

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

Directors of Finance – NHS Health Boards/Trusts

Our Ref: M&D(W) 04/2021 Pay Circular

27 July 2021

Dear Colleague

Summary

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

Action

The revised pay scales for 2021/22 as set out in this circular apply from 1 April 2021 and are as follows:

Main pay award

- 3% uplift to basic pay, back dated to 1 April 2021, for consultants;
- 3% uplift to basic pay, back dated to 1 April 2021, for junior doctors;
- 3% uplift to basic pay, back dated to 1 April 2021, for SAS doctors, 2008 contract only
- New Speciality Doctors/Specialist Contract basic pay agreed in Pay Letter M&D 2/2021
- 3% uplift to basic pay, back dated to 1 April 2021, for salaried and independent contractor GMPs and GDPs;

Allowances and awards

- a freeze on the value of awards for consultants i.e. Clinical Excellence Awards and Commitment Awards
- All other allowances will increase by 3%

Note, there is also an increase in pay, net of expenses, of 3% for independent contractor GMPs and a 3% uplift in contract values for General Dental Practitioners (GDPs) and to the GMP trainers' grant and the GMP appraisers' rate.

Enquiries

1. **Employees** must direct personal enquiries to their employer.

2. **Employers** should direct enquiries to HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely

A handwritten signature in grey ink that reads "Helen Arthur".

Helen Arthur

Interim Director of Workforce and Corporate Business
Cyfarwyddwr Dros Dro y Gweithlu a Busnes Corfforaethol

Annex A: Section 1a: Basic rates of pay per annum, effective from 1 April 2021

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

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09
Consultant	ZM81 / ZK81 / ZL81 / ZC81	£82,356	£84,979	£89,366	£94,459	£100,278	£103,596	£106,920			
Specialty Registrar (Full)	MN37	£33,883	£35,955	£38,851	£40,603	£42,712	£44,826	£46,938	£49,051	£51,162	£53,276
Specialty Registrar (Core Training)	MN39	£33,883	£35,956	£38,851	£40,603	£42,712	£44,826				
Specialty Registrar (Fixed Term)	MN35	£33,883	£35,956	£38,851	£40,603	£42,713	£44,826				
Dental Core Training	MN21	£31,864	£33,948	£36,031	£38,115	£40,198	£42,283	£44,366			
Foundation House Officer 2	MN15*	£31,708	£33,782	£35,854							
Foundation House Officer 1	MN13*	£25,563	£27,159	£28,756							

Annex A: Section 1b: Basic rates of pay per annum, effective from 1 April 2021, for closed Pay Scales

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

N.B. Shaded areas below denote closed pay scales

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09	10	11	12	13
Associate Specialist	MC01 ¹	£43,626	£48,248	£52,866	£57,488	£62,108	£66,729	£72,829	£78,117	£80,312	£83,175	£86,037	£88,900	£91,763	£94,630
Staff Grade Practitioner	MH01 ¹	£39,468	£42,601	£45,734	£48,866	£52,000	£55,130	£58,265	£61,397						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03 / 05 ^{1/3}	£39,468	£42,601	£45,733	£48,865	£52,000	£55,130	£58,264	£61,396	£64,530	£67,663	£70,794	£73,928		
Specialty Registrar	MN25 ¹	£35,350	£37,101	£38,850	£40,601	£42,713	£44,825	£46,939	£49,050	£51,162	£53,275				
Hospital Practitioners/Session	MD01-41 ¹	£5,142	£5,441	£5,741	£6,038	£6,335	£6,633	£6,930							

Annex A: Section 2

Specialty Doctor & Associate Specialist (2008) Pay Scales effective from 1 April 2021 Closed scales

