

The Scottish Government
Health Workforce
Pay, Practice and Information Governance Division



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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

REMUNERATION OF:

- **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**

THIS CIRCULAR INCLUDES:

INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2023-24

UPLIFTS TO FEES AND ALLOWANCES 2023-24

Summary

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The Scottish Government has confirmed a 12.4% uplift to Junior Doctors and Dentists in Training, and a 6% uplift to basic pay across all other of NHS medical and dental staff as detailed in this circular.
3. The value of distinction awards and discretionary points for consultants remain unchanged. National salary scales, fees and allowances, where applicable, will increase from 1 April 2023.

22 August 2023

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:

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4. This circular provides details of the new:

- National salary scales and post specific salaries
- Minima and Maxima of the Salaried GPs pay range
- Fees and allowances

INCREASES TO NATIONAL SALARY SCALES: 2023-24

5. Pay scales will be uplifted from 1 April 2023. Revised pay scales covering the relevant staff groups, transitional and pay progression arrangements for consultants covered by the 2004 consultant contract (sections 6 and 7 of Appendix 3 of the contract) etc. are detailed in the annexes and tables attached to this circular.

INCREASE TO POST SPECIFIC SALARIES: 2023-24

6. Uplifts in line with paragraph 2 above will apply from 1 April 2023 to the following post specific grades:

- Directors of Postgraduate and Dental Practice Education (Crump)
- Salaried GPs
- Dental Core Training 1 (CT1). Please be aware that the Dental Vocational Trainee salary is not covered by the DDRB and instead, is detailed in Determination IV of the Statement of Dental Remuneration (SDR)

Revised salary details are contained in **Annex E**.

GP Appraiser / Local Appraisal Advisers

7. As the rates for GP Appraiser/Local Appraisal Advisers are based on Point AA01 (Appraiser) and Point AA03 (Local Appraisal Adviser) of the Associate Advisers/Assistant Directors scale, this circular also provides authority for employers to increase these scales, in line with paragraph 2.

GP Specialty Registrar Supplements

8. The GP Specialty Registrar Supplement for doctors in hospital training grades entering Vocational Training Scheme (VTS) practice placements is unchanged and remains as detailed in paragraph 6 of NHS Circular **PCS(GPR)2014/1**.

UPLIFTS TO FEES AND ALLOWANCES (Annex I to this circular)

9. The fees and allowances set out in this Circular have been uplifted by the applicable percentages, as detailed in paragraph 2.

10. The value of intensity payments, distinction awards and discretionary points for consultants are unchanged but are included for information at **Annex I**.

11. The allowances for Public Dental Service and CT1 employees remain unchanged as in NHS Circular **PCS(DD)2006/7**, other than where specifically mentioned in the annexes to this circular.

12. The recruitment allowances payable to Public Dental Service (PDS) dentists employed in designated or non-designated areas remain unchanged from NHS Circular **PCS(DD)2019/1**, dated

11 February 2019. Any change to the value of designated or non-designated areas will be notified and published by separate circular.

Mileage Rates

13. Arrangements and rates for mileage allowances and Crown Cars remain unchanged from NHS Circular **PCS(DD)2013/1**, dated 21 May 2013. Any future changes will be notified and published by separate circular.

Action

14. 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, with September 2023 salaries (effective from 1 April 2023).
- 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.
- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

15. 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

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

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

Yours sincerely



Jane Hamilton

Interim Deputy Director for Workforce Pay, Practice and Information Governance

The Scottish Government
Directorate For Health Workforce
Health Workforce Pay, Practice and Information Governance
Division
NHS Pay and Conditions



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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)2023/01** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on **03 July 2023** with effect from 1 April 2023.

Jane Hamilton

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22 August 2023

The changes which are set out in the attached Annexes, are in line with the main recommendation of the Review Body on Doctors' and Dentists' Remuneration and have been accepted by the Cabinet Secretary for NHS Recovery, Health and Social Care.

ANNEX A

Rates of pay effective from 1 April 2023 for consultants covered by the 2004 consultant contract, updating **Appendix 3** to the terms and conditions of service.

ANNEX B Transition Period has ended – Annex no longer required.

ANNEX C

Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9, updating **Appendix 3** to the terms and conditions of service.

ANNEX D

Rates of pay effective from 1 April 2023 for hospital medical and dental staff and dentists in public health medicine and the community health service (Scotland) (2007), updating **Appendix 1** to the terms and conditions of service and GP Specialty Registrars.

ANNEX E

Rates of pay effective from 1 April 2023 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

ANNEX F

Rates of pay effective from 1 April 2023 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.

ANNEX F1

Rates of pay effective from 1 April 2023 for doctors covered by the 2022 Specialty Doctor (Scotland) and Associate Specialist (Scotland) contracts updating their respective terms and conditions of service. NEW CONTRACTS

ANNEX G

Rates of pay effective from 1 April 2023 for Associate Adviser/Assistant Directors

ANNEX H

Rates of pay effective from 1 April 2023 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

ANNEX I

Uplifts to other rates of pay, fees and allowances from 1 April 2023.

