

Grŵp Iechyd a Gwasanaethau Cymdeithasol

Health and Social Services Group



Llywodraeth Cymru  
Welsh Government

Chief Executives – NHS Health Boards/Trusts

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

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

Director of NHS Wales Employers

Our Ref: M&D(W) 07/2024 Pay Circular v4

5th December 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.

Please note this pay circular has been reissued from the 25<sup>th</sup> September and the 1<sup>st</sup> October 2024 to uplift the supplements and fees and allowances in the following Annexes mentioned below.

## New Action

- To uplift the indicative training budget as outlined in Annex A section 12
- To uplift the band A supplement as outlined in Annex A section 12

## Previous Actions (4<sup>th</sup> November 2024)

- To uplift supplements, fees and allowances in the following Annexes by 6% from 1<sup>st</sup> April 2024.  
Annex A: Section 3 Table2; Section 4 Table 5 and WLI; Section 6; Section 7; Section 9 Locum Consultant and Other Locum Consultant rates; Section 10.
- To increase the pay scales by 6% uplift, backdated to 1 April 2024, for salaried GPs. Annex A Section 5.

## Previous Actions (25<sup>th</sup> September 2024)

The revised pay scales for 2024/25 as set out in this circular apply from 1 April 2024 and are as follows:

- To increase the pay scales by 6% uplift to basic pay, back dated to 1 April 2024, for consultants
- To increase the pay scales by 6% uplift to basic pay, and an additional £1000 consolidated payment added to basic pay, back dated to 1 April 2024, for Junior doctors and dentists
- To increase the pay scales by 6% uplift to basic pay, back dated to 1 April 2024, for Specialty and Associate Specialists on the 2008 contract

- To increase the pay scales by 6% uplift to basic pay, back dated to 1 April 2024, for Specialty and Specialist doctors on the 2021 contract
- To increase the pay scales by 6% uplift to basic pay, backdated to 1 April 2024, for salaried GDPs.

### Allowances and awards

- There is also an increase of 6% to the GMP Trainers' Grant and GMP Appraisers' rate.
- There will also be an increase of 6% to the Dental Foundation Trainers' Grant and services costs.
- Commitment awards have been removed as of the 1<sup>st</sup> January 2024 in line with the amendments to the consultant pay scale.
- A freeze on the value of awards for consultants i.e. Clinical Impact awards

There is the option for employees to opt to receive their pay arrears over three months in equal payments. A communication will be sent out by your organisations detailing the process to follow and timeline for submission, if staff members wish to receive their arrears in this way.

### **Enquiries**

1. **Employees** are to contact their local payroll or workforce team regarding any queries.
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 1a: Basic rates of pay per annum, effective from 1 April 2024**

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

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07
Consultant	ZM81 / ZK81 / ZL81 / ZC81	£106,000	£111,300	£116,600	£121,900	£130,380	£137,800	£146,280	£154,760

**Consultant basic salary as at 1st April 2024**

Pay point / threshold (ZM81 / ZK81 / ZL81/ZC81)	Years completed as a consultant *	Basic Salary (£)	Period before eligibility for next pay point/threshold	Payroll Code and Grade Step
Min	0	£106,000	1 year	ZM81-01/ZK81-01/ZL81-01/ZC81-01
1	1	£111,300	1 year	ZM81-02/ZK81-02/ZL81-02/ZC81-02
2	2	£116,600	1 year	ZM81-03/ZK81-03/ZL81-03/ZC81-03
3	3	£121,900	1 year	ZM81-04/ZK81-04/ZL81-04/ZC81-04
4	4	£130,380	5 years	ZM81-05/ZK81-05/ZL81-05/ZC81-05
	5	£130,380	4 years	ZM81-06/ZK81-06/ZL81-06/ZC81-06
	6	£130,380	3 years	ZM81-07/ZK81-07/ZL81-07/ZC81-07
	7	£130,380	2 years	ZM81-08/ZK81-08/ZL81-08/ZC81-08
	8	£130,380	1 year	ZM81-09/ZK81-09/ZL81-09/ZC81-09
5	9	£137,800	7 years	ZM81-10/ZK81-10/ZL81-10/ZC81-10
	10	£137,800	6 years	ZM81-11/ZK81-11/ZL81-11/ZC81-11
	11	£137,800	5 years	ZM81-12/ZK81-12/ZL81-12/ZC81-12
	12	£137,800	4 years	ZM81-13/ZK81-13/ZL81-13/ZC81-13
	13	£137,800	3 years	ZM81-14/ZK81-14/ZL81-14/ZC81-14
	14	£137,800	2 years	ZM81-15/ZK81-15/ZL81-15/ZC81-15
	15	£137,800	1 year	ZM81-16/ZK81-16/ZL81-16/ZC81-16
6	16	£146,280	7 years	ZM81-17/ZK81-17/ZL81-17/ZC81-17
	17	£146,280	6 years	ZM81-18/ZK81-18/ZL81-18/ZC81-18
	18	£146,280	5 years	ZM81-19/ZK81-19/ZL81-19/ZC81-19
	19	£146,280	4 years	ZM81-20/ZK81-20/ZL81-20/ZC81-20
	20	£146,280	3 years	ZM81-21/ZK81-21/ZL81-21/ZC81-21
	21	£146,280	2 years	ZM81-22/ZK81-22/ZL81-22/ZC81-22
	22	£146,280	1 year	ZM81-23/ZK81-23/ZL81-23/ZC81-23
7	23	£154,760	Top	ZM81-24/ZK81-24/ZL81-24/ZC81-24