Scale Value*	Associate Specialist 2008 MC41	Specialty Doctor MC46	Period before eligibility for next pay point	Payroll Code and Grade Step
Min	£59,727	£42,601	1 Year	MC46-01/MC41-01
01	£64,528	£46,243	1 Year	MC46-02/MC41-02
02	£69,328	£50,979	1 Year	MC46-03/MC41-03
03	£75,666	£53,516	1 Year	MC46-04/MC41-04
04	£81,161	£57,171	1 Year	MC46-05/MC41-05
05	£83,439	£60,815	2 Years	MC46-06/MC41-06
	£83,439	£60,815	1 Year	MC46-07/MC41-07
06	£86,415	£64,538	2 Years	MC46-08/MC41-08
	£86,415	£64,538	1 Year	MC46-09/MC41-09
07	£89,390	£68,264	2 Years	MC46-10/MC41-10
	£89,390	£68,264	1 Year	MC46-11/MC41-11
08	£92,363	£71,991	3 Years	MC46-12/MC41-12
	£92,363	£71,991	2 Years	MC46-13/MC41-13
	£92,363	£71,991	1 Year	MC46-14/MC41-14
09	£95,339	£75,715	3 Years	MC46-15/MC41-15
	£95,339	£75,715	2 Years	MC46-16/MC41-16
	£95,339	£75,715	1 Year	MC46-17/MC41-17
10	£98,315	£79,440	1 Year	MC46-18/MC41-18

NB: New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Specialty Doctor (Wales)

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	45,345
MC75 – 02		45,345
MC75 – 03	1	49,989
MC75 – 04	2	56,061
MC75 – 05		56,061
MC75 – 06	3	58,756
MC75 – 07	4	63,285
MC75 – 08		63,285
MC75 – 09		63,285
MC75 – 10	5	66,939
MC75 – 11		66,939
MC75 – 12	6	70,593
MC75 – 13		70,593
MC75 – 14		70,593
MC75 – 15	7	74,245
MC75 – 16		74,245
MC75 – 17		74,245
MC75 – 18	8	77,897

Annex A: Section 2b Specialists basic pay

Specialists (2021)

Specialists pay scale

Pay scale code	Scale Value	Basic Salary
MC70 – 01	Min	79,894
MC70 – 02		79,894
MC70 – 03		79,894
MC70 – 04	1	85,286
MC70 – 05		85,286
MC70 – 06		85,286
MC70 – 07	2	90,677

Annex A: Section 3

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

Including those who are consultants in dental public health

Table 2: Value of supplement

Supplement Band	Minimum	Maximum	Exceptional
Band A	£15,411	£22,372	
Band B	£5,969	£11,948	£15,411
Band C	£4,991	£9,944	£11,948
Band D	£3,979	£7,956	£9,944

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

Annex A: Section 4

Table 3 – Clinical Excellence Awards⁸

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

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

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

Table 4 – Commitment Awards

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

Table 5 – Distinction Awards for Consultants

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

Table 6 – Intensity Supplements for Consultants

Banding		
Out of hours Intensity paid yearly		
Band 1	(low intensity)	£2,502
Band 2	(medium intensity)	£5,001
Band 3	(high intensity)	£7,499

Waiting list initiative:

£649

Annex A: Section 5
Salaried GP salary range

Minimum	Maximum
£63,803	£96,278

Annex A: Section 6

Emergency Rota Allowance (CMO/SCMO)

Number of Duties	Rate Per Half Year
4 to 11	£209
12 to 17	£416
18 to 23	£624
24 to 29	£830
30 to 35	£1,037
36 to 41	£1,243
42 to 47	£1,450
48 to 53	£1,656
54 to 59	£1,863
60 to 65	£2,070
66 to 71	£2,278
72 or more	£2,483