ANNEX J

Uplifts to rates of pay, fees and allowances for Junior Doctors and Dentists from 1 April 2023

CONSULTANTS**RATES OF PAY EFFECTIVE FROM 1 April 2023.****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

Seniority Point	Pay Point	Salary 2023
1	1	96,963
2	2	99,011
3	3	101,957
4	4	104,906
5	5	107,846
6	5	107,846
7	5	107,846
8	5	107,846
9	5	107,846
10	6	114,846
11	6	114,846
12	6	114,846
13	6	114,846
14	6	114,846
15	7	121,846
16	7	121,846
17	7	121,846
18	7	121,846
19	7	121,846
20	8	128,841

**TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO
TRANSFERRED UNDER THE PROVISIONS OF PARAGRAPHS 14.2.3, 14.2.4 or 14.2.6**

Transition Period has ended – Annex no longer required.

TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFERRED BEFORE 1 APRIL 2008 UNDER THE PROVISIONS OF PARAs 14.2.7 TO 14.2.9.

APPENDIX 3: RATES OF PAY - TABLE 7

7(a) Salary Upon Transfer (based on 2023-24 rates)

Spine Point	Seniority (years)	Starting Salary £
0	1	96,963
1	2	97,722
2	3	98,479
3	4	98,479
4 (<1 year @ max)	5	104,906
4 (+1 year @ max)	6	106,378
4 (+ 2-24 years @ max)	7-29	107,846
4 (>25 years @ max)	30+	114,846

APPENDIX 3: RATES OF PAY - TABLE 7 (continued)

Seniority (years)	Interval (years)	Basic Salary	Seniority (years)	Interval (years)	Basic Salary	Seniority (years)	Interval (years)	Basic Salary
30+	1	121,846	13	3	114,846	4	1	101,957
	1	128,841		2	121,846		1	104,906
21 – 29	1	114,846		5	128,841		1	107,846
	1	121,846	12	3	114,846		3	114,846
	1	128,841		3	121,846		5	121,846
20	1	114,846		5	128,841	5	128,841	
	2	121,846	11	4	114,846	3	1*	100,483
	1	128,841		3	121,846		1	104,906
19	1	114,846		5	128,841		1	107,846
	2	121,846	10	4	114,846		4	114,846
	2	128,841		4	121,846		5	121,846
18	2	114,846		5	128,841	5	128,841	
	1	121,846	9	4	114,846	2	1	99,011
	2	128,841		5	121,846		1	104,906
17	2	114,846		5	128,841		1	107,846
	2	121,846	7-8	5	114,846		5	114,846
	2	128,841		5	121,846		5	121,846
16	3	114,846		5	128,841	5	128,841	
	1	121,846	6	1	107,846	1	1*	98,479
	3	128,841		4	114,846		1	101,957
15	3	114,846		5	121,846		1	104,906
	1	121,846	5	128,841	1		107,846	
	4	128,841	5	1*	106,378		5	114,846
14	3	114,846		1	107,846	5	121,846	
	2	121,846		4	114,846	5	128,841	
	4	128,841		5	121,846			
				5	128,841			

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

RATES OF PAY EFFECTIVE FROM 1 April 2023

HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND

BASIC RATES PER ANNUM (£)

Grade	Minimum (rate of pay where there is no scale)	Incremental points												
		1st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th	12 th	13 th
Consultant (pre 2004 contract)	80,505	86,268	92,028	97,790	103,242									
Associate Specialist (pre-2008)	49,057	54,254	59,451	64,645	69,841	75,036	81,898	87,842	90,310*	93,530*	96,749*	98,979*	102,105*	105,235*
Staff Grade Practitioner (pre-1997 contract)	44,381	47,905	51,426	54,949	58,472	61,995	65,518	69,040						
Staff Grade Practitioner (1997 contract) ¹	44,381	47,905	51,426	54,949	58,472	62,620	65,518#	69,040#	72,563#	76,086#	79,610#	83,133#		
Specialty Registrar (Full)	40,995	43,504	47,007	49,126	51,680	54,235	56,793	59,348	61,903	64,461				
Specialty Registrar (Fixed Term)	40,995	43,504	47,007	49,126	51,680	54,235								
Specialty Registrar (Core Training)	40,995	43,504	47,007	49,126	51,680	54,235								
Specialist Registrar	42,770	44,889	47,007	49,126	51,680	54,235	56,793	59,348	61,903	64,461				
GP Specialty Registrars														
(SHO)	38,553	41,075	43,597	46,117	48,638	51,158	53,679							
(SpR)	42,770	44,889	47,007	49,126	51,680	54,235	56,793	59,348	61,903	64,461				
(StR)	40,995	43,504	47,007	49,126	51,680	54,235	56,793	59,348	61,903	64,461				
Senior House Officer / Senior Dental House Officer	38,553	41,075	43,597	46,117	48,638	51,158	53,679							
Foundation House Officer 2	38,553	41,075	43,597											
Foundation House Officer 1	31,082	33,024	34,964											