\* N.b. Additional years of service can be awarded when agreed.

**Annex A: Section 1b: Basic rates of pay per annum, effective from 1 April 2024**

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

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09
Specialty Registrar (Full)	MN37	£43,821	£46,438	£50,099	£52,314	£54,979	£57,650	£60,319	£62,989	£65,657	£68,330
Specialty Registrar (Core Training)	MN39	£43,821	£46,438	£50,099	£52,314	£54,979	£57,650				
Specialty Registrar (Fixed Term)	MN35	£43,821	£46,438	£50,099	£52,314	£54,979	£57,650				
Dental Core Training	MN21	£41,269	£43,904	£46,536	£49,170	£51,802	£54,436	£57,069			
Foundation House Officer 2	MN15*	£41,073	£43,694	£46,312							
Foundation House Officer 1	MN13*	£33,307	£35,324	£37,343							

**Annex A: Section 1c: Basic rates of pay per annum, effective from 1 April 2024, for closed Pay Scales**

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

**N.B. Shaded areas below denote closed pay scales**

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09	10	11	12	13
Associate Specialist	MC01 <sup>1</sup>	55,133	60,975	66,810	72,652	78,489	84,329	92,038	98,721	101,495	105,112	108,729	112,348	115,967	119,590
Staff Grade Practitioner	MH01 <sup>1</sup>	49,880	53,839	57,798	61,755	65,716	69,672	73,633	77,591						
			<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 Practitioner	MH03 / 05 <sup>1/3</sup>	49,880	53,839	57,798	61,755	65,716	69,672	73,633	77,591	81,551	85,510	89,467	93,427		
Specialty Registrar	MN25 <sup>1</sup>	45,675	47,887	50,099	52,314	54,979	57,650	60,319	62,989	65,657	68,330				
Hospital Practitioners/Session	MD01-41 <sup>1</sup>	6,500	6,878	7,257	7,632	8,009	8,384	8,759							

**Annex A: Section 2a**

Specialty Doctor & Associate Specialist (2008) Pay Scales effective from 1 April 2024 Closed scales

Scale Value*	Associate Specialist 2008 MC41	Specialty Doctor MC46	Period before eligibility for next pay point	Payroll Code and Grade Step
Min	£73,198	£50,294	1 Year	MC46-01/MC41-01
01	£79,081	£54,593	1 Year	MC46-02/MC41-02
02	£84,963	£60,185	1 Year	MC46-03/MC41-03
03	£92,730	£63,180	1 Year	MC46-04/MC41-04
04	£99,442	£67,495	1 Year	MC46-05/MC41-05
05	£102,256	£71,796	2 Years	MC46-06/MC41-06
	£102,256	£71,796	1 Year	MC46-07/MC41-07
06	£105,903	£76,191	2 Years	MC46-08/MC41-08
	£105,903	£76,191	1 Year	MC46-09/MC41-09
07	£109,549	£80,590	2 Years	MC46-10/MC41-10
	£109,549	£80,590	1 Year	MC46-11/MC41-11
08	£113,193	£84,989	3 Years	MC46-12/MC41-12
	£113,193	£84,989	2 Years	MC46-13/MC41-13
	£113,193	£84,989	1 Year	MC46-14/MC41-14
09	£116,840	£89,386	3 Years	MC46-15/MC41-15
	£116,840	£89,386	2 Years	MC46-16/MC41-16
	£116,840	£89,386	1 Year	MC46-17/MC41-17
10	£120,488	£93,784	1 Year	MC46-18/MC41-18

