

# Pay and Conditions Circular (M&D) 3/2018

Pay award for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

## Summary

This Pay and Conditions Circular (M&D) 3/2018 replaces Pay and Conditions Circular (M&D)1/2017 originally published on 27 March 2017 and updated on 22 March 2018.

This circular informs employers of the pay arrangements for staff covered by the national medical and dental terms and conditions of service, which apply from 1 October 2018.

## Action

The revised national salaries, fees and allowances set out in this circular apply in full with effect from 1 October 2018. Please implement the new awards as soon as possible.

## Increases to national salary scales from 1 October 2018

1. Salary scales for medical and dental consultants have been increased by 1.5% to basic pay from 1 October 2018.
2. Salary scales for doctors in training have been increased by 2.0% to basic pay from 1 October 2018.
3. Salary scales for the staff and associate specialist group of practitioners have been increased by 3.0% to basic pay from 1 October 2018.
4. The value of Flexible Pay Premia increased by 2.0% from 1 October 2018.
5. A new Flexible Pay Premium for Histopathology will apply from 1 October 2018.
6. The value of National and Local Clinical Excellence Awards, discretionary points and distinction awards remain unchanged.

7. **New Local Clinical Excellence Awards** (i.e. Local Clinical Excellence Awards granted between 1 April 2018 and 31 March 2021): Employers have 0.25% of the 2018/19 consultant pay bill funding available in 2018/19 which they can choose to use as transitional funding to help manage the costs of running a local clinical excellence award round or to increase the investment funds available for awards. Full details of the new local clinical excellence awards arrangements are set out in Pay Circular M&D) 1/2018.

## Salaried Primary Care Dental Staff

8. The pay scales for salaried primary care dental staff have been increased by 2.0% from 1 October 2018.

## Salaried GPs

9. The minimum and maximum of the pay range for salaried GPs employed on the salaried GP contract have been increased by 2.0% to £57,655 and £87,003 respectively.

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## GP Registrars

10. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements and not employed on the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016, remains at 45% for contracts made after 31 March 2009.

The supplement for contracts made earlier remain as follows:

- 45 per cent for contracts made from 1 April 2009 until notified otherwise.
- 50 per cent for contracts made between 1 April 2008 and 31 March 2009.
- 55 per cent for contracts made between 1 April 2007 and 31 March 2008.
- 65 per cent for contracts made before 1 April 2007.

## Dental Foundation Training (DFT) Payments

11. Following dental qualification, it is compulsory for dentists to undertake a year of training with a primary care provider if they intend to work in the NHS. This year is called Dental Foundation Training (previously known as the Vocational Dental Practitioner year). During this period, they are paid an allowance. This allowance is set through the General Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health.
12. Although not uplifted through this circular the value of the DFT payment is included for information and is relevant in setting the starting salary at Dental Core Training at year one for those employed on the Terms and Conditions of Service Medical and Dental Staff (England) 2002. It is not relevant for those employed on the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016.
13. The values of the DFT payment since 1 April 2013 are detailed at Section 6.

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## Enquiries

14. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
15. Employers should direct enquiries to: [doctorsanddentists@nhsemployers.org](mailto:doctorsanddentists@nhsemployers.org).
16. Copies of this circular can be downloaded from: [www.nhsemployers.org](http://www.nhsemployers.org).
17. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives:  
<http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>.
18. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health:  
<http://www.info.doh.gov.uk/contactus.nsf/memo?openform>.

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', is enclosed in a thin black rectangular border. The signature is stylized and cursive.

