

The Scottish Government
Directorate of Health Workforce
Health Workforce Pay, Practice and Partnership Division



Scottish Government
Riaghaltas na h-Alba
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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: 2024-25

UPLIFTS TO FEES AND ALLOWANCES 2024-25

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 the following uplifts:-
 - 2a Resident (formerly Junior) Doctors, and Dentists in Training - an uplift of 8.5% From 1st April 2024 with an additional uplift of 2.3% from 1st October 2024

21st November 2024

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:

Health Workforce
Medical and Dental Team
Scottish Government
Health Workforce Division
Ground Floor Rear
St Andrew's House
EDINBURGH
EH1 3DG

Telephone: 0131 244 0900

Email:

MedicalandDentalTeam@gov.scot

2b Consultants – an uplift of 10.5%, from 1st April 2024, and an increase in the value of all Discretionary Points from their current level of £3204 to £3600 from 1st April 2024.

2c A 6% uplift to basic pay from 1st April 2024 for General Practitioners pay and for Public Dental Service employees

2d Details of the Specialty and Specialist doctors pay uplift will be promulgated in an addendum to this circular, as described in paragraph 8 below.

3. 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: 2024-25

4. Pay scales will be uplifted from 1 April 2024 and from 1st October, if relevant, as noted above. 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: 2024-25

5. Uplifts in line with the paragraphs above will apply from 1 April 2024 and from the 1st October 2024 as appropriate to the following post specific grades:

- Directors of Postgraduate and Dental Practice Education (Crump)
- Salaried GPs
- Dental Core Training 1 (CT1).
- Dental Vocational Trainee

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

GP Appraiser / Local Appraisal Advisers

6. 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 4.

GP Specialty Registrar Supplements

7. 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**.

Addendum

8. An addendum to this Circular will be issued under separate cover which will contain tables as detailed on page 12 of this circular

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 paragraphs 3 - 5.

10. The value of intensity payments and distinction awards are unchanged. Discretionary points for consultants have increased in value . Details are included 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.

13. The indicative tables contained in the circular and in any addenda will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees

Mileage Rates

14. 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

15. 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, (effective from 1 April 2024, and 1 October 2024 as appropriate).
- 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.

16. 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:

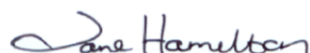
SHOW <https://www.publications.scot.nhs.uk/publication.asp>
MSG <https://www.msg.scot.nhs.uk/publications>

Enquiries

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

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

Yours sincerely



Deputy Director for Health Workforce Pay, Practice and Partnership Division



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)2024/01** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 21 November 2024 with effect from 1 April 2024 and 1 October 2024 as appropriate.

Jane Hamilton
Deputy Director
Health Workforce Pay, Practice and Partnership Division
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG

21st November 2024

The changes which are set out in the attached Annexes are in line with the pay deals negotiated between BMA(Scotland) and the Scottish Government for Resident (formerly Junior) Doctors, and Consultants employed by NHSScotland. Where these negotiated pay deals do not apply, the recommendations made by the Review Body on Doctors' and Dentists' Remuneration have been accepted by the Cabinet Secretary for Health and Social Care.

ANNEX A

Rates of pay effective from 1 April 2024 for consultants covered by the 2004 consultant contract, updating **Appendix 3** to the terms and conditions of service.

ANNEX B

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 C

Rates of pay effective from 1 April 2024 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 D

Rates of pay effective from 1 April 2024 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

Annex E and Annex E1

An addendum to this Circular will be issued under separate cover which will contain Annexes E and E1

ANNEX F

Rates of pay effective from 1 April 2024 for Associate Adviser/Assistant Directors

ANNEX G

Rates of pay effective from 1 April 2024 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

ANNEX H

Uplifts to other rates of pay, fees and allowances from 1 April 2024.

ANNEX I

Tables containing the uplifts to rates of pay, fees and allowances for Resident (formerly Junior) Doctors and Dentists in Training from 1 April 2024 and from 1 October 2024

CONSULTANTS**RATES OF PAY EFFECTIVE FROM 1 April 2024.****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

Seniority Point	Pay Point	2024/25 Pay Scale
1	1	£107,144
2	2	£109,407
3	3	£112,662
4	4	£115,921
5	5	£119,170
6	5	£119,170
7	5	£119,170
8	5	£119,170
9	5	£119,170
10	6	£126,905
11	6	£126,905
12	6	£126,905
13	6	£126,905
14	6	£126,905
15	7	£134,640
16	7	£134,640
17	7	£134,640
18	7	£134,640
19	7	£134,640
20	8	£142,369

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 2024-25 rates)

Spine Point	Seniority (years)	Starting Salary £
0	1	107,144
1	2	107,983
2	3	108,819
3	4	108,819
4 (<1 year @ max)	5	115,921
4 (+1 year @ max)	6	117,547
4 (+ 2-24 years @ max)	7-29	119,170
4 (>25 years @ max)	30+	126,905

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	134,640	13	3	126,905	4	1	112,662
	1	142,369		2	134,640		1	115,921
21 – 29	1	126,905		5	142,369		1	119,170
	1	134,640	12	3	126,905		3	126,905
	1	142,369		3	134,640		5	134,640
20	1	126,905		5	142,369	5	142,369	
	2	134,640	11	4	126,905	3	1*	111,034
	1	142,369		3	134,640		1	115,921
19	1	126,905		5	142,369		1	119,170
	2	134,640	10	4	126,905		4	126,905
	2	142,369		4	134,640		5	134,640
18	2	126,905		5	142,369	5	142,369	
	1	134,640	9	4	126,905	2	1	109,407
	2	142,369		5	134,640		1	115,921
17	2	126,905		5	142,369		1	119,170
	2	134,640	7-8	5	126,905		5	126,905
	2	142,369		5	134,640		5	134,640
16	3	126,905		5	142,369	5	142,369	
	1	134,640	6	1	119,170	1	1*	108,819
	3	142,369		4	126,905		1	112,662
15	3	126,905		5	134,640		1	115,921
	1	134,640	5	142,369	1		119,170	
	4	142,369	5	1*	117,547		5	126,905
14	3	126,905		1	119,170	5	134,640	
	2	134,640		4	126,905	5	142,369	
	4	142,369		5	134,640			
				5	142,369			