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

## Specialty Doctor

Specialty doctor pay scale:

Pay scale code	Scale Value (2021 – 2022)	Basic Salary (£)
MC75 – 01	Min	£59,727
MC75 – 02		£59,727
MC75 – 03		£59,727
MC75 – 04	1	£68,810
MC75 – 05		£68,810
MC75 – 06	2	£68,810
MC75 – 07	3	£76,708
MC75 – 08		£76,708
MC75 – 09		£76,708
MC75 – 10	4	£84,905
MC75 – 11		£84,905
MC75 – 12		£84,905
MC75 – 13	5	£95,400
MC75 – 14		£95,400
MC75 – 15		£95,400
MC75 – 16		£95,400
MC75 – 17		£95,400
MC75 – 18	6	£95,400

**Annex A: Section 2b Specialists basic pay**

## Specialists (2021)

Specialists pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	£96,990
MC70 – 02		£96,990
MC70 – 03		£96,990
MC70 – 04	1	£100,784
MC70 – 05		£100,784
MC70 – 06		£100,784
MC70 – 07	2	£107,155

**Annex A: Section 3**

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

**Table 2: Value of supplement**

<b>Supplement Band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Exceptional</b>
Band A	£18,888	£27,416	
Band B	£7,317	£14,643	£18,888
Band C	£6,119	£12,187	£14,643
Band D	£4,880	£9,751	£12,187

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

**Table 3 – Clinical Excellence Awards<sup>8</sup>**

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

**Table 4 – Clinical impact awards**

<b>Awarded by ACCIA</b>	<b>Amount</b>
N0	£10,000
N1	£20,000
N2	£30,000
N3	£40,000

**Table 5 – Intensity Supplements for Consultants**

<b>Banding</b>		
<b>Out of hours Intensity paid yearly</b>		
Band 1	(low intensity)	£3,068
Band 2	(medium intensity)	£6,130
Band 3	(high intensity)	£9,192

**Waiting list initiative:**

£761

**Annex A: Section 5**  
Salaried GP salary range

<b>LPGP Pay scale code</b>	<b>01-Apr-23</b>	<b>Revised 1 April 2023</b>	<b>1 April 2024</b>
Min	£71,060	£71,772	£76,079
01	£74,369	£75,114	£79,621
02	£77,838	£78,617	£83,335
03	£81,476	£82,291	£87,229
04	£85,279	£86,132	£91,300
05	£89,269	£90,162	£95,572
06	£93,448	£94,383	£100,046
07	£97,826	£98,806	£104,735
08	£102,412	£103,437	£109,644
09	£107,227	£108,302	£114,801

**Annex A: Section 6**  
Emergency Rota Allowance (CMO/SCMO)

<b>Number of Duties</b>	<b>Rate Per Half Year</b>
4 to 11	£259
12 to 17	£512
18 to 23	£768
24 to 29	£1,021
30 to 35	£1,274
36 to 41	£1,525
42 to 47	£1,779
48 to 53	£2,031
54 to 59	£2,285
60 to 65	£2,539
66 to 71	£2,794
72 or more	£3,045