Annex A: Section 7

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

Para ⁹ / Sched	Nature of fee	Payable for each:	Rate (£)
32.b/ sch 10 & 11	Radiology and pathology tests (routine screening of employees)	Item of service	£4.16
49	Medical Superintendent of Psychiatric Hospitals Allowance		£5,888.08
88	Staff Fund		
91.a	Payment for each eligible bed	Year	£750.24
91.a	Payment for provision of a casualty service		
91.a	Higher rate	Year	£9,237
91.a	Lower rate	Year	£4,620
91.a	12 hrs per day Mon-Fri	Year	£3,303
91.b	Payment for each notional half-day of clinical work per week:	Year	£5,254
91.b	Payment for one hour or less of clinical work per week	Year	£1,400
91.b	Payment for one hour but not more than two hours of clinical work per week (i.e. 2x hourly rate)	Year	£2,800
93	Payment for each casualty seen, where the number is less than 200 per annum:	Casualty seen	£30.20
94 & 105	Payment to part-time medical and dental officers: per weekly notional half day	Year	£5,254
94 & 105	Maximum annual payment (i.e. for 9 sessions)	Year	£47,281
94 & 105	Where the number of hours per week is not more than 2 (Payment for 1 hour or less)	Year	£1,400
94 & 105	Payment for more than 1 hour but not more than 2 hours (i.e. twice hourly rate)	Year	£2,800
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	£28.47
104	Maximum payment per session (i.e. three times hourly rate)	Hour or part of an hour	£85.39
141 & 142/sch 11	DOMICILIARY CONSULTATIONS	Item of service	
143/Sch 11	Standard Rate	Item of service	£94.15
143/Sch 11	Intermediate Rate	Series of visits	£47.07
143/Sch 11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Item of service	£282.47
143/Sch 10	Combined fee for completion of form CVI	Item of service	£143.58
143/Sch 10	For re-examination (provided previous from CVI available)	Item of service	£122.67
146	Lower rate		£23.57
155	Exceptional consultation by a consultant		£176.36
157	Exceptional consultation by a general practitioner		£58.22
165/Sch11	Fees for lectures to nurses etc		
	Consultants	Lecture	£68.31
	Associate Specialists, StR at point 3 or above, HPs and practitioners holding appointments under para 94	Lecture	£54.13
	Other grades	Lecture	£39.78
166/Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	£86.53

Annex A: Section 8
Transport fees and allowances

Mileage Allowance¹⁰

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

Motor cars with three or four wheels:¹¹

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

3. Standard rates:

Motor cars with three or four wheels:

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

4. Other motor vehicles:¹²

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

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

Crown Cars: Private Use¹³

- A. The current rates of:

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

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

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

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

Annex A: Section 9
Locum Tenens appointments

Locum Consultant	ZC82	£94,638
Other Locum Consultant - A consultant who has returned and who before retirement was paid at the scale maximum current at the time of retirement	ZC83	£106,921

	Rate (£): Per Week	Rate (£) PA/ Session / notional half day
Speciality Doctor – MC47	£963.46	£96.36
Associate Specialist (2008) – MC42 (CLOSED)	£1,310.29	£131.04
Associate Specialist – MC03 (CLOSED)	£1,130.16	£102.75
P/T Medical/Dental Officer (Paras 94-105) – ME11 (CLOSED)		£100.75
Hospital Practitioner – MD02 (CLOSED)		£115.74
Staff Grade – MH02 (CLOSED)	£953.18	£95.33

Foundation House Officer, Dental Core Training and Specialty Registrar

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

Rates as at 1 April 2020

Hourly Rates (£) : Bands LA, LB, LC

Band	Basic Rate	No Band	LC	LB	LA
FHO1*	£13.02	£13.67	£18.23	£19.53	£23.44
FHO2*	£16.20	£16.20	£22.68	£24.30	£29.16
Dental Core Training	£18.27	£18.27	£25.58	£27.41	£32.89
SpR	£20.98	£20.98	£29.37	£31.46	£37.76
StR (Higher)	£20.98	£20.98	£29.37	£31.46	£37.76
StR (Lower)	£19.05	£19.05	£26.67	£28.58	£34.29

Band	Basic Rate	No band	1C	1B	1A	2B	2A	3
	(x1)	-	(x1.2)	(x1.4)	(x1.5)	(x1.5)	(x1.8)	(x2)
FHO1*	£624.80	£656.04	£749.76	£874.72	£937.20	£937.20	£1,124.64	£1,249.60
FHO2*	£777.60	£777.60	£933.12	£1,088.64	£1,166.40	£1,166.40	£1,399.68	£1,555.20
Dental Core Training	£876.80	£876.80	£1,052.16	£1,227.52	£1,315.20	£1,315.20	£1,578.24	£1,753.60
SpR	£1,006.80	£1,006.80	£1,208.16	£1,409.52	£1,510.20	£1,510.20	£1,812.24	£2,013.60
StR (Higher)	£1,006.80	£1,006.80	£1,208.16	£1,409.52	£1,510.20	£1,510.20	£1,812.24	£2,013.60
StR (Lower)	£914.40	£914.40	£1,097.28	£1,280.16	£1,371.60	£1,371.60	£1,645.92	£1,828.80