Paul Wallace  
Director of Employment Relations and Reward

NHS Employers

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## Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances

### Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	27,146
Foundation Doctor Year 2	FY2	MF02	2	31,422
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	37,191
	CT2	MC52		
	CT3	MC53	4	47,132
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	37,191
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04	4	47,132
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
ST8 / SpR8	MS08			

### Dentists\* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	DCT1	MC51	3	37,191
	DCT2	MC52		
	DCT3	MC53	4	47,132
Dental Specialty Training <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore, all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS11	4	47,132
	ST2	MS12		
	ST3	MS13		
	ST4	MS14		
	ST5	MS15		
	ST6	MS16		
	ST7	MS17		
	ST8	MS18		

\*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

Nodal point 1 (£27,146) local appointment grade code – MT01  
 Nodal point 2 (£31,422) local appointment grade code – MT02  
 Nodal point 3 (£37,191) local appointment grade code – MT03  
 Nodal point 4 (£47,132) local appointment grade code – MT04

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

### On-call availability allowance\*

Nodal point	Value (£)
1	2,172
2	2,514
3	2,976
4	3,771

\* payable only to doctors working on-call rotas, as defined in paragraphs 7-11 of Schedule 2 of the 2016 TCS.

### Weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	10%	2,715	3,143	3,720	4,714
<1 in 2 – 1 in 4	7.50%	2,036	2,357	2,790	3,535
<1 in 4 – 1 in 5	6%	1,629	1,886	2,232	2,828
<1 in 5 – 1 in 7	4%	1,086	1,257	1,488	1,886
<1 in 7 – 1 in 8	3%	815	943	1,116	1,414
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

## Flexible pay premia

Table 1:

Name of premium	Applicable training programme		Eligibility	Full time annual value (£)
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	8,448	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,434	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,434
			4 year higher training programme:	2,576
Dual qualification – OMFS	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
	Oral and Maxillofacial Surgery, as per paragraph 39-41 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Histopathology	Histopathology	Payable to ST1 and above only	4,121	
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,121	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	6,868
4 years	5,151
5 years	4,121
6 years	3,434
7 years	2,944
8 years	2,576

### Note.

This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an eligible training programme part way through their training programme, or transferring to the 2016 TCS part way through their training programme will not be entitled to the full FPP amount.

The FPP values listed in table 2 above are payable to Emergency Medicine (from ST4 and above) and dual qualified OMFS trainees (from ST3 and above). The total amount (£20,604 as above) is divided over the eligible years of training, meaning that if a trainee is due to receive their certificate of completion of training (CCT) following completion of their ST6 year, they should receive £6,868 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premium is applied to the full length of the training programme. The total £20,604 is evenly distributed between the two applicable parts of the programme so that £10,302 is available in core training and



£10,302 in higher training (£10,304 due to annual rounding). The length of training in each applicable part of the programme will be used to determine the annual value the trainee should receive, as set out in table 1 above.

The Histopathology pay premium has been introduced at ST1 and above, from 1 October 2018.

Trainees will continue to be paid this annual amount until they exit this training programme, so if a trainee's CCT date is put back by a year, they should receive the annual amount for that additional year. LTFT trainees will receive the FPP amount pro-rata.

Trainees who transition or join the programme part-way through may only receive part of the FPP; for example, those who transition into ST5 of a programme where the annual FPP is £6,868 would receive £6,868 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £20,604.

Trainees who are pay protected under Section 2 will not receive the FPP and continue to be paid under the 2002 pay scales.

Note – doctors paid according to Schedule 14 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 46-52, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes.

### **Pay points for doctors in training transferring from Scotland, Wales, NI and Defence.**

An updated table of pay points for doctors in training transferring from Scotland, Wales, NI and Defence will be published in due course following the publication of updated pay scales for all four UK countries.

## Penalty rates and fines

i) **Penalty rates and fines for hours worked at the basic hourly rate.** The total figure is based on x4 multiplier of the basic hourly rate, with the doctor receiving x1.5 of the basic hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	52.07	23.83	28.24
2	60.27	27.59	32.68
3	71.34	32.64	38.70
4	90.39	41.38	49.02

ii) **Penalty rates and fines for hours worked at the enhanced hourly rate.** The total figure is based on x4 multiplier of the enhanced hourly rate, with the doctor receiving x1.5 of the enhanced hourly locum rate, and the balance going to the guardian of safe working hours:

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	71.34	32.64	38.70
2	82.57	37.79	44.78
3	97.72	44.72	53.01
4	123.85	56.68	67.17

## National locum rate

Nodal point	Hourly rate (£)	Hourly rate with 37% enhancement (£)*	On-call allowance (per on-call period) (£)**
1	15.89	21.76	31.47
2	18.39	25.19	36.43
3	21.76	29.81	42.14
4	27.58	37.78	53.41

\* For information on which hours attract a 37% enhancement see schedule 2 paragraphs 14-15 of the 2016 TCS.