## Annex A: Section 7

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

Para <sup>9</sup> / Sched	Nature of fee	Payable for each:	Rate (£)
32.b/ sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£5.11
49	Medical Superintendent of Psychiatric Hospitals Allowance		£7,215.21
88	Staff Fund		£0.00
91.a	Payment for each eligible bed	Year	£919.34
91.a	Payment for provision of a casualty service		£0.00
91.a	Higher rate	Year	£11,319
91.a	Lower rate	Year	£5,661
91.a	12 hrs per day Mon-Fri	Year	£4,048
91.b	Payment for each notional half-day of clinical work per week:	Year	£6,438
91.b	Payment for one hour or less of clinical work per week	Year	£1,716
91.b	Payment for one hour but not more than two hours of clinical work per week (i.e. 2x hourly rate)	Year	£3,431
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	£37.00
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	£6,438
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	£57,937
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	£1,716
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	£3,431
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	£34.88
104	Maximum payment per session (i.e. three times hourly rate)	Hour or part of an hour	£104.63
141 & 142/sch 11	DOMICILIARY CONSULTATIONS	Item of service	£0.00
143/Sch 11	Standard Rate	Item of service	£115.37
143/Sch 11	Intermediate Rate	Series of visits	£57.69
143/Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Item of service	£346.13
143/Sch 10	Combined fee for completion of form CVI	Item of service	£175.94
143/Sch 10	For re-examination (provided previous from CVI available)	Item of service	£150.32
146	Lower rate		£28.89
155	Exceptional consultation by a consultant		£216.10
157	Exceptional consultation by a general practitioner		£71.34
165/Sch11	Fees for lectures to nurses etc		£0.00
	Consultants	Lecture	£83.70
	Associate Specialists, StR at point 3 or above, HPs and practitioners holding appointments under para 94	Lecture	£66.33
	Other grades	Lecture	£48.74
166/Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	£106.03

## Annex A: Section 8

### Transport fees and allowances

#### Mileage Allowance<sup>10</sup>

1. Public transport rate: 24p per mile

2. Regular user rates:

Motor cars with three or four wheels:<sup>11</sup>

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

3. Standard rates:

Motor cars with three or four wheels:

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

4. Other motor vehicles:<sup>12</sup>

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

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

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

#### Crown Cars: Private Use<sup>13</sup>

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

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

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

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

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

**Annex A: Section 9**

Locum Tenens appointments

<b>Locum Consultant</b>	<b>ZC82</b>	Pay point 2 of the consultant pay scale (£116,600)
<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>	£ 130,380  This pay point will cease on the 1 <sup>st</sup> November 2024.  For those currently on this pay point it will be phased out in accordance with in M&D(W) 10/2024.

	<b>Rate (£): Per Week</b>	<b>Rate (£)/ PA/ Session / notional half day</b>
Specialist Doctor – MC70	£1,860.08	£186.01
Speciality Doctor – MC75	£1,145.44	£114.54
Speciality Doctor – MC46	£1,137.40	£113.76
Associate Specialist (2008) – MC41 (CLOSED)	£1,546.84	£154.70
Associate Specialist – MC03 (CLOSED)	£1,334.20	£121.30
P/T Medical/Dental Officer (Paras 94-105) – ME11 (CLOSED)		£118.93
Hospital Practitioner – MD02 (CLOSED)		£136.63
Staff Grade – MH02 (CLOSED)	£1,125.25	£112.54

**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
LB	Outside Monday to Friday 9 am to 5pm for on-call working patterns	1.5x basic hourly rate
LC	Monday to Friday 9 am to 5pm for all working patterns	1.4x basic hourly rate
LL	Covering a post for one week or more	1.2x total salary (basic salary + banding supplement)

**Rates as at 1 April 2024**

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

Band	Basic Rate	No Band	LC	LB	LA
FHO1*	£16.94	£17.79	£23.72	£25.41	£30.49
FHO2*	£20.95	£20.95	£29.33	£31.43	£37.71
Dental Core Training	£23.57	£23.57	£33.00	£35.36	£42.43
SpR	£26.99	£26.99	£37.78	£40.48	£48.57
StR (Higher)	£26.99	£26.99	£37.78	£40.48	£48.57
StR (Lower)	£24.55	£24.55	£34.37	£36.83	£44.19

Weekly Rates (£) : Band  
LL

Band	Basic Rate	No band	1C	1B	1A	2B	2A	3
	(x1)	-	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
FHO1*	£813.20	£853.86	£975.84	£1,138.48	£1,219.80	£1,219.80	£1,463.76	£1,626.40
FHO2*	£1,005.60	£1,005.60	£1,206.72	£1,407.84	£1,508.40	£1,508.40	£1,810.08	£2,011.20
Dental Core Training	£1,131.20	£1,131.20	£1,357.44	£1,583.68	£1,696.80	£1,696.80	£2,036.16	£2,262.40
SpR	£1,295.20	£1,295.20	£1,554.24	£1,813.28	£1,942.80	£1,942.80	£2,331.36	£2,590.40
StR (Higher)	£1,295.20	£1,295.20	£1,554.24	£1,813.28	£1,942.80	£1,942.80	£2,331.36	£2,590.40
StR (Lower)	£1,178.40	£1,178.40	£1,414.08	£1,649.76	£1,767.60	£1,767.60	£2,121.12	£2,356.80

