

**The Scottish Government**  
Health Workforce  
Culture, Pay and Partnership Division



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

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**
- **ASSOCIATE ADVISERS/ASSISTANT DIRECTORS**
- **DIRECTORS OF POSTGRADUATE GENERAL AND DENTAL PRACTICE EDUCATION (CRUMP)**

#### **THIS CIRCULAR INCLUDES:**

**INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2025-26**

**UPLIFTS TO FEES AND ALLOWANCES 2025-26**

### **Summary**

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The Scottish Government has confirmed a 4% uplift to basic pay across NHS medical and dental staff as detailed in this circular.
3. Details of the pay uplift for Resident Doctors and Dentists in Training will be promulgated in an addendum to this circular.
4. The value of distinction awards for consultants remain unchanged. National salary scales, fees and allowances, where applicable, will increase from 1 April 2025.

11 June 2025

### **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

#### Email:

[healthworkforcemedicalanddentalteam@gov.scot](mailto:healthworkforcemedicalanddentalteam@gov.scot)

5. The value of Discretionary Points for Consultants will increase by 4%
6. 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: 2025-26**

7. Pay scales will be uplifted from 1 April 2025. 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: 2025-26**

8. Uplifts in line with paragraph 2 above will apply from 1 April 2025 to the following post specific grades:

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

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

#### **GP Appraiser / Local Appraisal Advisers**

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

#### **GP Specialty Registrar Supplements**

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

#### **UPLIFTS TO FEES AND ALLOWANCES (Annex H to this circular)**

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

12. The value of intensity payments and distinction awards for consultants are unchanged but are included for information at **Annex H**.

13. 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.

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

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

## Mileage Rates

15. 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

16. 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.
- 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.

17. 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	<a href="https://www.publications.scot.nhs.uk/publication.asp">https://www.publications.scot.nhs.uk/publication.asp</a>
MSG	<a href="https://www.msg.scot.nhs.uk/publications">https://www.msg.scot.nhs.uk/publications</a>

## Enquiries

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

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

**It should be noted that these tables are for information only and that the individual figures are only indicators. The actual values for individual employees are generated and applied by the NHS ePayroll System.**

Yours sincerely



**Jane Hamilton**

Deputy Director for Culture, Pay And Partnership

**The Scottish Government**

Directorate For Health Workforce  
Culture, Pay And Partnership Division,  
Health Workforce Division  
NHS Pay and Conditions



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

**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)2025/01** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 11 June 2025 with effect from 1 April 2025.



**Jane Hamilton**

Deputy Director for Culture, Pay and Partnership  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG

**11 June 2025**

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

#### **ANNEX A**

Rates of pay effective from 1 April 2025 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 2025 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.

#### **ANNEX D**

Rates of pay effective from 1 April 2025 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Vocational Trainees.

#### **ANNEX E**

Rates of pay effective from 1 April 2025 for doctors covered by the 2008 Specialty Doctor (Scotland) and Associate Specialist (Scotland) contracts updating their respective terms and conditions of service.

#### **ANNEX E1**

Rates of pay effective from 1 April 2025 for doctors covered by the 2022 Specialty Doctor (Scotland) and Specialist (Scotland) contracts updating their respective terms and conditions of service.

#### **ANNEX F**

Rates of pay effective from 1 April 2025 for Associate Adviser/Assistant Directors

#### **ANNEX G**

Rates of pay effective from 1 April 2025 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 2025.

**CONSULTANTS****RATES OF PAY EFFECTIVE FROM 1 APRIL 2025.****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

<b>Seniority Point</b>	<b>Pay Point</b>	<b>Salary 2025 £</b>
1	1	111,430
2	2	113,784
3	3	117,169
4	4	120,558
5	5	123,937
6	5	123,937
7	5	123,937
8	5	123,937
9	5	123,937
10	6	131,982
11	6	131,982
12	6	131,982
13	6	131,982
14	6	131,982
15	7	140,026
16	7	140,026
17	7	140,026
18	7	140,026
19	7	140,026
20	8	148,064

**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 2025-26 rates)**

Spine Point	Seniority (years)	Starting Salary £
0	1	111,430
1	2	112,303
2	3	113,172
3	4	113,172
4 (<1 year @ max)	5	120,558
4 (+1 year @ max)	6	122,249
4 (+ 2-24 years @ max)	7-29	123,937
4 (>25 years @ max)	30+	131,982

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

Seniority (years)	Interval (years)	Basic Salary £
30+	1	140,026
	1	148,064
21 – 29	1	131,982
	1	140,026
	1	148,064
20	1	131,982
	2	140,026
	1	148,064
19	1	131,982
	2	140,026
	2	148,064
18	2	131,982
	1	140,026
	2	148,064
17	2	131,982
	2	140,026
	2	148,064
16	3	131,982
	1	140,026
	3	148,064
15	3	131,982
	1	140,026
	4	148,064
14	3	131,982
	2	140,026
	4	148,064

