

The Scottish Government

Health Workforce and Strategic Change Directorate
Workforce Policy
NHS Pay and Conditions



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:

A. INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2018-19

B. UPLIFTS TO FEES AND ALLOWANCES 2018-19

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 agreed the following uplifts to basic pay for the above mentioned staff groups in order to balance the Recommendations from the Doctors' and Dentists' Review Body (DDRB), Scottish Public Sector Pay Policy (SPSPP) and the recently agreed Agenda for Change (AfC) pay deal for 2018-21. All pay points up to £80,000 FTE will increase by 3% and all pay points at or above £80,000 FTE will be increased by £1,600, or the pro-rata equivalent for part-time workers.

3. The value of distinction awards and discretionary points for consultants remain unchanged. National salary scales, fees and allowances, where applicable, will increase from 1 April 2018. These are detailed in Sections A and B below.

5 September 2018

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

Enquiries to:

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4. This circular provides details of the new:
- National salary scales and post specific salaries
 - Minima and Maxima of the Salaried GPs pay range
 - Fees and allowances

SECTION A

INCREASES TO NATIONAL SALARY SCALES: 2018-19

5. Pay scales will be uplifted from 1 April 2018. 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 to this circular, as summarised in the **Appendix**.

INCREASE TO POST SPECIFIC SALARIES: 2018-19

6. An uplift in line with paragraph 2 above will apply from 1 April 2018 to the following post specific grades:

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

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

GP Appraiser / Local Appraisal Advisers

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

GP Specialty Registrar Supplements

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

Addendum

9. An addendum to this Circular will be issued by the end of September 2018 which will contain tables as detailed on page 7 of this circular. These indicative tables will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees.

SECTION B

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

10. The fees and allowances set out in this Circular have been uplifted by 3% where applicable.

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

12. 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.

Mileage Rates

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

Action

14. NHS Boards, Special Health Boards, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) and NHS National Services Scotland (Common Services Agency) are required to:

- make the necessary arrangements to pay the salaries and fees notified in this circular and its Annexes, with September 2018 salaries (effective from 1 April 2018).
- notify former employees of any arrears of pay or expenses due to them. Where their current address is in doubt, enquiries should be made to ensure that payment can be made.
- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

15. NHS Employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the following websites:

| | |
|------|---|
| SHOW | http://www.show.scot.nhs.uk/publications/publication.asp |
| MSG | http://www.msg.scot.nhs.uk/publications |

Enquiries

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

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

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sean Neill'.

SEAN NEILL

Deputy Director Health Workforce Division

The Scottish Government

Directorate For Health Workforce, Leadership & Service
Transformation
Workforce Policy
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 **NHS Circular PCS(DD)2018/2** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 5 September 2018 with effect from 1 April 2018.



SEAN NEILL

Deputy Director Health Workforce Division
Scottish Government
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5 September 2018

The changes which are set out in the attached Annexes, balance the recommendations of the Review Body on Doctors' and Dentists' Remuneration with Scottish Public Sector Pay Policy (SPSPP) and the recently agreed Agenda for Change (AfC) pay deal for 2018-21 and have been accepted by the Cabinet Secretary for Health and Sport.

ANNEX A

Rates of pay effective from 1 April 2018 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 under the provisions of paragraphs 14.2.3, 14.2.4 or 14.2.6, updating **Appendix 3** to the terms and conditions of service.

ANNEX C

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

ANNEX D

Rates of pay effective from 1 April 2018 for hospital medical and dental staff and dentists in public health medicine and the community health service (Scotland) (2007), updating **Appendix 1** to the terms and conditions of service and GP Specialty Registrars.

ANNEX E

Rates of pay effective from 1 April 2018 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

ANNEX F

Rates of pay effective from 1 April 2018 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.

ANNEX G

Rates of pay effective from 1 April 2018 for Associate Adviser/Assistant Directors

ANNEX H

Rates of pay effective from 1 April 2018 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

ANNEX I

Uplifts to other rates of pay, fees and allowances from 1 April 2018.