## Annex A: Section 10

### Family planning fees and miscellaneous

#### Effective from 1 January 2015

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

Family Planning fees	Operating Fee	Anaesthetist's Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	£166.00	£81.94
b. during the course of another procedure	£112.24	£54.28
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£224.42	£109.65
b. during the course of another procedure	£150.12	£73.02
iii. Fee for the reversal of male sterilisation	£255.26	£127.54
iv. Fee for the reversal of female sterilisation.	£357.00	£178.89
Fee per case for the insertion or removal (on family planning grounds) of an:		
v. intra-uterine contraceptive device		
a. as a separate procedure	£112.24	£81.94
b. during the course of another procedure	£74.24	£54.28
c. where the removal of a mis-placed device involves laparoscopy or laparotomy Examination and report on pathological specimens referred.	£357.00	£178.89
vi. in connection with NHS family planning cases Radiological services provided in connection with NHS family	Case	£30.74
vii. Planning cases	Session	£30.74
viii. Notional half-day special family planning Session	Session	£190.86
<b>3. Miscellaneous</b>		
Junior hospital doctors in "peripheral" hospitals Allowance per	Allowance Per Year	£3,311.34
Fee for college or faculty nominee attending consultant Advisory Appointment Committee	Full day	£178.81
	Half day	£89.41
Consultants acting as second opinions in Stage 3 of the Clinical complaints procedure (Annex B to HC(88)37)	Full day	£273.13
	Half day	£136.61

**Annex A: Section 11**

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

	<b>Salary Point</b>	<b>Salary</b>
<b>Band A</b>	1	£50,789
	2	£56,435
	3	£64,898
	4	£69,129
	5	£73,362
	6	£76,184
<b>Band B</b>	7a	£79,003
	8	£81,825
	9	£86,057
	10	£88,172
	11	£90,290
	12	£92,406
<b>Band C</b>	13bc	£94,525
	14c	£97,343
	15c	£100,164
	16	£102,987
	17	£105,808
	18	£108,628

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

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

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

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

Maximum salary points for band C Managerial Dentist posts are identified by complexity levels which are set locally. Therefore the maximum pay scale point for these staff differs depending on the complexity level of the specific role.

## Annex A: Section 12

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

#### Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a foundation dentist, dental core trainee or undergraduate dental student is £2,626 a year.

Historical figures are as follows:

1 <sup>st</sup> April 2023	£2476
1 <sup>st</sup> April 2022	£2358
1 <sup>st</sup> April 2021	£2323

#### Indicative Training Allowance for Salaried Primary Care Dental Staff

1 <sup>st</sup> April 2024	£1030
1 <sup>st</sup> April 2023	£972
1 <sup>st</sup> April 2022	£926
1 <sup>st</sup> April 2021	£869

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

This allowance is set through the General Dental Services Statement of Financial Entitlements Directions and the Personal Dental Services Statement of Financial Entitlements Directions, that are issued annually by the Welsh Government, and is shown here for information only. The current values of the Foundation Dentists payment since 2013/14 in Wales can be found in pay circular M&D(W) 04/2021 and there will be changes arising from the 2024/25 annual uplift will be included in an updated version of this circular once the Statement of Financial Entitlements Directions has been updated for 2023/24 and 2024/25.