(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 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	£135.47	£66.86
b. during the course of another procedure	£91.59	£44.31
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£183.15	£89.47
b. during the course of another procedure	£122.51	£59.60
iii. Fee for the reversal of male sterilisation	£208.30	£104.09
iv. Fee for the reversal of female sterilisation.	£291.33	£145.98
Fee per case for the insertion or removal (on family planning grounds) of an:		
v. intra-uterine contraceptive device		
a. as a separate procedure	£91.59	£66.86
b. during the course of another procedure	£60.59	£44.31
c. where the removal of a mis-placed device involves laparoscopy or laparotomy Examination and report on pathological specimens referred.	£291.33	£145.98
vi. in connection with NHS family planning cases Radiological services provided in connection with NHS family	Case	£25.09
vii. Planning cases	Session	£25.09
viii. Notional half-day special family planning Session	Session	£155.76
3. Miscellaneous		
Junior hospital doctors in "peripheral" hospitals Allowance per	Allowance Per Year	£2,702.28
Fee for college or faculty nominee attending consultant Advisory Appointment Committee	Full day	£145.91
	Half day	£72.97
Consultants acting as second opinions in Stage 3 of the Clinical complaints procedure (Annex B to HC(88)37)	Full day	£222.90
	Half day	£111.48

Annex A: Section 11

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

	Salary Point	Salary
Band A	1	£43,021
	2	£47,802
	3	£54,972
	4	£58,556
	5	£62,141
	6	£64,532
Band B	7a	£66,920
	8	£69,311
	9	£72,895
	10	£74,688
	11	£76,481
	12	£78,273
Band C	13bc	£80,067
	14c	£82,456
	15c	£84,845
	16	£87,236
	17	£89,626
	18	£92,015

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

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

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

Annex A: Section 12

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

Training supplement

The training supplement for Band A dentists with responsibility for the supervision of a foundation dentist, dental core trainee or undergraduate dental student is £2,008 a year.

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

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

This allowance is set through the General Dental Services Statement of Financial Entitlements Directions and the Personal Dental Services Statement of Financial Entitlements Directions, issue annually by the Welsh Government, and is shown here for information only. The values of the Foundation Dentists payment since 2013/14 in Wales are as follows:

Year	Annual value (£)
2013/14	30,132
2014/15	30,132
2015/16	30,432
2016/17	30,732
2017/18	31,044
2018/19	31,668
2019/20	32,460
2020/21	33,372
2021/22	34,380

The Statement of Fees and Entitlements for 2020/21, including the Foundation Dentist allowance has not yet been announced and any change to the value of the Foundation Dentist payment will be notified in a further pay circular.

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

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

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

(NB: Indicative training annum)