* 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 2024
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	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Consultant (pre 2004 contract)	88,959	95,327	101,691	108,058	114,083									

**Rates Of Pay
Effective From 1
April 2024**

Specialty Registrar (Full)	44,480	47,202	51,003	53,302	56,073	58,845	61,621^	64,393^	67,165^	69,941^				
Specialty Registrar (Fixed Term)	44,480	47,202	51,003	53,302	56,073	58,845								
Specialty Registrar (Core Training)	44,480	47,202	51,003	53,302	56,073	58,845								
Specialist Registrar	46,406	48,705	51,003	53,302	56,073	58,845	61,621^	64,393^	67,165^	69,941^				
GP Specialty Registrars														
(SHO)	41,831	44,567	47,303	50,037	52,773	55,507	58,242							
(SpR)	46,406	48,705	51,003	53,302	56,073	58,845	61,621	64,393	67,165	69,941				
(StR)	44,480	47,202	51,003	53,302	56,073	58,845	61,621	64,393	67,165	69,941				
Senior House Officer / Senior Dental House Officer	41,831	44,567	47,303	50,037	52,773	55,507^	58,242^							
Foundation House Officer 2	41,831	44,567	47,303											
Foundation House Officer 1	33,724	35,832	37,936											

**Rates Of Pay
Effective From 1
October 2024**

Specialty Registrar (Full)	45,504	48,288	52,177	54,528	57,363	60,199	63,039^	65,875^	68,710^	71,550^				
Specialty Registrar (Fixed Term)	45,504	48,288	52,177	54,528	57,363	60,199								
Specialty Registrar (Core Training)	45,504	48,288	52,177	54,528	57,363	60,199								
Specialist Registrar	47,474	49,826	52,177	54,528	57,363	60,199	63,039^	65,875^	68,710^	71,550^				
GP Specialty Registrars														
(SHO)	42,794	45,593	48,391	51,188	53,987	56,784	59,582							
(SpR)	47,474	49,826	52,177	54,528	57,363	60,199	63,039	65,875	68,710	71,550				
(StR)	45,504	48,288	52,177	54,528	57,363	60,199	63,039	65,875	68,710	71,550				
Senior House Officer / Senior Dental House Officer	42,794	45,593	48,391	51,188	53,987	56,784^	59,582^							
Foundation House Officer 2	42,794	45,593	48,391											
Foundation House Officer 1	34,500	36,657	38,809											

Notes:

* Discretionary

^ To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2024
FOR POST SPECIFIC SALARIES/RANGES**

BASIC RATES PER ANNUM

GRADE	SALARY / RANGE £
Directors of Postgraduate and Dental Practice Education (Crump)	153, 520
Salaried GPs	74, 192 - 110,737
Dental Core Training 1 (CT1) ^{^^} From 1 April 2024	49,402
Dental Core Training 1 (CT1) ^{^^} From 1 October 2024	50,538
¹ Dental Vocational Training 1 ^{^^}	39,603

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

¹ DVT figures are for information only – salaries will continue to be paid by NES

As stated in Paragraph 8 of this circular, the following tables will be provided as an addendum.

Table 1	DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND) AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS
Table 2	DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND) CONTRACT
Table 3	DOCTORS COVERED BY THE 2022 ASSOCIATE SPECIALIST (SCOTLAND) CONTRACT
Table 4	HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND - SPECIALIST REGISTRAR
Table 5	PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES
Table 6	BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS
Table 7	LOCUM TENENS APPOINTMENTS

Furthermore, as stated in Paragraph 14, it should be noted that all tables in this circular 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 payroll system.

ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2024

Grade	Annual Whole Time Salary*	Sessional Rate per Annum (based on tenths)**
	£	£
Associate Advisers		
Introductory Year	115,217	11,522
AA01	119,929	11,993
AA02	123,853	12,386
AA03	128,569	12,857
Assistant Directors		
AD01	132,497	13,250
AD02	136,422	13,643
AD03	141,134	14,114

***Based on salary scales effective as at 1 April 2024**

**** 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 2024 PUBLIC DENTAL SERVICE

		Pay Point	Pay Scale
Band A	Dental Officer	1	52,035
		2	57,818
		3	66,490
		4	70,824
		5	75,161
		6	78,051
Band B	Senior Dental Officer	7	80,942
		8	83,832
		9	88,169
		10	90,337
		11	92,506
		12	94,673
Band C	Assistant Clinical Director	13	96,841
		14	99,732
		15	102,621
	Specialist Dental Officer	13	96,841
		14	99,732
		15	102,621
		16	104,479
	Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)	13	96,841
		14	99,732
		15	102,621
		16*	104,479
		17*	107,285
		18*	110,092

* 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 2024 as detailed below:

Grade	Hourly Rates Payable £
Dental Officer	39.20
Senior Dental Officer	51.98
Dental Surgeon employed as part-time hospital consultant	64.14

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 2024

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 (£)
7,765	8,320

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

Hospital Practitioners						
Minimum	1	2	3	4	5	6
6,224	6,583	6,994	7,302	7,664	8,023	8,382

DISCRETIONARY POINTS (£) FOR CONSULTANTS*

1	2	3	4	5	6	7	8
3,600	7,200	10,800	14,400	18,000	21,600	25,200	28,800

* 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)
(These remain unchanged)

	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:	911
91(a)	Payment for provision of a casualty service	
	higher rate:	11,178
	lower rate:	5,590
	12 hours per day Mon-Fri	3,998
91(b)	Payment for each notional half-day of clinical work per week:	6,359
"	Payment for one hour or less of clinical work per week:	1,698
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	3,388
93	Payment for each casualty seen, where number is less than 200 per annum	36.54

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:

£6,358 a year per weekly notional half-day up to a maximum of
£57,221 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	£1,698 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£3,396 a year.

PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£34.43 per hour or part of an hour with a
maximum of

£103.29 per session (i.e. 3 times the hourly rate)

**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:

£7,424 per annum.