## Annex B: Section 1

Banding supplements and total salaries - full time staff

Grade	Point	No Band (5% FY1 only)		Band 1C (20%)		Band 1B (40%)		Band 1A & 2B (50%)		Band 2A (80%)		Band 3 (100%)	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1 (MN13)	Min	£1,666	£34,973	£6,662	£39,969	£13,323	£46,630	£16,654	£49,961	£26,646	£59,953	£33,307	£66,614
	1	£1,767	£37,091	£7,065	£42,389	£14,130	£49,454	£17,662	£52,986	£28,260	£63,584	£35,324	£70,648
	2	£1,868	£39,211	£7,469	£44,812	£14,938	£52,281	£18,672	£56,015	£29,875	£67,218	£37,343	£74,686
Foundation Doctor Year 2 (Mn15)	Min	N/A	£41,073	£8,215	£49,288	£16,430	£57,503	£20,537	£61,610	£32,859	£73,932	£41,073	£82,146
	1	N/A	£43,694	£8,739	£52,433	£17,478	£61,172	£21,847	£65,541	£34,956	£78,650	£43,694	£87,388
	2	N/A	£46,312	£9,263	£55,575	£18,525	£64,837	£23,156	£69,468	£37,050	£83,362	£46,312	£92,624
Specialty Registrar full (MN37)	Min	N/A	£43,821	£8,765	£52,586	£17,529	£61,350	£21,911	£65,732	£35,057	£78,878	£43,821	£87,642
	1	N/A	£46,438	£9,288	£55,726	£18,576	£65,014	£23,219	£69,657	£37,151	£83,589	£46,438	£92,876
	2	N/A	£50,099	£10,020	£60,119	£20,040	£70,139	£25,050	£75,149	£40,080	£90,179	£50,099	£100,198
	3	N/A	£52,314	£10,463	£62,777	£20,926	£73,240	£26,157	£78,471	£41,852	£94,166	£52,314	£104,628
	4	N/A	£54,979	£10,996	£65,975	£21,992	£76,971	£27,490	£82,469	£43,984	£98,963	£54,979	£109,958
	5	N/A	£57,650	£11,530	£69,180	£23,060	£80,710	£28,825	£86,475	£46,120	£103,770	£57,650	£115,300
	6	N/A	£60,319	£12,064	£72,383	£24,128	£84,447	£30,160	£90,479	£48,256	£108,575	£60,319	£120,638
	7	N/A	£62,989	£12,598	£75,587	£25,196	£88,185	£31,495	£94,484	£50,392	£113,381	£62,989	£125,978
	8	N/A	£65,657	£13,132	£78,789	£26,263	£91,920	£32,829	£98,486	£52,526	£118,183	£65,657	£131,314
Dental Core Training (MN21)	Min	N/A	£41,269	£8,254	£49,523	£16,508	£57,777	£20,635	£61,904	£33,016	£74,285	£41,269	£82,538
	1	N/A	£43,904	£8,781	£52,685	£17,562	£61,466	£21,952	£65,856	£35,124	£79,028	£43,904	£87,808
	2	N/A	£46,536	£9,308	£55,844	£18,615	£65,151	£23,268	£69,804	£37,229	£83,765	£46,536	£93,072
	3	N/A	£49,170	£9,834	£59,004	£19,668	£68,838	£24,585	£73,755	£39,336	£88,506	£49,170	£98,340
	4	N/A	£51,802	£10,361	£62,163	£20,721	£72,523	£25,901	£77,703	£41,442	£93,244	£51,802	£103,604
	5	N/A	£54,436	£10,888	£65,324	£21,775	£76,211	£27,218	£81,654	£43,549	£97,985	£54,436	£108,872
	6	N/A	£57,069	£11,414	£68,483	£22,828	£79,897	£28,535	£85,604	£45,656	£102,725	£57,069	£114,138