Notes:

¹ This pay scale refers to Staff Grade Practitioners employed under the Terms and Conditions outlined in NHS Circular PCS(DD)1997/5

* Discretionary

Optional

[^] To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2023
FOR POST SPECIFIC SALARIES/RANGES****BASIC RATES PER ANNUM**

GRADE	SALARY / RANGE £
Directors of Postgraduate and Dental Practice Education (Crump)	138,933
Salaried GPs	69,993 - 104,469
Dental Core Training 1 (CT1) ^	45,532

^ On completion of Core Training employees will move to the nearest point on or above their existing salary on the DSHO scale (Annex D)

**RATES OF PAY EFFECTIVE FROM 1 April 2023
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

Pay Point	Specialty Doctor £	Associate Specialist £	Pay Point Progression
0	47,905	67,163	1 year
1	52,001	72,562	1 year
2	57,325	77,959	1 year
3	60,179	85,088	1 year
4	64,291	91,265	1 year
Threshold 1			
5	68,387	93,829	2 years
6	72,574	97,174	2 years
7	76,764	99,513	2 years
Threshold 2			
8	80,953	102,762	3 years
9	85,141	106,009	3 years
10	89,329	109,259	N/A

**RATES OF PAY EFFECTIVE FROM 1 April 2023
DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND)
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

Speciality Doctor		2023
Scale point	Pay points	Salary
0	1	58,198
1	1	58,198
2	1	58,198
3	2	69,427
4	2	69,427
5	2	69,427
6	3	73,678
7	3	73,678
8	3	73,678
9	4	82,184
10	4	82,184
11	4	82,184
12	5	90,688
13	5	90,688
14	5	90,688
15	5	90,688
16	5	90,688
17	5	90,688

New Specialist Grade		2023
Scale Points	Pay Point	Salary Scales
0	1	88,118
1	1	88,118
2	1	88,118
3	2	94,065
4	2	94,065
5	2	94,065
6	3	100,011

ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2023

Grade	Annual Whole Time Salary*	Sessional Rate per Annum (based on tenths)**
	£	£
Associate Advisers		
Introductory Year	104,268	10,427
AA01	108,533	10,854
AA02	112,084	11,209
AA03	116,352	11,636
Assistant Directors		
AD01	119,906	11,991
AD02	123,458	12,346
AD03	127,723	12,773

***Based on salary scales effective as at 1 April 2023**

**** A session is based on a 4 hour sessional commitment**

Notes

1. One session is one-tenth of a week.
2. It is anticipated that opportunities will exist for GP educators to be paid on a higher scale point for agreed periods, covering specific and time limited pieces of work. This enhancement may be applied to some or all of existing sessions by written agreement with the deanery.
3. Annual appraisal of performance and professional development should include a review of GP educators' position on the pay scale.
4. The progression is normally as follows. After 1 year the individual moves from the introductory year to the next point, and progression thereafter is normally dependent on competencies and years of experience, subject to appraisal and review.

RATES OF PAY EFFECTIVE FROM 1 April 2023 PUBLIC DENTAL SERVICE

		Pay Point	Pay Scale
Band A	Dental Officer	1	49,089
		2	54,545
		3	62,726
		4	66,815
		5	70,906
		6	73,633
Band B	Senior Dental Officer	7	76,360
		8	79,086
		9	83,178
		10	85,223
		11	87,269
		12	89,314
Band C	Assistant Clinical Director	13	91,359
		14	94,086
		15	96,812
	Specialist Dental Officer	13	91,359
		14	94,086
		15	96,812
		16	98,565
	Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)	13	91,359
		14	94,086
		15	96,812
		16*	98,565
		17*	101,212
		18*	103,860

* The Service complexity weighting arrangements for Clinical Directors/CADOs remain unchanged from those set out in **Annex A** of the Public Dental Service TCS.

Sessional fees are increased with effect from 1 April 2023 as detailed below:

Grade	Hourly Rates Payable £
Dental Officer	36.98
Senior Dental Officer	49.04
Dental Surgeon employed as part-time hospital consultant	60.51

The allowance payable for occasional work should be increased to the rates shown for the sessional fees.

UPLIFTS TO OTHER RATES OF PAY, FEES AND ALLOWANCES FROM 1 APRIL 2023

All reference in this Annex to specific paragraphs in the “the terms and conditions of service” are to paragraphs in 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) unless otherwise stated.

PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum	
Minimum (£)	Point I (£)
7,325	7,849

BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS

	Minimum	1	2	3	4	5	6
Hospital Practitioner	5,872	6,210	6,551	6,889	7,230	7,568	7,908

DISCRETIONARY POINTS (£) FOR CONSULTANTS*

1	2	3	4	5	6	7	8
3,204	6,408	9,612	12,816	16,020	19,224	22,428	25,632

* Guidance on the application of discretionary points for consultants is contained in NHS Circular PCS(DD)1995/6 and the 12 January 2000 guidance “Discretionary Points for Consultants”.

DISTINCTION AWARDS FOR CONSULTANTS

A+ awards	£75,889
A	£55,924
B	£31,959

ANNUAL INTENSITY SUPPLEMENTS FOR CONSULTANTS – (pre 2004 contract only)

	Rate (£)
Daytime Intensity Supplement	1,274
Out of Hours Intensity:	
Band 1 (low intensity)	960
Band 2 (medium intensity)	1,913
Band 3 (high intensity)	2,860

GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	859
91(a)	Payment for provision of a casualty service	
	higher rate:	10,545
	lower rate:	5,274
	12 hours per day Mon-Fri	3,772
91(b)	Payment for each notional half-day of clinical work per week:	5,999
"	Payment for one hour or less of clinical work per week:	1,602
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	3,196
93	Payment for each casualty seen, where number is less than 200 per annum	34.47

BANDING SUPPLEMENTS

Practitioners in Training Grades: Specialist Registrar, Specialty Registrar, Senior House Officer and Foundation House Officer

	BAND					
	1C	1B	1A	2B	2A	3
From 1 December 2002*	1.2	1.4	1.5	1.5	1.8	2.0

* NHS Circular PCS(DD)2001/3 and HDL(2000)17

MEDICAL PRACTITIONERS

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978:

£5,998 a year per weekly notional half-day up to a maximum of
£53,982 a year (ie for 9 sessions).

In accordance with NHS 1989(PCS)4, new appointments are restricted to 5 notional half-days.

Where the number of hours per week is not more than 2:-

1 hour or less	£1,602 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£3,204 a year.

PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£32.48 per hour or part of an hour with a
maximum of
£97.44 per session (i.e. 3 times the hourly rate)

LOCUM TENENS APPOINTMENTS**A. Rates for the following:**

	£	£
	Rate per week (10 sessions)	Rate per notional half-day or session
Speciality Doctor	1,101.75	110.18
Associate Specialist (2008)	1,495.21	149.53
Part-time Medical Officer or General Dental Practitioner		114.99
Hospital Practitioner		132.09
Staff Grade	1,087.75	108.78

B. Banding Supplements for Foundation House Officer, Specialty Registrar, Senior House Officer, Specialist Registrar

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate*
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate*
LC	Monday to Friday 9am to 5pm 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

FEES AND ALLOWANCES FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

Allowance under paragraph 49 of the Terms and Conditions of Service:

£6,719 per annum.

LECTURE FEES

The fees for lectures have been amended and the rates from 1 April 2023 are set out below:

For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	98.75
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Fees applicable for lectures to nurses and other non-medical and non-dental staff	
For lectures given by: <ul style="list-style-type: none"> • Consultants (applicable only to consultants for work undertaken out with programmed activities.) • Chief Administrative Dental Officers* ((PDS Band C) 	77.18
For lectures given by: <ul style="list-style-type: none"> ●Clinical Dental Officers* ●Associate Specialists ●Specialty Doctors ●Specialist Registrars ●Specialty Registrars at incremental point 3 or above ●Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service. ●Hospital Practitioners 	61.77
Other medical and dental staff not mentioned elsewhere	45.40

* Under Section D and Annex B of the TCS for the Scottish Public Dental Service

DOMICILIARY CONSULTATIONS

Applicable only to consultants for work undertaken outwith programmed activities as detailed in Section 9.1 of the TCS.

The domiciliary consultation fees shall be as follows:	
Standard rate	£107.46
Intermediate rate	£53.21
Lower rate	£26.66

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs:	£319.09
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EXCEPTIONAL CONSULTATION	
The fee payable to a consultant shall be	£199.24
The fee payable to a general practitioner under paragraph 157:	£66.44

RADIOLOGY AND PATHOLOGY TESTS	
The fee payable under paragraph 32b of the Terms and Conditions of Service:	£4.76

COMPLETION OF FORM BP1	
The fee payable to a consultant under Section 9.1.5 of the TCS (not the fee under NHS Circular No 1986(PCS)33):	
Combined fee for completion of Form BP1	£162.22
For re-examination (provided previous form BP1)	£138.61

CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

Band	Population	Minimum £	Maximum £	Exceptional Maximum £
B	450,000 and over	6,810	13,633	17,584
C	250,000 to 449,999	5,693	11,345	13,633
D	50,000 to 249,999	4,540	9,075	11,345
E: Island Health Boards	under 50,000	2,365	4,687	