LECTURE FEES

The fees for lectures have been amended and the rates from 1 April 2024 are set out below:

For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	109.12
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Fees applicable for lectures to nurses and other non-medical and non-dental staff

For lectures given by:	
• Consultants (applicable only to consultants for work undertaken out with programmed activities.)	85.29
• Chief Administrative Dental Officers* ((PDS Band C)	81.18
For lectures given by:	
●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	65.48
Other medical and dental staff not mentioned elsewhere	48.12

* 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	£118.75
Intermediate rate	£58.80
Lower rate	£29.46

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs:	£352.60
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EXCEPTIONAL CONSULTATION	
The fee payable to a consultant shall be	£220.16
The fee payable to a general practitioner under paragraph 157:	£73.42

RADIOLOGY AND PATHOLOGY TESTS	
The fee payable under paragraph 32b of the Terms and Conditions of Service:	£5.26

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	£179.25
For re-examination (provided previous form BP1)	£153.16

CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

Band	Population	Minimum £	Maximum £	Exceptional Maximum £
B	450,000 and over	7,525	15,064	19,430
C	250,000 to 449,999	6,291	12,536	15,064
D	50,000 to 249,999	5,017	10,028	12,536
E: Island Health Boards	under 50,000	2,613	5,179	

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	264
12-17	528
18-23	792
24-29	1,056
30-35	1,320
36-41	1,584
42-47	1,848
48-53	2,112
54-59	2,376
60-65	2,640
66-71	2,904
72 or more	3,168

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 2024:

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	170.86	84.30
	b. during the course of another procedure	115.48	55.89
iii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	230.96	112.80
	b. during the course of another procedure	154.48	75.17
iii.	Fee for the reversal of male sterilisation	262.64	131.25
iv.	Fee for the reversal of female sterilisation	367.37	184.06
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
	a. as a separate procedure	115.48	84.30
	b. during the course of another procedure	76.41	55.89
	c. where the removal of a misplaced device involves laparoscopy or laparotomy	367.37	184.06
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	31.65
vii.	Radiological services provided in connection with NHS family planning cases	Case	31.65
viii.	Notional half-day special family planning session	Session	196.40

OTHER FEES (Effective from 1 April 2024 AND 1 October 2024 as appropriate)

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.

From 1 April 2024

£ 3649.77

£ 2735.23

£ 1818.49

From 1 October 2024

3733.71

2798.14

1860.32

ADVISORY APPOINTMENTS COMMITTEE

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

£183.97	for a whole day
£92.00	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:

£153.36

FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER

£272.84

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 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 2024, 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 1a	As above from 1 st October 2024
Table 2	Total Salaries for Flexible Resident Doctors Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2024, 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 2a	As above from 1 st October 2024
Table 3	Resident Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2024, 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 3a	As above from 1 st October 2024
Table 4	Guidance relating to GP Specialty Registrars (GPStR) from 1 April 2024, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1.
Table 5	Payment to GP Speciality Registrars from April 2024
Table 5	Payment to GP Speciality Registrars from October 2024
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates from 1 April 2024
Table 6a	As above from 1 October 2024

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2024

		Basic salary £	Supplement for non- banded staff 5%	Banding supplement £				
				1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
Grade	Point							
FHO1	Min	33,724	35,411	40,469	47,214	50,586	60,704	67,448
	1	35,832	37,624	42,999	50,165	53,748	64,498	71,664
	2	37,936	39,833	45,524	53,111	56,904	68,285	75,872
FHO2	Min	41,831		50,198	58,564	62,747	75,296	83,662
	1	44,567		53,481	62,394	66,851	80,221	89,134
	2	47,303		56,764	66,225	70,955	85,146	94,606
SHO / DSHO	Min	41,831		50,198	58,564	62,747	75,296	83,662
	1	44,567		53,481	62,394	66,851	80,221	89,134
	2	47,303		56,764	66,225	70,955	85,146	94,606
	3	50,037		60,045	70,052	75,056	90,067	100,074
	4	52,773		63,328	73,883	79,160	94,992	105,546
	5^	55,507		66,609	77,710	83,261	99,913	111,014
SpR	6^	58,242		69,891	81,539	87,363	104,836	116,484
	Min	46,406		55,688	64,969	69,609	83,531	92,812
	1	48,705		58,446	68,187	73,058	87,669	97,410
	2	51,003		61,204	71,405	76,505	91,806	102,006
	3	53,302		63,963	74,623	79,953	95,944	106,604
	4	56,073		67,288	78,503	84,110	100,932	112,146
	5	58,845		70,614	82,383	88,268	105,921	117,690
	6	61,621		73,946	86,270	92,432	110,918	123,242
	7^	64,393		77,272	90,151	96,590	115,908	128,786
StR	8^	67,165		80,598	94,031	100,748	120,897	134,330
	9^	69,941		83,930	97,918	104,912	125,894	139,882
	Min	44,480		53,376	62,272	66,720	80,064	88,960
	1	47,202		56,643	66,083	70,803	84,964	94,404
	2	51,003		61,204	71,405	76,505	91,806	102,006
	3	53,302		63,963	74,623	79,953	95,944	106,604
	4	56,073		67,288	78,503	84,110	100,932	112,146
	5	58,845		70,614	82,383	88,268	105,921	117,690
	6	61,621		73,946	86,270	92,432	110,918	123,242
StR (FT) and (CT)	7^	64,393		77,272	90,151	96,590	115,908	128,786
	8^	67,165		80,598	94,031	100,748	120,897	134,330
	9^	69,941		83,930	97,918	104,912	125,894	139,882
	Min	44,480		53,376	62,272	66,720	80,064	88,960
	1	47,202		56,643	66,083	70,803	84,964	94,404
2	51,003		61,204	71,405	76,505	91,806	102,006	
3	53,302		63,963	74,623	79,953	95,944	106,604	
4	56,073		67,288	78,503	84,110	100,932	112,146	
5	58,845		70,614	82,383	88,268	105,921	117,690	

^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 2024 *

(Pre-June 2005 pay arrangements)

		Basic salary £	Banding supplement £	
Grade	Point		FB 5%	FA 25%
SHO	Min	41,831	43,923	52,289
	1	44,567	46,796	55,709
	2	47,303	49,669	59,129
	3	50,037	52,539	62,547
	4	52,773	55,412	65,967
	5 [^]	55,507	58,283	69,384
	6 [^]	58,242	61,155	72,803
SpR	Min	46,406	48,727	58,008
	1	48,705	51,141	60,882
	2	51,003	53,554	63,754
	3	53,302	55,968	66,628
	4	56,073	58,877	70,092
	5	58,845	61,788	73,557
	6	61,621	64,703	77,027
	7 [^]	64,393	67,613	80,492
	8 [^]	67,165	70,524	83,957
	9 [^]	69,941	73,439	87,427

* 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.

Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 April 2024

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	16,862	17,916	18,968	20,916	22,284	23,652	20,916	22,284	23,652	25,019	26,387	27,754	29,121	23,203	24,353	25,502	26,651	28,037	29,423	30,811	32,197	33,583	34,971
F6	20,235	21,500	22,762	25,099	26,741	28,382	25,099	26,741	28,382	30,023	31,664	33,305	34,946	27,844	29,223	30,602	31,982	33,644	35,307	36,973	38,636	40,299	41,965
F7	23,607	25,083	26,556	29,282	31,197	33,113	29,282	31,197	33,113	35,026	36,942	38,855	40,770	32,485	34,094	35,703	37,312	39,252	41,192	43,135	45,076	47,016	48,959
F8	26,980	28,666	30,349	33,465	35,654	37,843	33,465	35,654	37,843	40,030	42,219	44,406	46,594	37,125	38,964	40,803	42,642	44,859	47,076	49,297	51,515	53,732	55,953
F9	30,352	32,249	34,143	37,648	40,111	42,573	37,648	40,111	42,573	45,034	47,496	49,957	52,418	41,766	43,835	45,903	47,972	50,466	52,961	55,459	57,954	60,449	62,947

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	20,235	21,500	22,762	25,100	26,741	28,383	25,100	26,741	28,383	30,023	31,665	33,305	34,946	27,844	29,224	30,603	31,982	33,645	35,308	36,974	38,637	40,300	41,966
F6	24,282	25,800	27,315	30,119	32,090	34,059	30,119	32,090	34,059	36,028	37,997	39,966	41,936	33,413	35,068	36,723	38,379	40,373	42,369	44,368	46,364	48,359	50,358
F7	28,329	30,100	31,868	35,139	37,437	39,736	35,139	37,437	39,736	42,032	44,331	46,626	48,924	38,982	40,913	42,844	44,775	47,103	49,431	51,762	54,092	56,420	58,751
F8	32,376	34,400	36,419	40,158	42,785	45,412	40,158	42,785	45,412	48,036	50,663	53,288	55,913	44,550	46,757	48,964	51,171	53,831	56,492	59,157	61,818	64,479	67,144
F9	36,423	38,699	40,972	45,178	48,134	51,088	45,178	48,134	51,088	54,041	56,996	59,949	62,902	50,120	52,602	55,084	57,567	60,560	63,554	66,551	69,545	72,539	75,537

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	23,607	25,083	26,556	29,283	31,198	33,113	29,283	31,198	33,113	35,027	36,942	38,856	40,770	32,485	34,095	35,703	37,312	39,252	41,193	43,136	45,076	47,017	48,960
F6	28,329	30,100	31,867	35,139	37,438	39,735	35,139	37,438	39,735	42,033	44,330	46,627	48,925	38,982	40,913	42,843	44,775	47,102	49,430	51,763	54,091	56,419	58,751
F7	33,050	35,117	37,179	40,995	43,676	46,359	40,995	43,676	46,359	49,037	51,719	54,397	57,078	45,479	47,732	49,985	52,237	54,953	57,669	60,389	63,107	65,823	68,543
F8	37,772	40,133	42,489	46,851	49,916	52,981	46,851	49,916	52,981	56,042	59,107	62,169	65,232	51,975	54,550	57,125	59,699	62,803	65,907	69,016	72,121	75,225	78,335
F9	42,493	45,149	47,801	52,708	56,156	59,603	52,708	56,156	59,603	63,048	66,495	69,940	73,386	58,473	61,369	64,265	67,161	70,653	74,146	77,643	81,136	84,629	88,126

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	25,293	26,874	28,452	31,374	33,426	35,478	31,374	33,426	35,478	37,529	39,581	41,631	43,682	34,805	36,530	38,253	39,977	42,056	44,135	46,217	48,296	50,375	52,457
F6	30,353	32,250	34,143	37,649	40,112	42,573	37,649	40,112	42,573	45,035	47,496	49,958	52,419	41,766	43,835	45,903	47,973	50,466	52,961	55,460	57,954	60,449	62,948
F7	35,411	37,625	39,834	43,923	46,796	49,670	43,923	46,796	49,670	52,539	55,413	58,283	61,155	48,728	51,141	53,555	55,968	58,878	61,788	64,703	67,614	70,524	73,439
F8	40,470	42,999	45,524	50,198	53,481	56,765	50,198	53,481	56,765	60,045	63,329	66,609	69,891	55,688	58,446	61,205	63,963	67,289	70,614	73,946	77,273	80,598	83,930
F9	45,528	48,374	51,215	56,472	60,167	63,860	56,472	60,167	63,860	67,551	71,244	74,936	78,627	62,649	65,753	68,855	71,958	75,699	79,442	83,189	86,931	90,674	94,421

* Not PRHO

TABLE 3 continued

Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2024

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	22,240	23,601	25,502	26,651	28,037	29,423	30,811	32,197	33,583	34,971
F6	26,688	28,322	30,602	31,982	33,644	35,307	36,973	38,636	40,299	41,965
F7	31,136	33,042	35,703	37,312	39,252	41,192	43,135	45,076	47,016	48,959
F8	35,584	37,762	40,803	42,642	44,859	47,076	49,297	51,515	53,732	55,953
F9	40,032	42,482	45,903	47,972	50,466	52,961	55,459	57,954	60,449	62,947