**Annex B: Section 2a:**

Basic pay for Less than Full Time (LTFT) trainees

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

Grade	F Number	Min	1	2	3	4	5	6	7	8	9
<b>Foundation Doctor Year 1 (MT57)</b>	F5	£16,654	£17,662	£18,672	-	-	-	-	-	-	-
	F6	£19,985	£21,195	£22,406	-	-	-	-	-	-	-
	F7	£23,315	£24,727	£26,141	-	-	-	-	-	-	-
	F8	£26,646	£28,260	£29,875	-	-	-	-	-	-	-
	F9	£29,977	£31,792	£33,609	-	-	-	-	-	-	-
<b>Foundation Doctor Year 2 (MT58)</b>	F5	£20,537	£21,847	£23,156	-	-	-	-	-	-	-
	F6	£24,644	£26,217	£27,788	-	-	-	-	-	-	-
	F7	£28,752	£30,586	£32,419	-	-	-	-	-	-	-
	F8	£32,859	£34,956	£37,050	-	-	-	-	-	-	-
	F9	£36,966	£39,325	£41,681	-	-	-	-	-	-	-
<b>Specialty Registrar full (MT59)</b>	F5	£21,911	£23,219	£25,050	£26,157	£27,490	£28,825	£30,160	£31,495*	£32,829*	£34,165
	F6	£26,293	£27,863	£30,060	£31,389	£32,988	£34,590	£36,192	£37,794*	£39,395*	£40,998*
	F7	£30,675	£32,507	£35,070	£36,620	£38,486	£40,355	£42,224	£44,093*	£45,960*	£47,831*
	F8	£35,057	£37,151	£40,080	£41,852	£43,984	£46,120	£48,256	£50,392*	£52,526*	£54,664*
	F9	£39,439	£41,795	£45,090	£47,083	£49,482	£51,885	£54,288	£56,691*	£59,092*	£61,497*
<b>Specialty Registrar Core Training and Fixed Term (MT60)</b>	F5	£21,911	£23,219	£25,050	£26,157	£27,490	£28,825	-	-	-	-
	F6	£26,293	£27,863	£30,060	£31,389	£32,988	£34,590	-	-	-	-
	F7	£30,675	£32,507	£35,070	£36,620	£38,486	£40,355	-	-	-	-
	F8	£35,057	£37,151	£40,080	£41,852	£43,984	£46,120	-	-	-	-
	F9	£39,439	£41,795	£45,090	£47,083	£49,482	£51,885	-	-	-	-
<b>Dental Core Training (MT53)</b>	F5	£20,635	£21,952	£23,268	£24,585	£25,901	£27,218*	£28,535*	-	-	-
	F6	£24,762	£26,343	£27,922	£29,502	£31,082	£32,662*	£34,242*	-	-	-
	F7	£28,889	£30,733	£32,576	£34,419	£36,262	£38,106*	£39,949*	-	-	-
	F8	£33,016	£35,124	£37,229	£39,336	£41,442	£43,549*	£45,656*	-	-	-
	F9	£37,143	£39,514	£41,883	£44,253	£46,622	£48,993*	£51,363*	-	-	-

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



**FB (40% supplement)**

Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£6,662	£23,315	£7,994	£27,978	£9,326	£32,641	£10,659	£37,304	£11,991	£41,967
	1	£7,065	£24,727	£8,478	£29,673	£9,891	£34,618	£11,304	£39,563	£12,717	£44,509
	2	£7,469	£26,141	£8,963	£31,369	£10,457	£36,597	£11,950	£41,825	£13,444	£47,053
Foundation Doctor Year 2	Min	£8,215	£28,752	£9,858	£34,502	£11,501	£40,252	£13,144	£46,002	£14,787	£51,752
	1	£8,739	£30,586	£10,487	£36,703	£12,235	£42,821	£13,983	£48,938	£15,730	£55,055
	2	£9,263	£32,419	£11,115	£38,903	£12,968	£45,386	£14,820	£51,870	£16,673	£58,354
Specialty Registrar	Min	£8,765	£30,675	£10,518	£36,810	£12,270	£42,945	£14,023	£49,080	£15,776	£55,215
	1	£9,288	£32,507	£11,146	£39,008	£13,003	£45,510	£14,861	£52,011	£16,718	£58,512
	2	£10,020	£35,070	£12,024	£42,084	£14,028	£49,098	£16,032	£56,111	£18,036	£63,125
	3	£10,463	£36,620	£12,556	£43,944	£14,648	£51,268	£16,741	£58,592	£18,834	£65,916
	4	£10,996	£38,486	£13,195	£46,183	£15,395	£53,880	£17,594	£61,577	£19,793	£69,274
	5	£11,530	£40,355	£13,836	£48,426	£16,142	£56,497	£18,448	£64,568	£20,754	£72,639
	6	£12,064	£42,224	£14,477	£50,668	£16,890	£59,113	£19,303	£67,558	£21,715	£76,002
	7	£12,598	£44,093	£15,118	£52,911	£17,637	£61,730	£20,157	£70,548	£22,677	£79,367
	8	£13,132	£45,960	£15,758	£55,152	£18,384	£64,344	£21,011	£73,536	£23,637	£82,728
Dental Core Training	Min	£8,254	£28,889	£9,905	£34,666	£11,556	£40,444	£13,207	£46,222	£14,857	£51,999
	1	£8,781	£30,733	£10,537	£36,880	£12,294	£43,026	£14,050	£49,173	£15,806	£55,320
	2	£9,308	£32,576	£11,169	£39,091	£13,031	£45,606	£14,892	£52,121	£16,753	£58,636
	3	£9,834	£34,419	£11,801	£41,303	£13,768	£48,187	£15,735	£55,071	£17,702	£61,955
	4	£10,361	£36,262	£12,433	£43,514	£14,505	£50,766	£16,577	£58,019	£18,649	£65,271
	5	£10,888	£38,106	£13,065	£45,727	£15,243	£53,348	£17,420	£60,969	£19,597	£68,590
	6	£11,414	£39,949	£13,697	£47,938	£15,980	£55,928	£18,263	£63,918	£20,545	£71,907