APPENDIX

As stated in Paragraph 9 of this circular, the following tables will be provided as an addendum. Further, 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 payroll system.

| | |
|----------------|--|
| Table 1 | Total Salaries for Full-time Training Posts from 1 April 2018, updating Appendix 1 to the terms and conditions of service for hospital medical and dental staff and doctors and dentists in public health medicine and the community health service (Scotland) (2007). |
| Table 2 | Total Salaries for Flexible Trainees Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2018, updating Appendix 1 to the terms and conditions of service for hospital medical and dental staff and doctors and dentists in public health medicine and the community health service (Scotland) (2007) |
| Table 3 | Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2018, updating Appendix 1 to the terms and conditions of service for hospital medical and dental staff and doctors and dentists in public health medicine and the community health service (Scotland) (2007). |
| Table 4 | Guidance relating to GP Specialty Registrars (GPStR) from 1 April 2018, updating Banding Supplements from Section E of NHS Circular: PCS(GPR)2009/1 . |
| Table 5 | Payment to GP Speciality Registrars |
| Table 6 | Locum Tenens Appointments – banding supplements, hourly and weekly rates |

CONSULTANTS

RATES OF PAY EFFECTIVE FROM 1 April 2018

PAY ARRANGEMENTS FOR NEW CONSULTANTS

| Seniority Point | Pay Point | Salary £ |
|-----------------|-----------|----------|
| 1 | 1 | 80,653 |
| 2 | 2 | 82,356 |
| 3 | 3 | 84,808 |
| 4 | 4 | 87,260 |
| 5 | 5 | 89,705 |
| 6 | 5 | 89,705 |
| 7 | 5 | 89,705 |
| 8 | 5 | 89,705 |
| 9 | 5 | 89,705 |
| 10 | 6 | 95,528 |
| 11 | 6 | 95,528 |
| 12 | 6 | 95,528 |
| 13 | 6 | 95,528 |
| 14 | 6 | 95,528 |
| 15 | 7 | 101,352 |
| 16 | 7 | 101,352 |
| 17 | 7 | 101,352 |
| 18 | 7 | 101,352 |
| 19 | 7 | 101,352 |
| 20 | 8 | 107,170 |

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

APPENDIX 3: RATES OF PAY - TABLE 6

Pay progression based on 2018-19 rates

| Seniority (years) as at 1 April 2003 | Current Salaries / Interval (years) | Basic Salary £ |
|---|--|---------------------------|
| 6+ | From 1 April 2018 | 107,170 |
| 4, 5 | From 1 April 2018 1 | 101,352 |
| | | 107,170 |
| 3 | From 1 April 2018 2 | 101,352 |
| | | 107,170 |
| 2 | From 1 April 2018 3 | 101,352 |
| | | 107,170 |
| 1 | From 1 April 2018 4 | 101,352 |
| | | 107,170 |

* (or anniversary of appointment if appointed after 1 April 2003)

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 2018-19 rates)

| Spine Point | Seniority (years) | Starting Salary £ |
|------------------------|--------------------|-------------------|
| 0 | 1 | 80,653 |
| 1 | 2 | 81,284 |
| 2 | 3 | 81,914 |
| 3 | 4 | 81,914* |
| 4 (<1 year @ max) | 5 | 87,260 |
| 4 (+1 year @ max) | 6 | 88,483 |
| 4 (+ 2-24 years @ max) | 7-29 | 89,705 |
| 4 (>25 years @ max) | 30+ | 95,528 |

* In order to prevent a decrease in salary at the £80,000 threshold, the salary at Seniority 4 years has, exceptionally, been uplifted by more than £1,600 to ensure that the integrity of the pay scale is maintained.

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

7(b) Subsequent Pay Progression based on 2018-19 rates (£)