	Service complexity		
	Standard	Medium	High
13			
14			
15			
16			
17			
18			

budget £750 per

Annex B: Section 1¹⁶

Banding supplements and total salaries - full time staff

Grade	Point	No Band (5% FY1 only)		Band 1C (20%)		Band 1B (40%)		Band 1A & 2B (50%)		Band 2A (80%)		Band 3 (100%)	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£1,279	£26,842	£5,113	£30,676	£10,226	£35,789	£12,782	£38,345	£20,451	£46,014	£25,563	£51,126
	1	£1,358	£28,518	£5,432	£32,592	£10,864	£38,024	£13,580	£40,740	£21,728	£48,888	£27,160	£54,320
	2	£1,438	£30,194	£5,752	£34,508	£11,503	£40,259	£14,378	£43,134	£23,005	£51,761	£28,756	£57,512
Foundation Doctor Year 2	Min	N/A	£31,708	£6,342	£38,050	£12,684	£44,392	£15,854	£47,562	£25,367	£57,075	£31,708	£63,416
	1	N/A	£33,782	£6,757	£40,539	£13,513	£47,295	£16,891	£50,673	£27,026	£60,808	£33,782	£67,564
	2	N/A	£35,855	£7,171	£43,026	£14,342	£50,197	£17,928	£53,783	£28,684	£64,539	£35,855	£71,710
Specialty Registrar	Min	N/A	£33,883	£6,777	£40,660	£13,554	£47,437	£16,942	£50,825	£27,107	£60,990	£33,883	£67,766
	1	N/A	£35,956	£7,192	£43,148	£14,383	£50,339	£17,978	£53,934	£28,765	£64,721	£35,956	£71,912
	2	N/A	£38,851	£7,771	£46,622	£15,541	£54,392	£19,426	£58,277	£31,081	£69,932	£38,851	£77,702
	3	N/A	£40,603	£8,121	£48,724	£16,242	£56,845	£20,302	£60,905	£32,483	£73,086	£40,603	£81,206
	4	N/A	£42,713	£8,543	£51,256	£17,086	£59,799	£21,357	£64,070	£34,171	£76,884	£42,713	£85,426
	5	N/A	£44,826	£8,966	£53,792	£17,931	£62,757	£22,413	£67,239	£35,861	£80,687	£44,826	£89,652
	6	N/A	£46,939	£9,388	£56,327	£18,776	£65,715	£23,470	£70,409	£37,552	£84,491	£46,939	£93,878
	7	N/A	£49,051	£9,811	£58,862	£19,621	£68,672	£24,526	£73,577	£39,241	£88,292	£49,051	£98,102
	8	N/A	£51,163	£10,233	£61,396	£20,466	£71,629	£25,582	£76,745	£40,931	£92,094	£51,163	£102,326
	9	N/A	£53,276	£10,656	£63,932	£21,311	£74,587	£26,638	£79,914	£42,621	£95,897	£53,276	£106,552
Dental Core Training	Min	N/A	£31,865	£6,373	£38,238	£12,746	£44,611	£15,933	£47,798	£25,492	£57,357	£31,865	£63,730
	1	N/A	£33,948	£6,790	£40,738	£13,580	£47,528	£16,974	£50,922	£27,159	£61,107	£33,948	£67,896
	2	N/A	£36,032	£7,207	£43,239	£14,413	£50,445	£18,016	£54,048	£28,826	£64,858	£36,032	£72,064
	3	N/A	£38,116	£7,624	£45,740	£15,247	£53,363	£19,058	£57,174	£30,493	£68,609	£38,116	£76,232
	4	N/A	£40,198	£8,040	£48,238	£16,080	£56,278	£20,099	£60,297	£32,159	£72,357	£40,198	£80,396
	5	N/A	£42,283	£8,457	£50,740	£16,914	£59,197	£21,142	£63,425	£33,827	£76,110	£42,283	£84,566
	6	N/A	£44,367	£8,874	£53,241	£17,747	£62,114	£22,184	£66,551	£35,494	£79,861	£44,367	£88,734

Annex B: Section 2a:

