</b>	<b>Maximum</b>
£71,772	£108,302

**Annex A: Section 4**

**Emergency Rota Allowance (CMO/SCMO)**

<b>Number of Duties</b>	<b>Rate Per Half Year</b>
4 to 11	£244
12 to 17	£483
18 to 23	£724
24 to 29	£963
30 to 35	£1,201
36 to 41	£1,438
42 to 47	£1,678
48 to 53	£1,916
54 to 59	£2,155
60 to 65	£2,395
66 to 71	£2,635
72 or more	£2,872

**Annex A: Section 5**

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

<b>Para<sup>9</sup>/ Sched</b>	<b>Nature of fee</b>	<b>Payable for each:</b>	<b>Rate (£)</b>
32.b/ sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£4.82
49	Medical Superintendent of Psychiatric Hospitals Allowance		£6,806.80
88	Staff Fund		£0.00
91.a	Payment for each eligible bed	Year	£867.30
91.a	Payment for provision of a casualty service		£0.00
91.a	Higher rate	Year	£10,678
91.a	Lower rate	Year	£5,340
91.a	12 hrs per day Mon-Fri	Year	£3,819
91.b	Payment for each notional half-day of clinical work per week:	Year	£6,074
91.b	Payment for one hour or less of clinical work per week	Year	£1,619
91.b	Payment for one hour but not more than two hours of clinical work per week (i.e. 2x hourly rate)	Year	£3,236
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	£34.91
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	£6,074
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	£54,658
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	£1,619
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	£3,236
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	£32.91
104	Maximum payment per session (i.e. three times hourly rate)	Hour or part of an hour	£98.71
141 & 142/sch 11	DOMICILIARY CONSULTATIONS	Item of service	£0.00
143/Sch 11	Standard Rate	Item of service	£108.84
143/Sch 11	Intermediate Rate	Series of visits	£54.42
143/Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Item of service	£326.54

143/Sch 10	Combined fee for completion of form CVI	Item of service	£165.98
143/Sch 10	For re-examination (provided previous from CVI available)	Item of service	£141.81
146	Lower rate		£27.25
155	Exceptional consultation by a consultant		£203.87
157	Exceptional consultation by a general practitioner		£67.30
165/Sch11	Fees for lectures to nurses etc		£0.00
	Consultants	Lecture	£78.96
	Associate Specialists, StR at point 3 or above, HPs and practitioners holding appointments under para 94	Lecture	£62.58
	Other grades	Lecture	£45.98
166/Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	£100.30



**Annex A: Section 6**

Locum Tenens appointments

<b>Locum Consultant</b>	<b>ZC82</b>	From 1 <sup>st</sup> January 2024 – Pay point 2 on the reformed consultant pay scale (£110,000)
<b>Other Locum Consultant</b> - A consultant who has returned and who before retirement was paid at the scale maximum current at the time of retirement	<b>ZC83</b>	From 1 <sup>st</sup> January 2024 - £123,000

**Foundation House Officer, Dental Core Training and Specialty Registrar**

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

**Rates as at 1 April 2023**

**Hourly Rates (£) : Bands LA, LB, LC**

Band	Basic Rate	No Band	LC	LB	LA
FHO1*	£15.53	£16.31	£21.74	£23.30	£27.95
FHO2*	£19.31	£19.31	£27.03	£28.97	£34.76
Dental Core Training	£21.79	£21.79	£30.51	£32.69	£39.22
SpR	£25.01	£25.01	£35.01	£37.51	£45.01
StR (Higher)	£25.01	£25.01	£35.01	£37.51	£45.01
StR (Lower)	£22.71	£22.71	£31.79	£34.07	£40.88

**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*	£745.60	£782.88	£894.72	£1,043.84	£1,118.40	£1,118.40	£1,342.08	£1,491.20
FHO2*	£926.80	£926.80	£1,112.16	£1,297.52	£1,390.20	£1,390.20	£1,668.24	£1,853.60
Dental Core Training	£1,046.00	£1,046.00	£1,255.20	£1,464.40	£1,569.00	£1,569.00	£1,882.80	£2,092.00

SpR	£1,200.40	£1,200.40	£1,440.48	£1,680.56	£1,800.60	£1,800.60	£2,160.72	£2,400.80
StR (Higher)	£1,200.40	£1,200.40	£1,440.48	£1,680.56	£1,800.60	£1,800.60	£2,160.72	£2,400.80
StR (Lower)	£1,090.00	£1,090.00	£1,308.00	£1,526.00	£1,635.00	£1,635.00	£1,962.00	£2,180.00

**Annex A: Section 7**

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.

<b>Family Planning fees</b>	<b>Operating Fee</b>	<b>Anaesthetist's Fee</b>
i. Fee per case of male sterilisation performed		
a. as a separate procedure	£156.60	£77.30
b. during the course of another procedure	£105.89	£51.21
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£211.72	£103.44
b. during the course of another procedure	£141.62	£68.89
iii. Fee for the reversal of male sterilisation	£240.81	£120.32
iv. Fee for the reversal of female sterilisation.	£336.79	£168.76
Fee per case for the insertion or removal (on family planning grounds) of an:		
v. intra-uterine contraceptive device		
a. as a separate procedure	£105.89	£77.30
b. during the course of another procedure	£70.04	£51.21
c. where the removal of a mis-placed device involves laparoscopy or laparotomy Examination and report on pathological specimens referred.	£336.79	£168.76
vi. in connection with NHS family planning cases Radiological services provided in connection with NHS family	Case	£29.00
vii. Planning cases	Session	£29.00
viii. Notional half-day special family planning Session	Session	£180.06

<b>3. Miscellaneous</b>		
Junior hospital doctors in “peripheral” hospitals Allowance per	Allowance Per Year	£3,123.91
Fee for college or faculty nominee attending consultant Advisory Appointment Committee	Full day	£168.69
	Half day	£84.35
Consultants acting as second opinions in Stage 3 of the Clinical complaints procedure (Annex B to HC(88)37)	Full day	£257.67
	Half day	£128.88