**FA (50% supplement)**

Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
<b>Foundation Doctor Year 1</b>	Min	£8,327	£24,981	£9,993	£29,977	£11,658	£34,973	£13,323	£39,969	£14,989	£44,965
	1	£8,831	£26,493	£10,598	£31,792	£12,364	£37,091	£14,130	£42,389	£15,896	£47,688
	2	£9,336	£28,008	£11,203	£33,609	£13,071	£39,211	£14,938	£44,812	£16,805	£50,414
<b>Foundation Doctor Year 2</b>	Min	£10,269	£30,805	£12,322	£36,966	£14,376	£43,127	£16,430	£49,288	£18,483	£55,449
	1	£10,924	£32,771	£13,109	£39,325	£15,293	£45,879	£17,478	£52,433	£19,663	£58,987
	2	£11,578	£34,734	£13,894	£41,681	£16,210	£48,628	£18,525	£55,575	£20,841	£62,522
<b>Specialty Registrar</b>	Min	£10,956	£32,866	£13,147	£39,439	£15,338	£46,013	£17,529	£52,586	£19,720	£59,159
	1	£11,610	£34,829	£13,932	£41,795	£16,254	£48,760	£18,576	£55,726	£20,898	£62,692
	2	£12,525	£37,575	£15,030	£45,090	£17,535	£52,604	£20,040	£60,119	£22,545	£67,634
	3	£13,079	£39,236	£15,695	£47,083	£18,310	£54,930	£20,926	£62,777	£23,542	£70,624
	4	£13,745	£41,235	£16,494	£49,482	£19,243	£57,728	£21,992	£65,975	£24,741	£74,222
	5	£14,413	£43,238	£17,295	£51,885	£20,178	£60,533	£23,060	£69,180	£25,943	£77,828
	6	£15,080	£45,240	£18,096	£54,288	£21,112	£63,335	£24,128	£72,383	£27,144	£81,431
	7	£15,748	£47,242	£18,897	£56,691	£22,047	£66,139	£25,196	£75,587	£28,346	£85,036
	8	£16,415	£49,243	£19,698	£59,092	£22,980	£68,940	£26,263	£78,789	£29,546	£88,637
<b>Dental Core Training</b>	9	£17,083	£51,248	£20,499	£61,497	£23,916	£71,747	£27,332	£81,996	£30,749	£92,246
	Min	£10,318	£30,952	£12,381	£37,143	£14,445	£43,333	£16,508	£49,523	£18,572	£55,714
	1	£10,976	£32,928	£13,172	£39,514	£15,367	£46,100	£17,562	£52,685	£19,757	£59,271
	2	£11,634	£34,902	£13,961	£41,883	£16,288	£48,863	£18,615	£55,844	£20,942	£62,824
	3	£12,293	£36,878	£14,751	£44,253	£17,210	£51,629	£19,668	£59,004	£22,127	£66,380
	4	£12,951	£38,852	£15,541	£46,622	£18,131	£54,393	£20,721	£62,163	£23,311	£69,933
	5	£13,609	£40,827	£16,331	£48,993	£19,053	£57,158	£21,775	£65,324	£24,497	£73,489
6	£14,268	£42,802	£17,121	£51,363	£19,975	£59,923	£22,828	£68,483	£25,682	£77,044	

## Explanatory notes

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