Basic pay for Less than Full Time (LTFT) trainees

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

Grade	F Number	Min	1	2	3	4	5	6	7	8	9
Foundation Doctor Year 1 (MT57)	F5	£12,782	£13,580	£14,378	-	-	-	-	-	-	-
	F6	£15,338	£16,296	£17,254	-	-	-	-	-	-	-
	F7	£17,895	£19,012	£20,130	-	-	-	-	-	-	-
	F8	£20,451	£21,728	£23,005	-	-	-	-	-	-	-
	F9	£23,007	£24,444	£25,881	-	-	-	-	-	-	-
Foundation Doctor Year 2 (MT58)	F5	£15,854	£16,891	£17,928	-	-	-	-	-	-	-
	F6	£19,025	£20,270	£21,513	-	-	-	-	-	-	-
	F7	£22,196	£23,648	£25,099	-	-	-	-	-	-	-
	F8	£25,367	£27,026	£28,684	-	-	-	-	-	-	-
	F9	£28,538	£30,404	£32,270	-	-	-	-	-	-	-
Specialty Registrar full (MT59)	F5	£16,942	£17,978	£19,426	£20,302	£21,357	£22,413	£23,470	£24,526*	£25,582*	£26,638
	F6	£20,330	£21,574	£23,311	£24,362	£25,628	£26,896	£28,164	£29,431*	£30,698*	£31,966*
	F7	£23,719	£25,170	£27,196	£28,423	£29,900	£31,379	£32,858	£34,336*	£35,815*	£37,294*
	F8	£27,107	£28,765	£31,081	£32,483	£34,171	£35,861	£37,552	£39,241*	£40,931*	£42,621*
	F9	£30,495	£32,361	£34,966	£36,543	£38,442	£40,344	£42,246	£44,146*	£46,047*	£47,949*
Specialty Registrar Core Training and Fixed Term (MT59)	F5	£16,942	£17,978	£19,426	£20,302	£21,357	£22,413	-	-	-	-
	F6	£20,330	£21,574	£23,311	£24,362	£25,628	£26,896	-	-	-	-
	F7	£23,719	£25,170	£27,196	£28,423	£29,900	£31,379	-	-	-	-
	F8	£27,107	£28,765	£31,081	£32,483	£34,171	£35,861	-	-	-	-
	F9	£30,495	£32,361	£34,966	£36,543	£38,442	£40,344	-	-	-	-
Dental Core Training (MT53)	F5	£15,933	£16,974	£18,016	£19,058	£20,099	£21,142*	£22,184*	-	-	-
	F6	£19,119	£20,369	£21,620	£22,870	£24,119	£25,370*	£26,621*	-	-	-
	F7	£22,306	£23,764	£25,223	£26,682	£28,139	£29,599*	£31,057*	-	-	-
	F8	£25,492	£27,159	£28,826	£30,493	£32,159	£33,827*	£35,494*	-	-	-
	F9	£28,679	£30,554	£32,429	£34,305	£36,179	£38,055*	£39,931*	-	-	-

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

Annex B: Section 2b:

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

(5% supplement) Foundation Doctor Year 1 only											
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	£640	£13,421	£767	£16,105	£895	£18,789	£1,023	£21,473	£1,151	£24,158
	1	£679	£14,259	£815	£17,111	£951	£19,963	£1,087	£22,815	£1,223	£25,667
	2	£719	£15,097	£863	£18,117	£1,007	£21,136	£1,151	£24,156	£1,295	£27,175
FC (20% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£2,557	£15,338	£3,068	£18,406	£3,579	£21,473	£4,091	£24,541	£4,602	£27,609
	1	£2,716	£16,296	£3,260	£19,556	£3,803	£22,815	£4,346	£26,074	£4,889	£29,333
	2	£2,876	£17,254	£3,451	£20,705	£4,026	£24,156	£4,601	£27,606	£5,177	£31,057
Foundation Doctor Year 2	Min	£3,171	£19,025	£3,805	£22,830	£4,440	£26,635	£5,074	£30,440	£5,708	£34,245
	1	£3,379	£20,270	£4,054	£24,324	£4,730	£28,377	£5,406	£32,431	£6,081	£36,485
	2	£3,586	£21,513	£4,303	£25,816	£5,020	£30,119	£5,737	£34,421	£6,454	£38,724
Specialty Registrar	Min	£3,389	£20,330	£4,066	£24,396	£4,744	£28,462	£5,422	£32,528	£6,099	£36,594
	1	£3,596	£21,574	£4,315	£25,889	£5,034	£30,204	£5,753	£34,518	£6,473	£38,833
	2	£3,886	£23,311	£4,663	£27,973	£5,440	£32,635	£6,217	£37,297	£6,994	£41,960
	3	£4,061	£24,362	£4,873	£29,235	£5,685	£34,107	£6,497	£38,979	£7,309	£43,852
	4	£4,272	£25,628	£5,126	£30,754	£5,980	£35,879	£6,835	£41,005	£7,689	£46,131
	5	£4,483	£26,896	£5,380	£32,275	£6,276	£37,654	£7,173	£43,033	£8,069	£48,413
	6	£4,694	£28,164	£5,633	£33,797	£6,572	£39,429	£7,511	£45,062	£8,450	£50,695
	7	£4,906	£29,431	£5,887	£35,317	£6,868	£41,203	£7,849	£47,089	£8,830	£52,976
	8	£5,117	£30,698	£6,140	£36,838	£7,163	£42,977	£8,187	£49,117	£9,210	£55,257
Dental Core Training	1	£5,328	£31,966	£6,394	£38,359	£7,459	£44,752	£8,525	£51,145	£9,590	£57,539
	Min	£3,187	£19,119	£3,824	£22,943	£4,462	£26,767	£5,099	£30,591	£5,736	£34,415
	1	£3,395	£20,369	£4,074	£24,443	£4,753	£28,517	£5,432	£32,591	£6,111	£36,664
	2	£3,604	£21,620	£4,324	£25,944	£5,045	£30,267	£5,766	£34,591	£6,486	£38,915
	3	£3,812	£22,870	£4,574	£27,444	£5,337	£32,018	£6,099	£36,592	£6,861	£41,166
	4	£4,020	£24,119	£4,824	£28,943	£5,628	£33,767	£6,432	£38,591	£7,236	£43,414
5	£4,229	£25,370	£5,074	£30,444	£5,920	£35,518	£6,766	£40,592	£7,611	£45,666	
6	£4,437	£26,621	£5,325	£31,945	£6,212	£37,269	£7,099	£42,593	£7,987	£47,917	