EMERGENCY ROTA ALLOWANCES

The emergency rota allowances for out-of-hours responsibility for environmental health and communicable diseases control payable to public health doctors should be at the following rates (increasing in multiples of the 4-11 duties per half-year):

Duties per half year	Allowances per half year £
4-11	239
12-17	478
18-23	717
24-29	956
30-35	1195
36-41	1,434
42-47	1,673
48-53	1,912
54-59	2,151
60-65	2,390
66-71	2,629
72 or more	2,868

FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE**1. FAMILY PLANNING FEES (£) – pre 2004 consultant contract only - from 1 April 2023:**

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	154.62	76.29
	b. during the course of another procedure	104.51	50.58
iii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	209.01	102.08
	b. during the course of another procedure	139.80	68.03
iii.	Fee for the reversal of male sterilisation	237.68	118.78
iv.	Fee for the reversal of female sterilisation	332.46	166.57
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
	a. as a separate procedure	104.51	76.29
	b. during the course of another procedure	69.15	50.58
	c. where the removal of a misplaced device involves laparoscopy or laparotomy	332.46	166.57
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	28.64
vii.	Radiological services provided in connection with NHS family planning cases	Case	28.64
viii.	Notional half-day special family planning session	Session	177.74

OTHER FEES (Effective from 1 April 2023)**PERIPHERAL ALLOWANCES**

Existing allowances for designated training grade posts approved by Scottish Ministers. NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

£3,363.84
£2,520.95
£1,676.03

ADVISORY APPOINTMENTS COMMITTEE

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to:

£166.49	for a whole day
£83.26	for a half-day.

SECTION 47 OF PART 5 OF THE ADULTS WITH INCAPACITY (SCOTLAND) ACT 2000

The fee payable for completion of assessment and certificate under Section 47 of Part 5 of the Adults with Incapacity (Scotland) Act 2000 for authorising treatment under the NHS by an independent health professional (for example, dentist, opticians and community pharmacists) where no valid certificate exists in respect of treatment by the practitioner or where they are unable to treat under an existing certificate is:

£138.79

FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER

£246.91

The following tables, which relate to Doctors and Dentists in Training, are in line with the agreement reached between the Scottish Government and the British Medical Association Scottish Junior Doctors Committee and have been accepted by the Cabinet Secretary for NHS Recovery, Health and Social Care.

Furthermore, 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 2023, 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 2023, 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 2023, 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 2023, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1.
Table 5	Payment to GP Speciality Registrars
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2023

		Basic salary	Supplement for non-banded staff	Banding supplement £				
				1C	1B	1A & 2B	2A	3
Grade	Point	£	5%	20%	40%	50%	80%	100%
FHO1	Min	31,082	32,637	37,299	43,515	46,623	55,948	62,164
	1	33,024	34,676	39,629	46,234	49,536	59,444	66,048
	2	34,964	36,713	41,957	48,950	52,446	62,936	69,928
FHO2	Min	38,553		46,264	53,975	57,830	69,396	77,106
	1	41,075		49,290	57,505	61,613	73,935	82,150
	2	43,597		52,317	61,036	65,396	78,475	87,194
SHO / DSHO	Min	38,553		46,264	53,975	57,830	69,396	77,106
	1	41,075		49,290	57,505	61,613	73,935	82,150
	2	43,597		52,317	61,036	65,396	78,475	87,194
	3	46,117		55,341	64,564	69,176	83,011	92,234
	4	48,638		58,366	68,094	72,957	87,549	97,276
	5^	51,158		61,390	71,622	76,737	92,085	102,316
	6^	53,679		64,415	75,151	80,519	96,623	107,358
SpR	Min	42,770		51,324	59,878	64,155	76,986	85,540
	1	44,889		53,867	62,845	67,334	80,801	89,778
	2	47,007		56,409	65,810	70,511	84,613	94,014
	3	49,126		58,952	68,777	73,689	88,427	98,252
	4	51,680		62,016	72,352	77,520	93,024	103,360
	5	54,235		65,082	75,929	81,353	97,623	108,470
	6	56,793		68,152	79,511	85,190	102,228	113,586
	7^	59,348		71,218	83,088	89,022	106,827	118,696
	8^	61,903		74,284	86,665	92,855	111,426	123,806
StR	Min	40,995		49,194	57,393	61,493	73,791	81,990
	1	43,504		52,205	60,906	65,256	78,308	87,008
	2	47,007		56,409	65,810	70,511	84,613	94,014
	3	49,126		58,952	68,777	73,689	88,427	98,252
	4	51,680		62,016	72,352	77,520	93,024	103,360
	5	54,235		65,082	75,929	81,353	97,623	108,470
	6	56,793		68,152	79,511	85,190	102,228	113,586
	7^	59,348		71,218	83,088	89,022	106,827	118,696
	8^	61,903		74,284	86,665	92,855	111,426	123,806
StR (FT) and (CT)	Min	40,995		49,194	57,393	61,493	73,791	81,990
	1	43,504		52,205	60,906	65,256	78,308	87,008
	2	47,007		56,409	65,810	70,511	84,613	94,014
	3	49,126		58,952	68,777	73,689	88,427	98,252
	4	51,680		62,016	72,352	77,520	93,024	103,360
	5	54,235		65,082	75,929	81,353	97,623	108,470