Seniority (years)	Interval (years)	Basic Salary £
13	3	131,982
	2	140,026
	5	148,064
12	3	131,982
	3	140,026
	5	148,064
11	4	131,982
	3	140,026
	5	148,064
10	4	131,982
	4	140,026
	5	148,064
9	4	131,982
	5	140,026
	5	148,064
7-8	5	131,982
	5	140,026
	5	148,064
6	1	123,937
	4	131,982
	5	140,026
5	5	148,064
	1*	122,249
	1	123,937
	4	131,982
	5	140,026
	5	148,064

Seniority (years)	Interval (years)	Basic Salary £
4	1	117,169
	1	120,558
	1	123,937
	3	131,982
	5	140,026
3	5	148,064
	1*	115,476
	1	120,558
	1	123,937
	4	131,982
2	5	140,026
	5	148,064
	1	113,784
	1	120,558
	1	123,937
1	5	131,982
	5	140,026
	5	148,064
	1*	113,172
	1	117,169
1	1	120,558
	1	123,937
	5	131,982
1	5	140,026
	5	148,064

\* 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 2025****HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN  
PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND**

Incremental points	Grade				
	Consultant (pre 2004 contract) £	Associate Specialist (pre- 2008 contract) £		Staff Grade Practitioner (pre-1997 contract) £	Staff Grade Practitioner (pre- 1997 contract) £ <sup>1</sup>
<b>Minimum<sup>2</sup></b>	92,518	54,080		48,926	48,926
<b>1<sup>st</sup></b>	99,141	59,810		52,811	52,811
<b>2<sup>nd</sup></b>	105,759	65,539		56,693	56,693
<b>3<sup>rd</sup></b>	112,381	71,265		60,576	60,576
<b>4<sup>th</sup></b>	118,647	76,993		64,460	64,460
<b>5<sup>th</sup></b>		82,720		68,344	69,033
<b>6<sup>th</sup></b>		90,285		72,227	72,227 #
<b>7<sup>th</sup></b>		96,838		76,110	76,110 #
<b>8<sup>th</sup></b>		99,559	*		79,994 #
<b>9<sup>th</sup></b>		103,108	*		83,878 #
<b>10<sup>th</sup></b>		106,657	*		87,763 #
<b>11<sup>th</sup></b>		109,115	*		91,646 #
<b>12<sup>th</sup></b>		112,561	*		
<b>13<sup>th</sup></b>		116,011	*		

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

<sup>2</sup> Rate of pay where there is no scale.

\* Discretionary

# Optional

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2025  
FOR POST SPECIFIC SALARIES/RANGES**

**BASIC RATES PER ANNUM**

<b>GRADE</b>	<b>SALARY / RANGE £</b>
Directors of Postgraduate and Dental Practice Education (Crump)	<b>159,661</b>
Salaried GPs	<b>77,160 - 115,167</b>
<sup>1</sup> Dental Vocational Training	<b>41,188</b>

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

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2025**  
**DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)**  
**AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

<b>Pay Point</b>	<b>Specialty Doctor £</b>	<b>Associate Specialist £</b>	<b>Pay Point Progression</b>
0	52,812	74,041	1 year
1	57,327	79,993	1 year
2	63,196	85,943	1 year
3	66,342	93,802	1 year
4	70,875	100,611	1 year
<b>Threshold 1</b>			
5	75,391	103,438	2 years
6	80,007	107,126	2 years
7	84,625	109,704	2 years
<b>Threshold 2</b>			
8	89,244	113,286	3 years
9	93,860	116,865	3 years
10	98,477	120,448	N/A

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2025**  
**DOCTORS COVERED BY THE 2022 SPECIALTY DOCTOR (SCOTLAND)**  
**AND SPECIALIST (SCOTLAND) CONTRACTS**

<b>Speciality Doctor</b>		<b>2025</b>
<b>Scale point</b>	<b>Pay points</b>	<b>Salary £</b>
0	1	64,158
1	1	64,158
2	1	64,158
3	2	76,537
4	2	76,537
5	2	76,537
6	3	81,223
7	3	81,223
8	3	81,223
9	4	90,600
10	4	90,600
11	4	90,600
12	5	99,975
13	5	99,975
14	5	99,975
15	5	99,975
16	5	99,975
17	5	99,975

<b>New Specialist Grade</b>		<b>2025</b>
<b>Scale Points</b>	<b>Pay Point</b>	<b>Salary Scales £</b>
0	1	100,870
1	1	100,870
2	1	100,870
3	2	104,816
4	2	104,816
5	2	104,816
6	3	111,441

**ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 APRIL 2025**

Grade	Annual Whole Time Salary*	Sessional Rate per Annum (based on tenths) **
	£	
Associate Advisers		
Introductory Year	119,826	11,983
AA01	124,727	12,473
AA02	128,808	12,881
AA03	133,712	13,372
Assistant Directors		
AD01	137,797	13,780
AD02	141,879	14,189
AD03	146,780	14,679