| Seniority (years) | Interval (years) | Basic Salary | Seniority (years) | Interval (years) | Basic Salary | Seniority (years) | Interval (years) | Basic Salary |
|-------------------|------------------|--------------|-------------------|------------------|--------------|-------------------|------------------|--------------|
| 30+ | 1 | 101,352 | 13 | 3 | 95,528 | 4 | 1 | 84,808 |
| | 1 | 107,170 | | 2 | 101,352 | | 1 | 87,260 |
| 21 – 29 | 1 | 95,528 | | 5 | 107,170 | | 1 | 89,705 |
| | 1 | 101,352 | 12 | 3 | 95,528 | | 3 | 95,528 |
| | 1 | 107,170 | | 3 | 101,352 | | 5 | 101,352 |
| 20 | 1 | 95,528 | | 5 | 107,170 | | 5 | 107,170 |
| | 2 | 101,352 | 11 | 4 | 95,528 | 1 | 83580* | |
| | 1 | 107,170 | | 3 | 101,352 | 1 | 87,260 | |
| 19 | 1 | 95,528 | | 5 | 107,170 | 1 | 89,705 | |
| | 2 | 101,352 | 10 | 4 | 95,528 | 4 | 95,528 | |
| | 2 | 107,170 | | 4 | 101,352 | 5 | 101,352 | |
| 18 | 2 | 95,528 | | 5 | 107,170 | 5 | 107,170 | |
| | 1 | 101,352 | 9 | 4 | 95,528 | 1 | 82,356 | |
| | 2 | 107,170 | | 5 | 101,352 | 1 | 87,260 | |
| 17 | 2 | 95,528 | | 5 | 107,170 | 1 | 89,705 | |
| | 2 | 101,352 | 7-8 | 5 | 95,528 | 5 | 95,528 | |
| | 2 | 107,170 | | 5 | 101,352 | 5 | 101,352 | |
| 16 | 3 | 95,528 | | 5 | 107,170 | 5 | 107,170 | |
| | 1 | 101,352 | 6 | 1 | 89,705 | 1 | 81914*^ | |
| | 3 | 107,170 | | 4 | 95,528 | 1 | 84,808 | |
| 15 | 3 | 95,528 | | 5 | 101,352 | 1 | 87,260 | |
| | 1 | 101,352 | 5 | 107,170 | 1 | 89,705 | | |
| | 4 | 107,170 | 5 | 1 | 88,483* | 5 | 95,528 | |
| 14 | 3 | 95,528 | | 1 | 89,705 | 5 | 101,352 | |
| | 2 | 101,352 | | 4 | 95,528 | 5 | 107,170 | |
| | 4 | 107,170 | | 5 | 101,352 | | | |
| | | | | 5 | 107,170 | | | |

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

^ In order to prevent a decrease in salary at the £80,000 threshold, the salary at Seniority 4 years has, exceptionally, been uplifted by more than £1,600 to ensure that the integrity of the pay scale is maintained.

RATES OF PAY EFFECTIVE FROM 1 April 2018

ANNEX D

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

BASIC RATES OF PAY PER ANNUM (£)

| Grade | Min. rate pay where no scale | Incremental points | | | | | | | | | | | | |
|---|------------------------------|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|------------------|------------------|
| | | 1st | 2 nd | 3 rd | 4 th | 5 th | 6 th | 7 th | 8 th | 9 th | 10 th | 11 th | 12 th | 13 th |
| Consultant (pre 2004 contract) | 66964 | 71756 | 76549 | 81340 | 85876 | | | | | | | | | |
| Associate Specialist (pre-2008) | 40805 | 45127 | 49449 | 53770 | 58092 | 62413 | 68121 | 73067 | 75120* | 77797* | 80475* | 82331* | 84931* | 87533* |
| Staff Grade Practitioner (pre-1997 contract) | 36915 | 39845 | 42775 | 45706 | 48636 | 51566 | 54497 | 57426 | | | | | | |
| Staff Grade Practitioner (1997 contract) ¹ | 36915 | 39845 | 42775 | 45706 | 48636 | 52087 | 54497# | 57426# | 60357# | 63288# | 66217# | 69149# | | |
| Specialty Registrar (Full) | 32157 | 34125 | 36873 | 38534 | 40538 | 42544 | 44549^ | 46553^ | 48558^ | 50563^ | | | | |
| Specialty Registrar (Fixed Term) | 32157 | 34125 | 36873 | 38534 | 40538 | 42544 | | | | | | | | |
| Specialty Registrar (Core Training) | 32157 | 34125 | 36873 | 38534 | 40538 | 42544 | | | | | | | | |
| Specialist Registrar | 33550 | 35211 | 36873 | 38534 | 40538 | 42544 | 44549^ | 46553^ | 48558^ | 50563^ | | | | |
| GP speciality Registrars | SHO | 30242 | 32219 | 34197 | 36174 | 38152 | 40129 | 42107 | | | | | | |
| | SpR | 33550 | 35211 | 36873 | 38534 | 40538 | 42544 | 44549 | 46553 | 48558 | 50563 | | | |
| | StR | 32157 | 34125 | 36873 | 38534 | 40538 | 42544 | 44549 | 46553 | 48558 | 50563 | | | |
| Senior House Officer / Senior Dental House Officer | 30242 | 32219 | 34197 | 36174 | 38152 | 40129^ | 42107^ | | | | | | | |
| Foundation House Officer 2 | 30242 | 32219 | 34197 | | | | | | | | | | | |
| Foundation House Officer 1 | 24382 | 25904 | 27425 | | | | | | | | | | | |

Notes:

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

* Discretionary

Optional

^ To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2018
FOR POST SPECIFIC SALARIES/RANGES**