^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 2023 *

(Pre-June 2005 pay arrangements)

		Basic salary £	Banding supplement £	
Grade	Point		FB 5%	FA 25%
SHO	Min	38,553	40,481	48,192
	1	41,075	43,129	51,344
	2	43,597	45,777	54,497
	3	46,117	48,423	57,647
	4	48,638	51,070	60,798
	5 [^]	51,158	53,716	63,948
	6 [^]	53,679	56,363	67,099
SpR	Min	42,770	44,909	53,463
	1	44,889	47,134	56,112
	2	47,007	49,358	58,759
	3	49,126	51,583	61,408
	4	51,680	54,264	64,600
	5	54,235	56,947	67,794
	6	56,793	59,633	70,992
	7 [^]	59,348	62,316	74,185
	8 [^]	61,903	64,999	77,379
	9 [^]	64,461	67,685	80,577

* 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 2023

TABLE 3

Point	FHO1 Basic			FHO2 Basic			SHO Basic						SpR Basic										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	15,541	16,512	17,482	19,277	20,538	21,799	19,277	20,538	21,799	23,059	24,319	25,579	26,840	21,385	22,445	23,504	24,563	25,840	27,118	28,397	29,674	30,952	32,231
F6	18,650	19,815	20,979	23,132	24,645	26,159	23,132	24,645	26,159	27,671	29,183	30,695	32,208	25,662	26,934	28,205	29,476	31,008	32,541	34,076	35,609	37,142	38,677
F7	21,758	23,117	24,475	26,988	28,753	30,518	26,988	28,753	30,518	32,282	34,047	35,811	37,576	29,939	31,423	32,905	34,389	36,176	37,965	39,756	41,544	43,333	45,123
F8	24,866	26,420	27,972	30,843	32,860	34,878	30,843	32,860	34,878	36,894	38,911	40,927	42,944	34,216	35,912	37,606	39,301	41,344	43,388	45,435	47,479	49,523	51,569
F9	27,974	29,722	31,468	34,698	36,968	39,238	34,698	36,968	39,238	41,506	43,775	46,043	48,312	38,493	40,401	42,307	44,214	46,512	48,812	51,114	53,414	55,713	58,015

Point	FC (20% supplement)			FC (20% supplement)			FC (20% supplement)						FC (20% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	18,650	19,815	20,979	23,133	24,646	26,159	23,133	24,646	26,159	27,671	29,183	30,695	32,208	25,662	26,934	28,205	29,476	31,008	32,542	34,077	35,609	37,143	38,678
F6	22,380	23,778	25,175	27,759	29,574	31,391	27,759	29,574	31,391	33,206	35,020	36,834	38,650	30,795	32,321	33,846	35,372	37,210	39,050	40,892	42,731	44,571	46,413
F7	26,110	27,741	29,370	32,386	34,504	36,622	32,386	34,504	36,622	38,739	40,857	42,974	45,092	35,927	37,708	39,486	41,267	43,412	45,558	47,708	49,853	52,000	54,148
F8	29,840	31,704	33,567	37,012	39,432	41,854	37,012	39,432	41,854	44,273	46,694	49,113	51,533	41,060	43,095	45,128	47,162	49,613	52,066	54,522	56,975	59,428	61,883
F9	33,569	35,667	37,762	41,638	44,362	47,086	41,638	44,362	47,086	49,808	52,530	55,252	57,975	46,192	48,482	50,769	53,057	55,815	58,575	61,337	64,097	66,856	69,618

Point	FC (40% supplement)			FC (40% supplement)			FC (40% supplement)						FC (40% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	21,758	23,117	24,475	26,988	28,754	30,519	26,988	28,754	30,519	32,283	34,047	35,811	37,576	29,939	31,423	32,906	34,389	36,176	37,966	39,756	41,544	43,333	45,124
F6	26,110	27,741	29,371	32,385	34,503	36,623	32,385	34,503	36,623	38,740	40,857	42,973	45,092	35,927	37,708	39,487	41,267	43,412	45,558	47,707	49,853	51,999	54,148
F7	30,462	32,364	34,265	37,784	40,255	42,726	37,784	40,255	42,726	45,195	47,666	50,136	52,607	41,915	43,993	46,067	48,145	50,647	53,151	55,659	58,162	60,667	63,173
F8	34,813	36,988	39,161	43,181	46,004	48,830	43,181	46,004	48,830	51,652	54,476	57,298	60,122	47,903	50,277	52,649	55,022	57,882	60,744	63,609	66,471	69,333	72,197
F9	39,164	41,611	44,056	48,578	51,756	54,934	48,578	51,756	54,934	58,109	61,285	64,461	67,637	53,891	56,562	59,230	61,900	65,117	68,337	71,560	74,780	77,999	81,221