\*\* The on-call rate is the allowance for being on-duty as a locum on an on-call rota. In addition, the locum would be paid the appropriate hourly rate for any actual work done whilst on-call.

## Senior decision makers' allowance

This value will be confirmed in a future pay and conditions circular. The actual value of the senior decision makers' allowance will be predicated on the number of senior decision makers that need to be so designated. Funding is not likely to become available to introduce this allowance until 2019/20.

## Annex A: Section 2: Consultant (2003 contract) basic salary and allowances

Threshold	Years completed as a consultant	Basic salary (£)	Period before eligibility for next threshold	Pay scale code	
				Substantive	Locum
1	0	77,913	1 year	YC72 Point 00	YC73 Point 00
2	1	80,352	1 year	YC72 Point 01	YC73 Point 01
3	2	82,792	1 year	YC72 Point 02	YC73 Point 02
4	3	85,232	1 year	YC72 Point 03	YC73 Point 03
5	4	87,665	5 years	YC72 Point 04	YC73 Point 04
	5	87,665	4 years	YC72 Point 05	YC73 Point 05
	6	87,665	3 years	YC72 Point 06	YC73 Point 06
	7	87,665	2 years	YC72 Point 07	YC73 Point 07
	8	87,665	1 year	YC72 Point 08	YC73 Point 08
6	9	93,459	5 years	YC72 Point 09	YC73 Point 09
	10	93,459	4 years	YC72 Point 10	YC73 Point 10
	11	93,459	3 years	YC72 Point 11	YC73 Point 11
	12	93,459	2 years	YC72 Point 12	YC73 Point 12
	13	93,459	1 year	YC72 Point 13	YC73 Point 13
7	14	99,254	5 years	YC72 Point 14	YC73 Point 14
	15	99,254	4 years	YC72 Point 15	YC73 Point 15
	16	99,254	3 years	YC72 Point 16	YC73 Point 16
	17	99,254	2 years	YC72 Point 17	YC73 Point 17
	18	99,254	1 year	YC72 Point 18	YC73 Point 18
8	19	105,042	-	YC72 Point 19	YC73 Point 19

Applicable ESR pay codes for this group of staff also include YC, YM, YK, and YL.

## Clinical Excellence Awards (CEAs)

### Existing Local CEAs

Local clinical excellence awards granted prior to 1 April 2018 under existing local clinical excellence awards schemes in place as at 31 March 2018.

<b>Awarded by local committees</b>	
Level 1	3,016
Level 2	6,032
Level 3	9,048
Level 4	12,064
Level 5	15,080
Level 6	18,096
Level 7	24,128
Level 8	30,160
Level 9	36,192

The Clinical Excellence Awards policy framework can be found on the Department of Health website.

### New Local CEAs

Local clinical excellence awards granted between 1 April 2018 and 31 March 2021.

<b>Awarded by local committees</b>	
Unit Value of an employer-based award (equivalent to one point)	3,016

### National CEAs

The National Clinical Excellence Awards policy framework can be found on the Department of Health website.

<b>Awarded by ACCEA</b>	
Level 9 (Bronze)	36,192
Level 10 (Silver)	47,582
Level 11 (Gold)	59,477
Level 12 (Platinum)	77,320

### Discretionary Points\*

<b>Pay Scale Code</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
MC10/KC10	3,268	6,536	9,804	13,072	16,340	19,608	22,876	26,144

## Distinction Awards\*

<b>A+ award</b>	77,415
<b>A award</b>	57,048
<b>B award</b>	32,601

\*Information on Discretionary Points and Distinction Awards is included for those consultants in receipt of Discretionary Points and/or Distinction Awards which have not been subsumed by a new award under the current Clinical Excellence Awards scheme.