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	22,240	23,601	25,502	26,651	28,037	29,423
F6	26,688	28,322	30,602	31,982	33,644	35,307
F7	31,136	33,042	35,703	37,312	39,252	41,192
F8	35,584	37,762	40,803	42,642	44,859	47,076
F9	40,032	42,482	45,903	47,972	50,466	52,961

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	26,688	28,322	30,603	31,982	33,645	35,308	36,974	38,637	40,300	41,966
F6	32,026	33,987	36,723	38,379	40,373	42,369	44,368	46,364	48,359	50,358
F7	37,364	39,651	42,844	44,775	47,103	49,431	51,762	54,092	56,420	58,751
F8	42,701	45,315	48,964	51,171	53,831	56,492	59,157	61,818	64,479	67,144
F9	48,039	50,979	55,084	57,567	60,560	63,554	66,551	69,545	72,539	75,537

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	26,688	28,322	30,603	31,982	33,645	35,308
F6	32,026	33,987	36,723	38,379	40,373	42,369
F7	37,364	39,651	42,844	44,775	47,103	49,431
F8	42,701	45,315	48,964	51,171	53,831	56,492
F9	48,039	50,979	55,084	57,567	60,560	63,554

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	31,136	33,042	35,703	37,312	39,252	41,193	43,136	45,076	47,017	48,960
F6	37,364	39,651	42,843	44,775	47,102	49,430	51,763	54,091	56,419	58,751
F7	43,591	46,259	49,985	52,237	54,953	57,669	60,389	63,107	65,823	68,543
F8	49,818	52,867	57,125	59,699	62,803	65,907	69,016	72,121	75,225	78,335
F9	56,045	59,475	64,265	67,161	70,653	74,146	77,643	81,136	84,629	88,126

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	31,136	33,042	35,703	37,312	39,252	41,193
F6	37,364	39,651	42,843	44,775	47,102	49,430
F7	43,591	46,259	49,985	52,237	54,953	57,669
F8	49,818	52,867	57,125	59,699	62,803	65,907
F9	56,045	59,475	64,265	67,161	70,653	74,146

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	33,360	35,402	38,253	39,977	42,056	44,135	46,217	48,296	50,375	52,457
F6	40,032	42,483	45,903	47,973	50,466	52,961	55,460	57,954	60,449	62,948
F7	46,704	49,563	53,555	55,968	58,878	61,788	64,703	67,614	70,524	73,439
F8	53,376	56,643	61,205	63,963	67,289	70,614	73,946	77,273	80,598	83,930
F9	60,048	63,723	68,855	71,958	75,699	79,442	83,189	86,931	90,674	94,421

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	33,360	35,402	38,253	39,977	42,056	44,135
F6	40,032	42,483	45,903	47,973	50,466	52,961
F7	46,704	49,563	53,555	55,968	58,878	61,788
F8	53,376	56,643	61,205	63,963	67,289	70,614
F9	60,048	63,723	68,855	71,958	75,699	79,442

TABLE 1a

Total Salaries for Full-time Training Posts from 1 October 2024

		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	34,500	36,225	41,400	48,300	51,750	62,100	69,000
	1	36,657	38,490	43,989	51,320	54,986	65,983	73,314
	2	38,809	40,750	46,571	54,333	58,214	69,857	77,618
FHO2	Min	42,794		51,353	59,912	64,191	77,030	85,588
	1	45,593		54,712	63,831	68,390	82,068	91,186
	2	48,391		58,070	67,748	72,587	87,104	96,782
SHO / DSHO	Min	42,794		51,353	59,912	64,191	77,030	85,588
	1	45,593		54,712	63,831	68,390	82,068	91,186
	2	48,391		58,070	67,748	72,587	87,104	96,782
	3	51,188		61,426	71,664	76,782	92,139	102,376
	4	53,987		64,785	75,582	80,981	97,177	107,974
	5^	56,784		68,141	79,498	85,176	102,212	113,568
SpR	6^	59,582		71,499	83,415	89,373	107,248	119,164
	Min	47,474		56,969	66,464	71,211	85,454	94,948
	1	49,826		59,792	69,757	74,739	89,687	99,652
	2	52,177		62,613	73,048	78,266	93,919	104,354
	3	54,528		65,434	76,340	81,792	98,151	109,056
	4	57,363		68,836	80,309	86,045	103,254	114,726
	5	60,199		72,239	84,279	90,299	108,359	120,398
	6	63,039		75,647	88,255	94,559	113,471	126,078
	7^	65,875		79,050	92,225	98,813	118,575	131,750
StR	8^	68,710		82,452	96,194	103,065	123,678	137,420
	9^	71,550		85,860	100,170	107,325	128,790	143,100
	Min	45,504		54,605	63,706	68,256	81,908	91,008
	1	48,288		57,946	67,604	72,432	86,919	96,576
	2	52,177		62,613	73,048	78,266	93,919	104,354
	3	54,528		65,434	76,340	81,792	98,151	109,056
	4	57,363		68,836	80,309	86,045	103,254	114,726
	5	60,199		72,239	84,279	90,299	108,359	120,398
	6	63,039		75,647	88,255	94,559	113,471	126,078
StR (FT) and (CT)	7^	65,875		79,050	92,225	98,813	118,575	131,750
	8^	68,710		82,452	96,194	103,065	123,678	137,420
	9^	71,550		85,860	100,170	107,325	128,790	143,100
	Min	45,504		54,605	63,706	68,256	81,908	91,008
	1	48,288		57,946	67,604	72,432	86,919	96,576
2	52,177		62,613	73,048	78,266	93,919	104,354	
3	54,528		65,434	76,340	81,792	98,151	109,056	
4	57,363		68,836	80,309	86,045	103,254	114,726	
5	60,199		72,239	84,279	90,299	108,359	120,398	

^To be awarded automatically except in cases of unsatisfactory performance.