**\*Based on salary scales effective as at 1 April 2025**

**\*\* 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 2025 PUBLIC DENTAL SERVICE

		Pay Point	Pay Scale £
Band A	Dental Officer	1	54,117
		2	60,131
		3	69,150
		4	73,657
		5	78,168
		6	81,174
Band B	Senior Dental Officer	7	84,180
		8	87,186
		9	91,696
		10	93,951
		11	96,207
		12	98,460
Band C	Assistant Clinical Director	13	100,715
		14	103,722
		15	106,726
	Specialist Dental Officer	13	100,715
		14	103,722
		15	106,726
		16	108,659
	Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)	13	100,715
		14	103,722
		15	106,726
		16*	108,659
		17*	111,577
		18*	114,496

\* 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 2025 as detailed below:

Grade	Hourly Rates Payable £
Dental Officer	40.77
Senior Dental Officer	54.06
Dental Surgeon employed as part-time hospital consultant	66.71

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 2025**

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**

<b>Payment Per Session Per Annum</b>	
Minimum (£)	Point I (£)
8,076	8,653

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

	Minimum	1	2	3	4	5	6
Hospital Practitioner	6,473	6,847	7,222	7,595	7,971	8,343	8,718

**DISCRETIONARY POINTS (£) FOR CONSULTANTS\***

1	2	3	4	5	6	7	8
3,744	7,488	11,232	14,976	18,720	22,464	26,208	29,952

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

**DISTINCTION AWARDS FOR CONSULTANTS**

A+ Awards	£75,889
A	£55,924
B	£31,959

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

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

**GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS**

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	947.44
91(a)	Payment for provision of a casualty service	
	higher rate:	11,626
	lower rate:	5,814
	12 hours per day Mon-Fri	4,158
91(b)	Payment for each notional half-day of clinical work per week:	6,614
"	Payment for one hour or less of clinical work per week:	1,766
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	3,524
93	Payment for each casualty seen, where number is less than 200 per annum	38.01

\* 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:

£6,613 a year per weekly notional half-day up to a maximum of  
£59,510 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	£1,766 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£3,532 a year.

**PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE**

£35.81 per hour or part of an hour with a  
maximum of

£107.43 per session (i.e. 3 times the hourly rate)

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

	£	£
	Rate per week (10 sessions)	Rate per notional half-day or session
Speciality Doctor	1,214.58	121.46
Associate Specialist (2008)	1,648.33	164.84
Part-time Medical Officer or General Dental Practitioner		126.77
Hospital Practitioner		145.63
Staff Grade	1,199.15	119.93

## 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:

£7,721 per annum.

### LECTURE FEES

The fees for lectures have been amended and the rates from 1 April 2025 are set out below:

For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	£113.49
---	---------

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.) • Chief Administrative Dental Officers* (PDS Band C)	<ul style="list-style-type: none"> <li>• 88.71</li> <li>• 84.43</li> </ul>
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	68.10
Other medical and dental staff not mentioned elsewhere	50.05

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

**DOMICILIARY CONSULTATIONS**

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

<b>The domiciliary consultation fees shall be as follows:</b>	
Standard rate	£123.50
Intermediate rate	£61.16
Lower rate	£30.64

The overall maximum payable for a series of visits in connection with <b>anti-coagulant therapy or the use of cytotoxic drugs:</b>	£366.71
--	---------

<b>EXCEPTIONAL CONSULTATION</b>	
The fee payable to a consultant shall be	£228.97
The fee payable to a general practitioner under paragraph 157:	£76.36

<b>RADIOLOGY AND PATHOLOGY TESTS</b>	
The fee payable under paragraph 32b of the Terms and Conditions of Service:	£5.48

<b>COMPLETION OF FORM BP1</b>	
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	£186.42
For re-examination (provided previous form BP1)	£159.29

**CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS**

Band	Population	Minimum £	Maximum £	Exceptional Maximum £
<b>B</b>	<b>450,000 and over</b>	7,826	15,667	20,208
<b>C</b>	<b>250,000 to 449,999</b>	6,543	13,038	15,667
<b>D</b>	<b>50,000 to 249,999</b>	5,218	10,430	13,038
<b>E: Island Health Boards</b>	<b>under 50,000</b>	2,718	5,387	

## 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	275
12-17	550
18-23	825
24-29	1,100
30-35	1,375
36-41	1,650
42-47	1,925
48-53	2,200
54-59	2,475
60-65	2,750
66-71	3,025
72 or more	3,300

## 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 2025

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	177.70	87.68
	b. during the course of another procedure	120.10	58.13
iii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	240.20	117.32
	b. during the course of another procedure	160.66	78.18
iii.	Fee for the reversal of male sterilisation	273.15	136.50
iv.	Fee for the reversal of female sterilisation	382.07	191.43
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
	a. as a separate procedure	120.10	87.68
	b. during the course of another procedure	79.47	58.13
	c. where the removal of a misplaced device involves laparoscopy or laparotomy	382.07	191.43
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	32.92
vii.	Radiological services provided in connection with NHS family planning cases	Case	32.92
viii.	Notional half-day special family planning session	Session	204.26

**OTHER FEES (Effective from 1 April 2025)****ADVISORY APPOINTMENTS COMMITTEE**

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

£191.33	for a whole day
£95.68	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:

£159.50

**FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER**

£283.76