## Intensity Supplements (paid yearly) – pre 2003 consultant contract only

<b>Daytime intensity supplement</b>	1,319
<b>Out of hours intensity Band 1 (low intensity)</b>	994
<b>Out of hours intensity Band 2 (medium intensity)</b>	1,981
<b>Out of hours intensity Band 3 (high intensity)</b>	2,962

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

<b>Supplement band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional maximum</b>
Band A (Regional Director of Public Health)	14,129	20,510	-
Band B	5,471	10,954	14,129
Band C	4,574	9,116	10,954
Band D	3,646	7,291	9,116

This supplement is payable under both the pre 2003 and the current contract. Further information for the current contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the pre 2003 contract in HSG(92)12. Note pay scales KE01 – KE31 are now closed, no further appointments should be made to them.

## Annex A: Section 2: Pay points for consultants transferring / transferred from the pre-2003 consultant contract to the 2003 consultant contract

Pay progression for consultants appointed before 31 October 2003.

Pay Scale	Seniority at transfer	Years after transfer before threshold level changes																			
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
YC51	1	77,913	79,130	82,792	85,232	87,665					93459					99,254					105042
YC52	2	78,521	80,352	85,232	87,665					93,459					99,254						105042
YC53	3	79,130	81,569	85,232	87,665					93,459				99,254						105042	
YC54	4	79,744	82,792	85,232	87,665					93,459				99,254						105042	
YC55	5	85,232	86,448	87,665						93,459				99,254						105042	
YC56	6	86,448	87,665							93,459				99254						105042	
YC57	7	87,665								93,459				99254						105042	
YC57	8	87,665								93,459				99254						105042	
YC58	9	87,665								93,459				99254						105042	
YC59	10	87,665								93,459				99254						105042	
YC60	11	87,665								93,459				99,254						105042	
YC61	12	87,665								93,459				99,254						105042	
YC62	13	87,665								93,459				99,254						105042	
YC63	14	87,665								93,459				99,254						105042	
YC64	15	87,665								93,459				99,254						105042	
YC65	16	87,665								93,459				99,254						105,042	
YC66	17	87,665								93,459				99,254						105,042	
YC67	18	87,665								93,459				99,254						105,042	
YC68	19	87,665								93,459				99,254						105,042	
YC69	20	87,665								93,459				99,254						105,042	
YC70	21-29	87,665								93,459				99,254						105,042	
YC71	30 +	93,459								93,459				99,254						105,042	

\*For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes.

Applicable pay codes for this group of staff also include YC, YM, YK and YL.

## Annex A: Section 3: Specialty Doctor and Salaried GP

### Specialty Doctor pay scale

Pay scale code	Scale value	Basic salary	Period before eligibility for next pay point
MC46-01	Min	39,060	1 year
MC46-02	1	42,400	1 year
MC46-03	2	46,742	1 year
MC46-04	3	49,069	1 year
MC46-05	4	52,422	1 year
<b>Threshold 1</b>			
MC46-06	5	55,762	2 years
MC46-07		55,762	1 year
MC46-08	6	59,177	2 years
MC46-09		59,177	1 year
MC46-10	7	62,593	2 years
MC46-11		62,593	1 year
<b>Threshold 2</b>			
MC46-12	8	66,009	3 years
MC46-13		66,009	2 years
MC46-14		66,009	1 year
MC46-15	9	69,424	3 years
MC46-16		69,424	2 years
MC46-17		69,424	1 year
MC46-18	10	72,840	-

### Salaried GP salary range

Minimum	Maximum
57,655	87,003

## Annex A: Section 4: Associate Specialist 2008 contract (CLOSED)

This grade closed on 1 April 2008, no new entrants should be placed on this grade. Doctors on the pre 2008 Associate Specialist contract can elect to transfer to the 2008 Associate Specialist contract.