BASIC RATES PER ANNUM

| GRADE | SALARY / RANGE £ |
|--|---------------------------------|
| Directors of Postgraduate and Dental Practice Education (Crump). | 115,562 |
| Salaried GPs. | 58,220 - 86,898 |
| Dental Core Training 1 (CT1). [^] | 35,715 |

[^] 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 2018
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

| Pay Point | | Specialty Doctor £ | Associate Specialist £ | Pay Point Progression |
|-----------|----------------|-----------------------|---------------------------|--------------------------|
| 0 | | 39,846 | 55,865 | 1 year |
| 1 | | 43,253 | 60,356 | 1 year |
| 2 | | 47,682 | 64,845 | 1 year |
| 3 | | 50,055 | 70,775 | 1 year |
| 4 | | 53,476 | 75,914 | 1 year |
| 5 | Threshold 1 | 56,883 | 78,046 | 2 years |
| 6 | | 60,366 | 80,828 | 2 years |
| 7 | | 63,851 | 82,775 | 2 years |
| 8 | Threshold 2 | 67,336 | 85,476 | 3 years |
| 9 | | 70,819 | 88,177 | 3 years |
| 10 | | 74,304 | 90,881 | N/A |

ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2018

| Grade | Annual Whole Time Salary* | Sessional Rate per Annum (based on tenths)** |
|----------------------------|---------------------------|---|
| | £ | £ |
| Associate Advisers | | |
| Introductory Year | 86,729 | 8,673 |
| AA01 | 90,277 | 9,028 |
| AA02 | 93,230 | 9,323 |
| AA03 | 96,781 | 9,679 |
| Assistant Directors | | |
| AD01 | 99,736 | 9,974 |
| AD02 | 102,690 | 10,269 |
| AD03 | 106,239 | 10,624 |

***Based on salary scales effective as at 1 April 2018**

**** 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 2018 PUBLIC DENTAL SERVICE

1. The salary scales below supersede those detailed in NHS Circular **PCS(DD) 2014/2**

| | | Pay Point | Pay Scale £ |
|---------------|--|-----------|----------------|
| Band A | Dental Officer | 1 | 40,832 |
| | | 2 | 45,369 |
| | | 3 | 52,174 |
| | | 4 | 55,576 |
| | | 5 | 58,979 |
| | | 6 | 61,247 |
| Band B | Senior Dental Officer | 7 | 63,516 |
| | | 8 | 65,784 |
| | | 9 | 69,186 |
| | | 10 | 70,888 |
| | | 11 | 72,590 |
| | | 12 | 74,290 |
| Band C | Assistant Clinical Director | 13 | 75,992 |
| | | 14 | 78,260 |
| | | 15 | 80,528 |
| | Specialist Dental Officer | 13 | 75,992 |
| | | 14 | 78,260 |
| | | 15 | 80,528 |
| | | 16 | 81,985 |
| | Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards) | 13 | 75,992 |
| | | 14 | 78,260 |
| | | 15 | 80,528 |
| | | 16* | 81,985 |
| | | 17* | 84,187 |
| | | 18* | 86,390 |

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

2. Sessional fees are increased with effect from 1 April 2018 as detailed below:

| Grade | Hourly Rates Payable £ |
|--|---------------------------|
| Dental Officer | 30.74 |
| Senior Dental Officer | 40.78 |
| Dental Surgeon employed as part-time hospital consultant | 50.31 |

3. 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 2018

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 (£) |
| 6,091 | 6,526 |

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

| | Minimum | 1 | 2 | 3 | 4 | 5 | 6 |
|-----------------------|---------|-------|-------|-------|-------|-------|-------|
| Hospital Practitioner | 4,881 | 5,162 | 5,446 | 5,728 | 6,011 | 6,293 | 6,576 |

DISCRETIONARY POINTS (£) FOR CONSULTANTS*

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

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

DISTINCTION AWARDS FOR CONSULTANTS

| | |
|-----------|---------|
| A+ awards | £75,889 |
| A | £55,924 |
| B | £31,959 |

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

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

GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS

| Paragraph | Nature of Fee, Charge or Allowance | Rate |
|-----------|---|-------|
| | STAFF FUND | £ |
| 88 | Payment for each eligible bed: | 713 |
| 91(a) | Payment for provision of a casualty service | |
| | higher rate: | 8,769 |
| | lower rate: | 4,385 |
| | 12 hours per day Mon-Fri | 3,135 |
| 91(b) | Payment for each notional half-day of clinical work per week: | 4,988 |
| " | Payment for one hour or less of clinical work per week: | 1,329 |
| " | Payment for more than one hour, but not more than 2 hours of clinical work per week | 2,657 |
| 93 | Payment for each casualty seen, where number is less than 200 per annum | 28.65 |