Point	FC (50% supplement)			FC (50% supplement)			FC (50% supplement)						FC (50% supplement)										
	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	23,312	24,768	26,223	28,916	30,807	32,699	28,916	30,807	32,699	34,589	36,479	38,369	40,260	32,078	33,668	35,256	36,845	38,760	40,677	42,596	44,511	46,428	48,347
F6	27,975	29,723	31,469	34,698	36,968	39,239	34,698	36,968	39,239	41,507	43,775	46,043	48,312	38,493	40,401	42,308	44,214	46,512	48,812	51,114	53,414	55,713	58,016
F7	32,637	34,676	36,713	40,482	43,130	45,777	40,482	43,130	45,777	48,423	51,071	53,717	56,364	44,909	47,135	49,358	51,584	54,264	56,948	59,634	62,316	65,000	67,685
F8	37,299	39,630	41,958	46,265	49,290	52,317	46,265	49,290	52,317	55,341	58,367	61,391	64,416	51,324	53,868	56,409	58,952	62,016	65,082	68,153	71,219	74,285	77,354
F9	41,961	44,583	47,202	52,047	55,452	58,857	52,047	55,452	58,857	62,259	65,663	69,065	72,468	57,740	60,602	63,461	66,321	69,768	73,218	76,671	80,121	83,570	87,023

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2023

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	20,498	21,752	23,504	24,563	25,840	27,118	28,397	29,674	30,952	32,231
F6	24,597	26,103	28,205	29,476	31,008	32,541	34,076	35,609	37,142	38,677
F7	28,697	30,453	32,905	34,389	36,176	37,965	39,756	41,544	43,333	45,123
F8	32,796	34,804	37,606	39,301	41,344	43,388	45,435	47,479	49,523	51,569
F9	36,896	39,154	42,307	44,214	46,512	48,812	51,114	53,414	55,713	58,015

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	20,498	21,752	23,504	24,563	25,840	27,118
F6	24,597	26,103	28,205	29,476	31,008	32,541
F7	28,697	30,453	32,905	34,389	36,176	37,965
F8	32,796	34,804	37,606	39,301	41,344	43,388
F9	36,896	39,154	42,307	44,214	46,512	48,812

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	24,598	26,103	28,205	29,476	31,008	32,542	34,077	35,609	37,143	38,678
F6	29,517	31,324	33,846	35,372	37,210	39,050	40,892	42,731	44,571	46,413
F7	34,437	36,544	39,486	41,267	43,412	45,558	47,708	49,853	52,000	54,148
F8	39,356	41,765	45,128	47,162	49,613	52,066	54,522	56,975	59,428	61,883
F9	44,276	46,985	50,769	53,057	55,815	58,575	61,337	64,097	66,856	69,618

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	24,598	26,103	28,205	29,476	31,008	32,542
F6	29,517	31,324	33,846	35,372	37,210	39,050
F7	34,437	36,544	39,486	41,267	43,412	45,558
F8	39,356	41,765	45,128	47,162	49,613	52,066
F9	44,276	46,985	50,769	53,057	55,815	58,575

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	28,698	30,453	32,906	34,389	36,176	37,966	39,756	41,544	43,333	45,124
F6	34,436	36,545	39,487	41,267	43,412	45,558	47,707	49,853	51,999	54,148
F7	40,176	42,635	46,067	48,145	50,647	53,151	55,659	58,162	60,667	63,173
F8	45,915	48,726	52,649	55,022	57,882	60,744	63,609	66,471	69,333	72,197
F9	51,655	54,816	59,230	61,900	65,117	68,337	71,560	74,780	77,999	81,221

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	28,698	30,453	32,906	34,389	36,176	37,966
F6	34,436	36,545	39,487	41,267	43,412	45,558
F7	40,176	42,635	46,067	48,145	50,647	53,151
F8	45,915	48,726	52,649	55,022	57,882	60,744
F9	51,655	54,816	59,230	61,900	65,117	68,337

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	30,747	32,628	35,256	36,845	38,760	40,677	42,596	44,511	46,428	48,347
F6	36,896	39,155	42,308	44,214	46,512	48,812	51,114	53,414	55,713	58,016
F7	43,046	45,680	49,358	51,584	54,264	56,948	59,634	62,316	65,000	67,685
F8	49,194	52,206	56,409	58,952	62,016	65,082	68,153	71,219	74,285	77,354
F9	55,344	58,731	63,461	66,321	69,768	73,218	76,671	80,121	83,570	87,023