<b>Pay scale code</b>	<b>Scale value</b>	<b>Basic salary</b>	<b>Period before eligibility for next pay point</b>
MC41-01	Min	54,764	1 year
MC41-02	1	59,167	1 year
MC41-03	2	63,568	1 year
MC41-04	3	69,380	1 year
MC41-05	4	74,418	1 year
<b>Threshold 1</b>			
MC41-06	5	76,508	2 years
MC41-07		76,508	1 year
MC41-08	6	79,235	2 years
MC41-09		79,235	1 year
MC41-10	7	81,963	2 years
MC41-11		81,963	1 year
<b>Threshold 2</b>			
MC41-12	8	84,690	3 years
MC41-13		84,690	2 years
MC41-14		84,690	1 year
MC41-15	9	87,418	3 years
MC41-16		87,418	2 years
MC41-17		87,418	1 year
MC41-18	10	90,147	-



## Annex A: Section 5: Emergency rota allowance (in accordance with paragraph 25a-e)

Protected salary scale (Para 25a – e of the Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002).

Emergency rota allowance (CMO/SCMO).

<b>Number of duties</b>	<b>Rate per half year</b>
4 to 11	192
12 to 17	384
18 to 23	576
24 to 29	768
30 to 35	960
36 to 41	1,152
42 to 47	1,344
48 to 53	1,536
54 to 59	1,728
60 to 65	1,920
66 to 71	2,112
72 or more	2,304

## Annex A: Section 6: Salaried Dental Staff

### Terms and Conditions for Salaried Primary Care Dental Staff (2008).

	Salary Point	Salary (£)
<b>Band A LD01</b>	1	39,638
	2	44,042
	3	50,648
	4	53,951
	5	57,255
	6	59,457
<b>Band B LD11</b>	7	61,659
	8	63,861
	9	67,164
	10	68,815
	11	70,467
	12	72,119
<b>Band C LD21</b>	13	73,770
	14	75,972
	15	78,174
	16	80,376
	17	82,578
	18	84,780

- Salary point 7 is the entry level to Band B but is also the Extended Competency Point at the top of Band A.
- Salary point 13 is the entry level to Band C but is also the Extended Competency Point at the top of Band B.
- Salary points 13-15 represents those available to current Assistant Clinical Directors under the new pay spine.

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

Service complexity, for band C managerial dentists, is represented as follows within the pay scale:

<b>Service complexity</b>				
		Standard	Medium	High
<b>Pay point range</b>	13			
	14			
	15			
	16			
	17			
	18			

## Training supplement for Band A Salaried Primary Care Dentists

The training supplement for Band A dentists with responsibility for the supervision of a Dental Foundation Trainee (formally vocational dental practitioner), or an undergraduate dental student, is £2,068, from 1 October 2018. This will be confirmed following consultation with the British Dental Association.

## Indicative Training Allowance for Salaried Primary Care Dental Staff (for information only)

Adjustments to the Indicative Training Allowance (ITA) are determined by the general award to salaries under this contract as determined by the Review Body on Doctors' and Dentists' Remuneration. The values of the ITA since 1 April 2011 are as follows:

Year	Annual value (£)
From 1 April 2011	769
From 1 April 2012	769
From 1 April 2013	777
From 1 April 2014	777
From 1 April 2015	777
From 1 April 2016	785
From 1 April 2017	793
From 1 Oct 2018	809*

## Dental Foundation Training (for information only)

This allowance is set through the General Dental Services Statement of Financial Entitlements Directions issued annually by the Department of Health and is shown here for information only. The values of the DFT payment since 1 April 2013 are as follows:

Year	Annual value (£)
From 1 April 2013	30,132
From 1 April 2014	30,432
From 1 April 2015	30,732
From 1 April 2016	31,044
From 1 April 2017	31,355
From 1 Oct 2018	31,982*

Dental Foundation Trainees 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.

\*These payments will be confirmed in changes to the [statement of financial entitlement for dental contracts](#). At the time of publication, the 2018 Amendment to the Primary Dental Services Statements of Financial Entitlements Directions has not been published. Therefore, these figures are not confirmed, but have been uplifted by the amount recommended by the Review Body on Doctors' and Dentists' Remuneration and accepted by the Government.

## Annex A: Section 7: Locum appointments (excluding the 2016 contract)

Locum consultants should be employed on the 2003 consultant contract. Basic salary should be determined using Schedule 22 of the Terms and Conditions, and the consultant placed on the appropriate point of the YM73 scale set out in this document. Weekly locum rates are calculated by dividing the appropriate point on the scale by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity, divide the weekly rate by 10.