TABLE 2a

Total salaries for Flexible Trainees working less than 40 hours per week from 1 October 2024 *

(Pre-June 2005 pay arrangements)

		Basic salary £	Banding supplement £	
Grade	Point		FB 5%	FA 25%
SHO	Min	42,794	44,934	53,493
	1	45,593	47,873	56,992
	2	48,391	50,811	60,489
	3	51,188	53,748	63,985
	4	53,987	56,687	67,484
	5 [^]	56,784	59,624	70,980
	6 [^]	59,582	62,562	74,478
SpR	Min	47,474	49,848	59,343
	1	49,826	52,318	62,283
	2	52,177	54,786	65,222
	3	54,528	57,255	68,160
	4	57,363	60,232	71,704
	5	60,199	63,209	75,249
	6	63,039	66,191	78,799
	7 [^]	65,875	69,169	82,344
	8 [^]	68,710	72,146	85,888
9 [^]	71,550	75,128	89,438	

* 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.

Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 October 2024

TABLE 3a

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	17,250	18,329	19,405	21,397	22,797	24,196	21,397	22,797	24,196	25,594	26,994	28,392	29,791	23,737	24,913	26,089	27,264	28,682	30,100	31,520	32,938	34,355	35,775
F6	20,700	21,995	23,286	25,677	27,356	29,035	25,677	27,356	29,035	30,713	32,393	34,071	35,750	28,485	29,896	31,307	32,717	34,418	36,120	37,824	39,525	41,226	42,930
F7	24,150	25,660	27,167	29,956	31,916	33,874	29,956	31,916	33,874	35,832	37,791	39,749	41,708	33,232	34,879	36,524	38,170	40,155	42,140	44,128	46,113	48,097	50,085
F8	27,600	29,326	31,048	34,236	36,475	38,713	34,236	36,475	38,713	40,951	43,190	45,428	47,666	37,980	39,861	41,742	43,623	45,891	48,160	50,432	52,700	54,968	57,240
F9	31,050	32,992	34,929	38,515	41,034	43,552	38,515	41,034	43,552	46,070	48,589	51,106	53,624	42,727	44,844	46,960	49,076	51,627	54,180	56,736	59,288	61,839	64,395

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	20,700	21,995	23,286	25,677	27,357	29,036	25,677	27,357	29,036	30,713	32,393	34,071	35,750	28,485	29,896	31,307	32,717	34,419	36,120	37,824	39,526	41,226	42,930
F6	24,840	26,394	27,944	30,813	32,828	34,842	30,813	32,828	34,842	36,856	38,872	40,886	42,900	34,182	35,876	37,569	39,261	41,302	43,344	45,389	47,430	49,472	51,516
F7	28,980	30,792	32,601	35,948	38,300	40,649	35,948	38,300	40,649	42,999	45,350	47,699	50,050	39,879	41,855	43,829	45,804	48,186	50,568	52,954	55,336	57,717	60,102
F8	33,120	35,192	37,258	41,084	43,770	46,456	41,084	43,770	46,456	49,142	51,828	54,514	57,200	45,576	47,834	50,091	52,348	55,070	57,792	60,519	63,240	65,962	68,688
F9	37,260	39,591	41,915	46,218	49,241	52,263	46,218	49,241	52,263	55,284	58,307	61,328	64,349	51,273	53,813	56,352	58,892	61,953	65,016	68,084	71,146	74,207	77,274

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	24,150	25,661	27,167	29,956	31,916	33,875	29,956	31,916	33,875	35,832	37,792	39,749	41,708	33,232	34,879	36,525	38,170	40,155	42,140	44,128	46,114	48,097	50,085
F6	28,980	30,793	32,601	35,948	38,299	40,649	35,948	38,299	40,649	42,999	45,351	47,700	50,050	39,879	41,855	43,830	45,804	48,186	50,568	52,954	55,335	57,717	60,102
F7	33,810	35,924	38,034	41,939	44,683	47,424	41,939	44,683	47,424	50,165	52,908	55,649	58,392	46,525	48,831	51,134	53,438	56,217	58,996	61,780	64,559	67,336	70,119
F8	38,640	41,057	43,468	47,931	51,065	54,199	47,931	51,065	54,199	57,332	60,466	63,600	66,733	53,172	55,806	58,439	61,073	64,248	67,424	70,605	73,780	76,956	80,136
F9	43,470	46,189	48,901	53,921	57,448	60,973	53,921	57,448	60,973	64,498	68,025	71,549	75,074	59,818	62,782	65,744	68,707	72,278	75,852	79,431	83,004	86,575	90,153

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	25,875	27,494	29,108	32,096	34,196	36,294	32,096	34,196	36,294	38,391	40,491	42,588	44,687	35,606	37,370	39,134	40,896	43,023	45,150	47,280	49,407	51,533	53,663
F6	31,050	32,993	34,929	38,516	41,034	43,553	38,516	41,034	43,553	46,070	48,590	51,107	53,625	42,728	44,844	46,961	49,076	51,627	54,180	56,736	59,288	61,839	64,395
F7	36,225	38,490	40,751	44,934	47,874	50,811	44,934	47,874	50,811	53,748	56,687	59,624	62,562	49,848	52,319	54,786	57,255	60,233	63,210	66,192	69,170	72,146	75,128
F8	41,400	43,989	46,572	51,354	54,713	58,070	51,354	54,713	58,070	61,427	64,785	68,142	71,499	56,970	59,792	62,613	65,435	68,837	72,240	75,648	79,050	82,452	85,860
F9	46,575	49,488	52,394	57,773	61,551	65,328	57,773	61,551	65,328	69,105	72,884	76,659	80,436	64,091	67,266	70,440	73,614	77,441	81,270	85,104	88,932	92,759	96,593

* Not PRHO

TABLE 3a continued

Resident Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 October 2024

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	22,752	24,144	26,089	27,264	28,682	30,100	31,520	32,938	34,355	35,775
F6	27,303	28,973	31,307	32,717	34,418	36,120	37,824	39,525	41,226	42,930
F7	31,853	33,802	36,524	38,170	40,155	42,140	44,128	46,113	48,097	50,085
F8	36,404	38,631	41,742	43,623	45,891	48,160	50,432	52,700	54,968	57,240
F9	40,954	43,460	46,960	49,076	51,627	54,180	56,736	59,288	61,839	64,395

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	22,752	24,144	26,089	27,264	28,682	30,100
F6	27,303	28,973	31,307	32,717	34,418	36,120
F7	31,853	33,802	36,524	38,170	40,155	42,140
F8	36,404	38,631	41,742	43,623	45,891	48,160
F9	40,954	43,460	46,960	49,076	51,627	54,180