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:

£4987 a year per weekly notional half-day up to a maximum of
£44877 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 | £1329 a year; |
| over 1 hour, but not more than 2 hours: (ie twice the hourly rate) | £2657 a year. |

PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£27.00 per hour or part of an hour with a
maximum of
£81.03 per session (ie 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 | 914.50 | 91.46 |
| Associate Specialist (2008) | 1,243.70 | 124.37 |
| Part-time Medical Officer or General Dental Practitioner | | 95.63 |
| Hospital Practitioner | | 109.85 |
| Staff Grade | 904.70 | 90.47 |

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

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

* Mid-point of the grade salary scale

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

MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

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

£5,588.54 per annum.

LECTURE FEES

The fees for lectures have been amended and the rates from 1 April 2018 are set out below:

| | |
|---|-------|
| For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS) | 82.13 |
| Fees applicable for lectures to nurses and other non-medical and non-dental staff | |
| For lectures given by: <ul style="list-style-type: none"> • Consultants (applicable only to consultants for work undertaken out with programmed activities.) • Chief Administrative Dental Officers* ((PDS Band C) | 64.18 |
| For lectures given by: <ul style="list-style-type: none"> ●Clinical Dental Officers* ●Associate Specialists ●Specialty Doctors ●Specialist Registrars ●Specialty Registrars at incremental point 3 or above ●Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service. ●Hospital Practitioners | 51.36 |
| Other medical and dental staff not mentioned elsewhere | 37.74 |

* 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 | £89.36 |
| Intermediate rate | £44.24 |
| Lower rate | £22.15 |

| | |
|--|---------|
| The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs: | £265.40 |
|--|---------|

| EXCEPTIONAL CONSULTATION | |
|--|---------|
| The fee payable to a consultant shall be | £165.71 |
| The fee payable to a general practitioner under paragraph 157: | £55.24 |

| RADIOLOGY AND PATHOLOGY TESTS | |
|---|-------|
| The fee payable under paragraph 32b of the Terms and Conditions of Service: | £3.94 |

| 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 | £134.91 |
| For re-examination (provided previous form BP1) | £115.27 |

CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

| Band | Population | Minimum £ | Maximum £ | Exceptional Maximum £ |
|--------------------------------|---------------------------|-----------|-----------|-----------------------|
| B | 450,000 and over | 5,664 | 11,339 | 14,626 |
| C | 250,000 to 449,999 | 4,735 | 9,437 | 11,339 |
| D | 50,000 to 249,999 | 3,775 | 7,548 | 9,437 |
| E: Island Health Boards | under 50,000 | 1,966 | 3,899 | |

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 | 197 |
| 12-17 | 394 |
| 18-23 | 591 |
| 24-29 | 788 |
| 30-35 | 985 |
| 36-41 | 1182 |
| 42-47 | 1379 |
| 48-53 | 1576 |
| 54-59 | 1773 |
| 60-65 | 1970 |
| 66-71 | 2167 |
| 72 or more | 2364 |

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 2018:**

| | | Operating Fee | Anaes. fee |
|-------|---|---------------|------------|
| i. | Fee per case of male sterilisation performed | | |
| | a. as a separate procedure | 128.58 | 63.44 |
| | b. during the course of another procedure | 86.91 | 42.05 |
| iii. | Fee per case of female sterilisation performed | | |
| | a. as a separate procedure | 173.83 | 84.89 |
| | b. during the course of another procedure | 116.27 | 56.56 |
| iii. | Fee for the reversal of male sterilisation | 197.68 | 98.78 |
| iv. | Fee for the reversal of female sterilisation | 276.52 | 138.54 |
| v. | Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device | | |
| | a. as a separate procedure | 86.91 | 63.44 |
| | b. during the course of another procedure | 57.5 | 42.05 |
| | c. where the removal of a misplaced device involves laparoscopy or laparotomy | 276.52 | 138.54 |
| vi. | Examination and report on pathological specimens referred in connection with NHS family planning cases | Case | 23.80 |
| vii. | Radiological services provided in connection with NHS family planning cases | Case | 23.80 |
| viii. | Notional half-day special family planning session | Session | 147.82 |

OTHER FEES (Effective from 1 April 2018)**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.

£2,638.73

£1,977.52

£1,314.73

ADVISORY APPOINTMENTS COMMITTEE

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

£138.46 for a whole day

£69.24 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:

£115.43

FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER

£205.35