	Rate (£) per week	Rate (£) per programmed activity / notional half day
<b>Specialty Doctor MC47</b>	896.50	89.65
<b>Associate Specialist 2008 MC42 (CLOSED)</b>	1,219.20	121.92
<b>Associate Specialist MC03 (CLOSED)</b>	1,041.37	94.67
<b>Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)</b>	-	92.85
<b>Hospital Practitioner MD02 (CLOSED)</b>	-	106.64
<b>Staff Grade MH02 (CLOSED)</b>	878.30	87.83

### Foundation Doctor, Dental Core Training, Specialty Registrar and Specialist Registrar (pre 2016 contract):

The system below is for Locum Appointment for Service (LAS) posts. Locum Appointment for Training (LAT) posts are excluded from this arrangement as their arrangements are the same as substantive trainees.

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

Band LA, LB and LC calculated using the mid-point (unrounded) of the current salary scale. 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 to this figure.

### Hourly rates (£): Bands LA, LB, LC (pre 2016 contract)

Band	Basic rate	No band	LC	LB	LA
<b>Foundation Doctor Year 1</b>	12.00	12.60	16.80	18.00	21.60
<b>Foundation Doctor Year 2</b>	14.93	14.93	20.91	22.40	26.88
<b>Dental Core Training</b>	16.76	16.76	23.47	25.14	30.17
<b>Specialty Registrar (higher)</b>	19.34	19.34	27.08	29.01	34.82
<b>Specialty Registrar (lower)</b>	17.55	17.55	24.57	26.33	31.59
<b>Specialist Registrar CLOSED</b>	19.34	19.34	27.08	29.01	34.82

### Weekly rates (£): Band LL (pre-2016 contract)

Band	Basic rate	No band	1C (x1.2)	1B (x1.4)	1A/2B (x1.5)	2A (x1.8)	3 (x2)
<b>Foundation Doctor Year 1</b>	576.00	604.80	691.20	806.40	864.00	1,036.80	1,152.00
<b>Foundation Doctor Year 2</b>	716.64	716.64	859.97	1,003.30	1,074.96	1,289.96	1,433.28
<b>Dental Core Training</b>	804.48	804.48	965.38	1,126.28	1,206.72	1,448.07	1,608.96
<b>Specialty Registrar (higher)</b>	928.32	928.32	1,113.99	1,299.65	1,392.48	1,670.98	1,856.64
<b>Specialty Registrar (lower)</b>	842.40	842.40	1,010.88	1,179.36	1,263.60	1,516.32	1,684.80
<b>Specialist Registrar (CLOSED)</b>	928.32	928.32	1,113.99	1,299.65	1,392.48	1,670.98	1,856.64

## Annex A: Section 8: Basic pay – closed grades and grades succeeded in the 2016 TCS for Doctors and Dentists in Training

The Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002 are applicable for the grades below. Information on closed grades is only included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales. Information on the 2008 Associate Specialist grade which is also closed is included at Section 4.

Succeeded by 2016 TCS	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	23,553	25,023	26,493											
Foundation Doctor Year 2	MN15	29,213	31,124	33,034											
Specialty Registrar (Core training)	MN39	31,217	33,127	35,795	37,408	39,354	41,300								
Specialty Registrar (FT)	MN35	31,217	33,127	35,795	37,408	39,354	41,300								
Specialty Registrar (full)	MN37	31,217	33,127	35,795	37,408	39,354	41,300	43,247	45,193**	47,139**	49,086**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (1)	31,124	33,034	34,944	36,854	38,765**	40,675**							
<b>Closed grades</b>															
Specialist Registrar	MN25/KA31/LF25	32,569	34,182	35,795	37,408	39,354	41,300	43,247	45,193**	47,139**	49,086**				
Consultant pre 2003	MC21/KC11/LC01/LC10	64,689	69,318	73,948	78,576	83,855									
Associate Specialist pre 2008	MC01	40,001	44,238	48,474	52,710	56,947	61,184	66,778	71,627	73,639*	76,264*	78,890*	81,515*	84,140*	86,767*
Staff Grade	MH01	36,187	39,060	41,932	44,805	47,678	50,550	53,423	56,295						
		<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH03</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	<b>MH05</b>	
Staff Grade (2)	MH03/05	36,187	39,060	41,932	44,805	47,678	51,060	53,423*	56,295*	59,168*	62,041*	64,913*	67,787*		
SCMO	KB11	48,987	51,969	54,950	57,930	60,912	63,893	66,874	69,856						
CMO	KB01	34,666	36,543	38,420	40,297	42,173	44,050	45,927	47,805						
Hospital Practitioner	MD01-41	4,784	5,060	5,338	5,615	5,892	6,169	6,446							