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	27,303	28,973	31,307	32,717	34,419	36,120	37,824	39,526	41,226	42,930
F6	32,764	34,768	37,569	39,261	41,302	43,344	45,389	47,430	49,472	51,516
F7	38,224	40,563	43,829	45,804	48,186	50,568	52,954	55,336	57,717	60,102
F8	43,685	46,358	50,091	52,348	55,070	57,792	60,519	63,240	65,962	68,688
F9	49,145	52,152	56,352	58,892	61,953	65,016	68,084	71,146	74,207	77,274

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	27,303	28,973	31,307	32,717	34,419	36,120
F6	32,764	34,768	37,569	39,261	41,302	43,344
F7	38,224	40,563	43,829	45,804	48,186	50,568
F8	43,685	46,358	50,091	52,348	55,070	57,792
F9	49,145	52,152	56,352	58,892	61,953	65,016

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	31,853	33,802	36,525	38,170	40,155	42,140	44,128	46,114	48,097	50,085
F6	38,225	40,563	43,830	45,804	48,186	50,568	52,954	55,335	57,717	60,102
F7	44,595	47,323	51,134	53,438	56,217	58,996	61,780	64,559	67,336	70,119
F8	50,966	54,084	58,439	61,073	64,248	67,424	70,605	73,780	76,956	80,136
F9	57,336	60,844	65,744	68,707	72,278	75,852	79,431	83,004	86,575	90,153

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	31,853	33,802	36,525	38,170	40,155	42,140
F6	38,225	40,563	43,830	45,804	48,186	50,568
F7	44,595	47,323	51,134	53,438	56,217	58,996
F8	50,966	54,084	58,439	61,073	64,248	67,424
F9	57,336	60,844	65,744	68,707	72,278	75,852

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	34,128	36,216	39,134	40,896	43,023	45,150	47,280	49,407	51,533	53,663
F6	40,955	43,460	46,961	49,076	51,627	54,180	56,736	59,288	61,839	64,395
F7	47,780	50,703	54,786	57,255	60,233	63,210	66,192	69,170	72,146	75,128
F8	54,606	57,947	62,613	65,435	68,837	72,240	75,648	79,050	82,452	85,860
F9	61,431	65,190	70,440	73,614	77,441	81,270	85,104	88,932	92,759	96,593

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	34,128	36,216	39,134	40,896	43,023	45,150
F6	40,955	43,460	46,961	49,076	51,627	54,180
F7	47,780	50,703	54,786	57,255	60,233	63,210
F8	54,606	57,947	62,613	65,435	68,837	72,240
F9	61,431	65,190	70,440	73,614	77,441	81,270

TABLE 4
GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2024

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 Training Grant from 1 April 2024	£11,122
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PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2024

TABLE 5a

	Scale Point	Basic Salary	Pre - April 2007		April 2007 – July 2007		August 2007 – March 2008		April 2008 – March 2009		From 1 April 2009	
			Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		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	41,831	27,191	69,022	23,008	64,839	N/A	N/A	N/A	N/A	N/A	N/A
	1	44,567	28,969	73,536	24,512	69,079	N/A	N/A	N/A	N/A	N/A	N/A
	2	47,303	30,747	78,050	26,017	73,320	N/A	N/A	N/A	N/A	N/A	N/A
	3	50,037	32,525	82,562	27,521	77,558	N/A	N/A	N/A	N/A	N/A	N/A
	4	52,773	34,303	87,076	29,026	81,799	N/A	N/A	N/A	N/A	N/A	N/A
	5	55,507	36,080	91,587	30,529	86,036	N/A	N/A	N/A	N/A	N/A	N/A
	6	58,242	37,858	96,100	32,034	90,276	N/A	N/A	N/A	N/A	N/A	N/A

(b) SpR	min	46,406	30,164	76,570	25,524	71,930	25,524	71,930	23,203	69,609	20,883	67,289*
	1	48,705	31,659	80,364	26,788	75,493	26,788	75,493	24,353	73,058	21,918	70,623^
	2	51,003	33,152	84,155	28,052	79,055	28,052	79,055	25,502	76,505	22,952	73,955*
	3	53,302	34,647	87,949	29,317	82,619	29,317	82,619	26,651	79,953	23,986	77,288*
	4	56,073	36,448	92,521	30,841	86,914	30,841	86,914	28,037	84,110	25,233	81,306*++
	5	58,845	38,250	97,095	32,365	91,210	32,365	91,210	29,423	88,268	26,481	85,326*
	6	61,621	40,054	101,675	33,892	95,513	33,892	95,513	30,811	92,432	27,730	89,351*
	7	64,393	41,856	106,249	35,417	99,810	35,417	99,810	32,197	96,590	28,977	93,370*
	8	67,165	43,658	110,823	36,941	104,106	36,941	104,106	33,583	100,748	30,225	97,390
9	69,941	45,462	115,403	38,468	108,409	38,468	108,409	34,971	104,912	31,474	101,415	

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 2024

TABLE 5a continued

	Scale Point	Basic Salary	Pre-April 2007		April 2007- July 2007		August 2007 – March 2008		April 2008 – March 2009		From 1 April 2009	
			Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		Supplement 45%	
			GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
(c) StR	min	44,480	N/A	N/A	N/A	N/A	24,464	68,944	22,240	66,720	20,016	64,496*
	1	47,202	N/A	N/A	N/A	N/A	25,962	73,164	23,601	70,803	21,241	68,443*
	2	51,003	N/A	N/A	N/A	N/A	28,052	79,055	25,502	76,505	22,952	73,955*
	3	53,302	N/A	N/A	N/A	N/A	29,317	82,619	26,651	79,953	23,986	77,288*
	4	56,073	N/A	N/A	N/A	N/A	30,841	86,914	28,037	84,110	25,233	81,306*++
	5	58,845	N/A	N/A	N/A	N/A	32,365	91,210	29,423	88,268	26,481	85,326*
	6	61,621	N/A	N/A	N/A	N/A	33,892	95,513	30,811	92,432	27,730	89,351*
	7	64,393	N/A	N/A	N/A	N/A	35,417	99,810	32,197	96,590	28,977	93,370*
	8	67,165	N/A	N/A	N/A	N/A	36,941	104,106	33,583	100,748	30,225	97,390*
9	69,941	N/A	N/A	N/A	N/A	38,468	108,409	34,971	104,912	31,474	101,415#	