FB (40% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£5,113	£17,895	£6,136	£21,473	£7,158	£25,052	£8,181	£28,631	£9,203	£32,210
	1	£5,432	£19,012	£6,519	£22,815	£7,605	£26,617	£8,692	£30,420	£9,778	£34,222
	2	£5,752	£20,130	£6,902	£24,156	£8,052	£28,181	£9,202	£32,207	£10,353	£36,233
Foundation Doctor Year 2	Min	£6,342	£22,196	£7,610	£26,635	£8,879	£31,074	£10,147	£35,513	£11,415	£39,953
	1	£6,757	£23,648	£8,108	£28,377	£9,459	£33,107	£10,811	£37,836	£12,162	£42,566
	2	£7,171	£25,099	£8,606	£30,119	£10,040	£35,138	£11,474	£40,158	£12,908	£45,178
Specialty Registrar	Min	£6,777	£23,719	£8,132	£28,462	£9,488	£33,206	£10,843	£37,949	£12,198	£42,693
	1	£7,192	£25,170	£8,630	£30,204	£10,068	£35,237	£11,506	£40,271	£12,945	£45,305
	2	£7,771	£27,196	£9,325	£32,635	£10,879	£38,074	£12,433	£43,514	£13,987	£48,953
	3	£8,121	£28,423	£9,745	£34,107	£11,369	£39,791	£12,993	£45,476	£14,618	£51,160
	4	£8,543	£29,900	£10,252	£35,879	£11,960	£41,859	£13,669	£47,839	£15,377	£53,819
	5	£8,966	£31,379	£10,759	£37,654	£12,552	£43,930	£14,345	£50,206	£16,138	£56,481
	6	£9,388	£32,858	£11,266	£39,429	£13,143	£46,001	£15,021	£52,572	£16,899	£59,144
	7	£9,811	£34,336	£11,773	£41,203	£13,735	£48,070	£15,697	£54,938	£17,659	£61,805
	8	£10,233	£35,815	£12,280	£42,977	£14,326	£50,140	£16,373	£57,303	£18,419	£64,466
9	£10,656	£37,294	£12,787	£44,752	£14,918	£52,211	£17,049	£59,670	£19,180	£67,128	
Dental Core Training	Min	£6,373	£22,306	£7,648	£26,767	£8,923	£31,228	£10,197	£35,689	£11,472	£40,150
	1	£6,790	£23,764	£8,148	£28,517	£9,506	£33,270	£10,864	£38,022	£12,222	£42,775
	2	£7,207	£25,223	£8,648	£30,267	£10,089	£35,312	£11,531	£40,356	£12,972	£45,401
	3	£7,624	£26,682	£9,148	£32,018	£10,673	£37,354	£12,198	£42,690	£13,722	£48,027
	4	£8,040	£28,139	£9,648	£33,767	£11,256	£39,395	£12,864	£45,022	£14,472	£50,650
	5	£8,457	£29,599	£10,148	£35,518	£11,840	£41,438	£13,531	£47,357	£15,222	£53,277
6	£8,874	£31,057	£10,649	£37,269	£12,423	£43,480	£14,198	£49,692	£15,973	£55,903	