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	30,747	32,628	35,256	36,845	38,760	40,677
F6	36,896	39,155	42,308	44,214	46,512	48,812
F7	43,046	45,680	49,358	51,584	54,264	56,948
F8	49,194	52,206	56,409	58,952	62,016	65,082
F9	55,344	58,731	63,461	66,321	69,768	73,218

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2023

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 £10,492**
 Training Grant

PAYMENT

TO GP SPECIALTY REGISTRARS – 1 April 2023

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	38,553	25,060	63,613	21,205	59,758	N/A	N/A	N/A	N/A	N/A	N/A
	1	41,075	26,699	67,774	22,592	63,667	N/A	N/A	N/A	N/A	N/A	N/A
	2	43,597	28,339	71,936	23,979	67,576	N/A	N/A	N/A	N/A	N/A	N/A
	3	46,117	29,977	76,094	25,365	71,482	N/A	N/A	N/A	N/A	N/A	N/A
	4	48,638	31,615	80,253	26,751	75,389	N/A	N/A	N/A	N/A	N/A	N/A
	5	51,158	33,253	84,411	28,137	79,295	N/A	N/A	N/A	N/A	N/A	N/A
	6	53,679	34,892	88,571	29,524	83,203	N/A	N/A	N/A	N/A	N/A	N/A

(b) SpR	min	42,770	27,801	70,571	23,524	66,294	23,524	66,294	21,385	64,155	19,247	62,017*
	1	44,889	29,178	74,067	24,689	69,578	24,689	69,578	22,445	67,334	20,201	65,090^
	2	47,007	30,555	77,562	25,854	72,861	25,854	72,861	23,504	70,511	21,154	68,161*
	3	49,126	31,932	81,058	27,020	76,146	27,020	76,146	24,563	73,689	22,107	71,233*
	4	51,680	33,592	85,272	28,424	80,104	28,424	80,104	25,840	77,520	23,256	74,936*++
	5	54,235	35,253	89,488	29,830	84,065	29,830	84,065	27,118	81,353	24,406	78,641*
	6	56,793	36,916	93,709	31,237	88,030	31,237	88,030	28,397	85,190	25,558	82,350*
	7	59,348	38,577	97,925	32,642	91,990	32,642	91,990	29,674	89,022	26,707	86,055*
	8	61,903	40,237	102,140	34,047	95,950	34,047	95,950	30,952	92,855	27,857	89,760
9	64,461	41,900	106,361	35,454	99,915	35,454	99,915	32,231	96,692	29,008	93,469	

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 2023

TABLE 5 continued

	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
				min	40,995	N/A	N/A	N/A	N/A	22,548	63,543	20,498
(c) StR	1	43,504	N/A	N/A	N/A	N/A	23,928	67,432	21,752	65,256	19,577	63,081*
	2	47,007	N/A	N/A	N/A	N/A	25,854	72,861	23,504	70,511	21,154	68,161*
	3	49,126	N/A	N/A	N/A	N/A	27,020	76,146	24,563	73,689	22,107	71,233*
	4	51,680	N/A	N/A	N/A	N/A	28,424	80,104	25,840	77,520	23,256	74,936*++
	5	54,235	N/A	N/A	N/A	N/A	29,830	84,065	27,118	81,353	24,406	78,641*
	6	56,793	N/A	N/A	N/A	N/A	31,237	88,030	28,397	85,190	25,557	82,350*
	7	59,348	N/A	N/A	N/A	N/A	32,642	91,990	29,674	89,022	26,707	86,055*
	8	61,903	N/A	N/A	N/A	N/A	34,047	95,950	30,952	92,855	27,857	89,760*
	9	64,461	N/A	N/A	N/A	N/A	35,454	99,915	32,231	96,692	29,008	93,469#

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 2023

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	15.86	16.66**	22.21	23.79	28.55
FHO2	19.72	19.72	27.61	29.58	35.50
SHO	22.14	22.14	31.00	33.21	39.86
SpR	25.42	25.42	35.59	38.13	45.76
StR	25.42	25.42	35.59	38.13	45.76
StR	23.08	23.08	32.32	34.62	41.55

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	760.56	798.59**	912.68	1064.79	1,140.84	1,369.01	1,521.12
FHO2	945.61	945.61	1,134.74	1,323.86	1,418.42	1,702.10	1,891.22
SHO	1,062.03	1062.03	1,274.44	1,486.85	1,593.05	1,911.66	2,124.06
SpR	1,219.04	1,219.04	1,462.85	1,706.66	1,828.56	2,194.28	2,438.08
StR (Higher rate)	1,219.04	1,219.04	1,462.85	1,706.66	1,828.56	2,194.28	2,438.08
StR (Lower rate)	1,106.81	1106.81	1,328.18	1,549.54	1,660.22	1,992.26	2,213.62

** 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.