\*Discretionary points and optional points - guidance on application of discretionary points is contained in AL(MD)7/95, guidance on application of optional points is contained in AL(MD)4/97.

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

1. 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 be placed on this scale, the SHO grade closed in 2007. Dental Core Training now falls under the 2016 TCS and trainees should move to the new arrangements in August 2017 if they have not already transferred by this point. If trainees are employed on the 2002 arrangements they should start on point 1 of this scale (MN21) unless they have previous service at Dental CT or higher. If employed on the 2002 arrangements and the post attracts a banding supplement, the trainee's basic pay will decrease on entry to Dental CT1. If employed on the 2002 arrangements and the post has no banding supplement, the trainee should have their basic pay protected at the Dental Foundation Training salary.
2. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

## LTFT Doctors and Dentists in Training

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	23,553	25,023	26,493
F5	MT57	11,777	12,512	13,247
F6	MT57	14,132	15,014	15,896
F7	MT57	16,488	17,517	18,546
F8	MT57	18,843	20,019	21,195
F9	MT57	21,198	22,521	23,844

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	29,213	31,124	33,034
F5	MT58	14,607	15,562	16,517
F6	MT58	17,528	18,675	19,821
F7	MT58	20,450	21,787	23,124
F8	MT58	23,371	24,900	26,428
F9	MT58	26,292	28,012	29,731

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT53	31,217	33,127	35,795	37,408	39,354	41,300
F5	MT53	15,609	16,564	17,898	18,704	19,677	20,650
F6	MT53	18,731	19,877	21,477	22,445	23,613	24,780
F7	MT53	21,852	23,189	25,057	26,186	27,548	28,910
F8	MT53	24,974	26,502	28,636	29,927	31,484	33,040
F9	MT53	28,096	29,815	32,216	33,668	35,419	37,170

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	31,217	33,127	35,795	37,408	39,354	41,300	43,247	45,193	47,139	49,086
F5	MT59	15,609	16,564	17,898	18,704	19,677	20,650	21,624	22,597	23,570	24,543
F6	MT59	18,731	19,877	21,477	22,445	23,613	24,780	25,949	27,116	28,284	29,452
F7	MT59	21,852	23,189	25,057	26,186	27,548	28,910	30,273	31,636	32,998	34,361
F8	MT59	24,974	26,502	28,636	29,927	31,484	33,040	34,598	36,155	37,712	39,269
F9	MT59	28,096	29,815	32,216	33,668	35,419	37,170	38,923	40,674	42,426	44,178

## Annex A: Section 9: Mileage and transport allowances (excluding the 2016 contract)

Note – the rates below are not relevant for practitioners employed on the 2016 contract. These practitioners are reimbursed at the rates set out in Section 17 of the NHS Terms and Conditions of Service Handbook.

1. Public transport rate: 24 pence per mile.
2. Regular user rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	Over 1,501
<b>Lump sum</b>	(£)	508	626	760
<b>Up to 9,000 miles</b>	(pence)	29.7	36.9	44
<b>Over 9,001 miles</b>	(pence)	17.8	20.1	22.6

A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

3. Standard rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 - 1,000	1,001 - 1,500	1,501 - 2,000	Over 2,000
<b>Up to 3,500 miles</b>	(pence)	37.4	47.3	58.3	58.3
<b>3,501 - 9,000 miles</b>	(pence)	23	28.2	33.5	41
<b>9,001 - 15,000 miles</b>	(pence)	17.8	20.1	22.7	25.5
<b>Over 15,001 miles</b>	(pence)	17.8	20.1	22.6	22.6

4. Other motor vehicles (Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles):

Engine capacity	(cc)	Up to 125	Over 125
<b>Up to 5,000 miles</b>	(pence)	17.8	27.8
<b>Over 5,000 miles</b>	(pence)	6.7	9.9

5. Passenger allowance: 5 pence per mile for each passenger.
6. Pedal cycles: For local agreement, subject to a minimum of 10 pence per mile.