FA (50% supplement)											
Grade	Point	F5		F6		F7		F8		F9	
		Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary	Banding	Total Salary
Foundation Doctor Year 1	Min	£6,391	£19,173	£7,669	£23,007	£8,948	£26,842	£10,226	£30,676	£11,504	£34,511
	1	£6,790	£20,370	£8,148	£24,444	£9,506	£28,518	£10,864	£32,592	£12,222	£36,666
	2	£7,189	£21,567	£8,627	£25,881	£10,065	£30,194	£11,503	£34,508	£12,941	£38,821
Foundation Doctor Year 2	Min	£7,927	£23,781	£9,513	£28,538	£11,098	£33,294	£12,684	£38,050	£14,269	£42,806
	1	£8,446	£25,337	£10,135	£30,404	£11,824	£35,472	£13,513	£40,539	£15,202	£45,606
	2	£8,964	£26,892	£10,757	£32,270	£12,550	£37,648	£14,342	£43,026	£16,135	£48,405
Specialty Registrar	Min	£8,471	£25,413	£10,165	£30,495	£11,860	£35,578	£13,554	£40,660	£15,248	£45,743
	1	£8,989	£26,967	£10,787	£32,361	£12,585	£37,754	£14,383	£43,148	£16,181	£48,541
	2	£9,713	£29,139	£11,656	£34,966	£13,598	£40,794	£15,541	£46,622	£17,483	£52,449
	3	£10,151	£30,453	£12,181	£36,543	£14,212	£42,634	£16,242	£48,724	£18,272	£54,815
	4	£10,679	£32,035	£12,814	£38,442	£14,950	£44,849	£17,086	£51,256	£19,221	£57,663
	5	£11,207	£33,620	£13,448	£40,344	£15,690	£47,068	£17,931	£53,792	£20,172	£60,516
	6	£11,735	£35,205	£14,082	£42,246	£16,429	£49,286	£18,776	£56,327	£21,123	£63,368
	7	£12,263	£36,789	£14,716	£44,146	£17,168	£51,504	£19,621	£58,862	£22,073	£66,219
	8	£12,791	£38,373	£15,349	£46,047	£17,908	£53,722	£20,466	£61,396	£23,024	£69,071
Dental Core Training	Min	£7,967	£23,899	£9,560	£28,679	£11,153	£33,459	£12,746	£38,238	£14,340	£43,018
	1	£8,487	£25,461	£10,185	£30,554	£11,882	£35,646	£13,580	£40,738	£15,277	£45,830
	2	£9,008	£27,024	£10,810	£32,429	£12,612	£37,834	£14,413	£43,239	£16,215	£48,644
	3	£9,529	£28,587	£11,435	£34,305	£13,341	£40,022	£15,247	£45,740	£17,153	£51,457
	4	£10,050	£30,149	£12,060	£36,179	£14,070	£42,208	£16,080	£48,238	£18,090	£54,268
	5	£10,571	£31,713	£12,685	£38,055	£14,800	£44,398	£16,914	£50,740	£19,028	£57,083
	6	£11,092	£33,276	£13,311	£39,931	£15,529	£46,586	£17,747	£53,241	£19,966	£59,896

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. Paragraph references taken from Medical and Dental Handbook (Wales) 2003.
10. A practitioner using a four-wheeled car under 501cc shall be paid at rates for cars of 501 to 1,000cc engine capacity.
11. Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
12. 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.
13. 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.
14. 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.
15. 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.
16. The tables in Annex B have been inserted for clarification purposes.