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

PAYMENT TO GP SPECIALTY REGISTRARS – 1 October 2024

TABLE 5b

	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	42,794	27,817	70,611	23,537	66,331	N/A	N/A	N/A	N/A	N/A	N/A
	1	45,593	29,636	75,229	25,077	70,670	N/A	N/A	N/A	N/A	N/A	N/A
	2	48,391	31,455	79,846	26,616	75,007	N/A	N/A	N/A	N/A	N/A	N/A
	3	51,188	33,273	84,461	28,154	79,342	N/A	N/A	N/A	N/A	N/A	N/A
	4	53,987	35,092	89,079	29,693	83,680	N/A	N/A	N/A	N/A	N/A	N/A
	5	56,784	36,910	93,694	31,232	88,016	N/A	N/A	N/A	N/A	N/A	N/A
	6	59,582	38,729	98,311	32,771	92,353	N/A	N/A	N/A	N/A	N/A	N/A
(b) SpR	min	47,474	30,859	78,333	26,111	73,585	26,111	73,585	23,737	71,211	21,364	68,838*
	1	49,826	32,387	82,213	27,405	77,231	27,405	77,231	24,913	74,739	22,422	72,248^
	2	52,177	33,916	86,093	28,698	80,875	28,698	80,875	26,089	78,266	23,480	75,657*
	3	54,528	35,444	89,972	29,991	84,519	29,991	84,519	27,264	81,792	24,538	79,066*
	4	57,363	37,286	94,649	31,550	88,913	31,550	88,913	28,682	86,045	25,814	83,177*++
	5	60,199	39,130	99,329	33,110	93,309	33,110	93,309	30,100	90,299	27,090	87,289*
	6	63,039	40,976	104,015	34,672	97,711	34,672	97,711	31,520	94,559	28,368	91,407*
	7	65,875	42,819	108,694	36,232	102,107	36,232	102,107	32,938	98,813	29,644	95,519*
	8	68,710	44,662	113,372	37,791	106,501	37,791	106,501	34,355	103,065	30,920	99,630
9	71,550	46,508	118,058	39,353	110,903	39,353	110,903	35,775	107,325	32,198	103,748	

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 October 2024

TABLE 5b continued

	Scale Point	Basic Salary	Pre-April 2007		April 2007- July 2007		August 2007 – March 2008		April 2008 – March 2009		From 1 April 2009	
			Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		Supplement 45%	
			GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
(c) StR	min	45,504	N/A	N/A	N/A	N/A	25,028	70,532	22,752	68,256	20,477	65,981*
	1	48,288	N/A	N/A	N/A	N/A	26,559	74,847	24,144	72,432	21,730	70,018*
	2	52,177	N/A	N/A	N/A	N/A	28,698	80,875	26,089	78,266	23,480	75,657*
	3	54,528	N/A	N/A	N/A	N/A	29,991	84,519	27,264	81,792	24,538	79,066*
	4	57,363	N/A	N/A	N/A	N/A	31,550	88,913	28,682	86,045	25,814	83,177*++
	5	60,199	N/A	N/A	N/A	N/A	33,110	93,309	30,100	90,299	27,090	87,289*
	6	63,039	N/A	N/A	N/A	N/A	34,672	97,711	31,520	94,559	28,368	91,407*
	7	65,875	N/A	N/A	N/A	N/A	36,232	102,107	32,938	98,813	29,644	95,519*
	8	68,710	N/A	N/A	N/A	N/A	37,791	106,501	34,355	103,065	30,920	99,630*
9	71,550	N/A	N/A	N/A	N/A	39,353	110,903	35,775	107,325	32,198	103,748#	

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 2024

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	17.21	18.08**	24.10	25.81	30.98
FHO2	21.40	21.40	29.96	32.09	38.52
SHO	24.02	24.02	33.64	36.03	43.25
SpR	27.58	27.58	38.62	41.37	49.65
StR	27.58	27.58	38.62	41.37	49.65
StR	25.05	25.04	35.07	37.56	45.08

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	825.21	866.47**	990.26	1155.30	1237.81	1485.38	1650.42
FHO2	1025.99	1025.99	1231.19	1436.39	1538.99	1846.78	2051.97
SHO	1152.30	1152.30	1382.77	1613.23	1728.46	2074.15	2304.61
SpR	1322.66	1322.66	1587.19	1851.73	1983.99	2380.79	2645.32
StR (Higher rate)	1322.66	1322.66	1587.19	1851.73	1983.99	2380.79	2645.32
StR (Lower rate)	1200.89	1200.89	1441.08	1681.25	1801.34	2161.60	2401.78

TABLE 6a

LOCUM TENENS APPOINTMENTS - from 1 October 2024

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	17.60	18.49**	24.65	26.41	31.69
FHO2	21.89	21.89	30.65	32.83	39.40
SHO	24.57	24.57	34.41	36.86	44.24
SpR	28.22	28.22	39.50	42.32	50.79
StR	28.22	28.22	39.50	42.32	50.79
StR	25.62	25.62	35.87	38.43	46.12

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	844.19	886.40**	1013.03	1181.87	1266.28	1519.54	1688.37
FHO2	1049.58	1049.58	1259.51	1469.43	1574.38	1889.25	2099.17
SHO	1178.81	1178.81	1414.57	1650.34	1768.21	2121.86	2357.61
SpR	1353.08	1353.08	1623.70	1894.32	2029.62	2435.55	2706.16
StR (Higher rate)	1353.08	1353.08	1623.70	1894.32	2029.62	2435.55	2706.16
StR (Lower rate)	1228.51	1228.51	1474.22	1719.92	1842.77	2211.32	2457.02

** FHO1s are entitled to a 5% supplement

Resident doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above.

Resident doctors in Locum Appointment for Training (LAT) are excluded from this arrangement.