### Lease Cars (Crown Cars), private use:

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.

- A. The current rates of:

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

Crown Cars, while used solely on NHS business, are not required to be taxed or insured for the purposes of the Road Traffic Act 1972. Any private mileage requires that the vehicle be taxed and insured.

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

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

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

## Annex A: Section 10: Other fees, charges and allowances

<b>London weighting:</b>	<b>Payable for each:</b>	<b>Non-resident staff (£)</b>	<b>Resident staff (£)</b>
London Zone from 1 April 2005	Year	2,162	602
Extra-territorially managed Units from 1 July 1979	Year	527	147
Fringe Zone 1 July 1981	Year	149	38

<b>Para / Schedule</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	3.81
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,425.24
88	<b>Staff fund</b>		
	Payment for each eligible bed	Year	691
91.a	Payment for provision of a casualty service:		
	Higher rate	Year	8,510
	Lower rate	Year	4,255
	12 hours per day Monday to Friday	Year	3,043
91.b	Payment for each notional half-day of clinical work per week:	Year	4,841
91.b	Payment for one hour or less of clinical work per week	Year	1,289
91.b	Payment for one hour but not more than two hours of clinical work per week: (i.e. 2x hourly rate)	Year	2,577
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	27.81
94 & 105	Payment to part-time medical and dental offices: per weekly notional half day	Year	4,888
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	43,992
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	1,301
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	2,602
104	Payment for occasional work in the Blood Transfusion Service	hour or part of an hour	26.22
104	Maximum payment per session (i.e. three times hourly rate)	session	78.66

<b>Para / Schedule</b>	<b>Nature of fee</b>	<b>Charge or Allowance</b>	
		<b>Payable for each:</b>	<b>Rate (£)</b>
141 & 142 / Sch 11	<b>DOMICILIARY CONSULTATIONS</b>		
	Standard Rate	item of service	86.75
	Intermediate Rate	item of service	43.38
143 / Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	series of visits	260.26
145 / Sch 10	Combined fee for completion of form CVI	item of service	132.30
	For re-examination (provided previous form CVI available)	item of service	113.03
146	Lower rate	item of service	21.73
155	Exceptional consultation by a consultant		162.50
157	Exceptional consultation by a general practitioner		53.65
165 / Sch 11	Fees for lectures to nurses, etc		0.00
	Consultants	lecture	62.95
	Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94.	lecture	49.88
	Other grades	lecture	36.65
166 / Sch 11	Lecture fee for Postgraduate Medical Education	lecture	79.74



## Annex A: Section 11: Family planning fees and miscellaneous

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 solely for the convenience of users. Employers should note the principles outlined in the relevant Terms and Conditions the doctor is employed under governing receipt of additional fees.

Family planning fees	Operating fee (£)	Anaesthetist's fee (£)	
Fee per case of male sterilisation performed:			
a. as a separate procedure		124.82	61.59
b. during the course of another procedure		84.38	40.82
Fee per case of female sterilisation performed:			
a. as a separate procedure		168.75	82.42
b. during the course of another procedure		112.87	54.90
Fee for the reversal of male sterilisation		191.91	95.89
Fee for the reversal of female sterilisation		268.43	134.50
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		55.83	40.82
c. where the removal of a mis-placed device involves laparoscopy or laparotomy		268.43	134.50
Examination and report on pathological specimens referred in connection with NHS family planning cases		Case	23.10
Radiological services provided in connection with NHS family planning cases		Case	23.10
Notional half-day special family planning session		Session	143.50

Miscellaneous	
Junior hospital doctors in "peripheral" hospitals, allowance per year	2,489.87
Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee:	
Full day	134.42
Half day	67.21
Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37):	
Full day	205.38
Half day	102.70