

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**

1. NHS Circular PCS(DD)2018/2 detailed the increases to national salary scales and uplifts to fees and allowances in 2018-19 for the above staff groups.

2. The Appendix to the circular stated that the following tables would be provided under separate cover. This addendum now provides these tables.

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.

26/9/18

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
BMA, BDA

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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 April 2018, updating Banding Supplements from Section E of NHS Circular: PCS(GPR)2009/1.
Table 5	Payment to GP Specialty Registrars
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates

Summary

3. This addendum is for information only and should be read in conjunction with NHS Circular PCS(DD) 2018/2.

4. 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

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

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

Yours sincerely



SEAN NEILL

Deputy Director Health Workforce Division

Total Salaries for Full-time Training Posts from 1 April 2018

TABLE 1

Grade	Point	Basic salary £	Supplement for non- banded staff 5%	Banding supplement £				
				1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	24,382	25,602	29,259	34,135	36,573	43,888	48,764
	1	25,904	27,200	31,085	36,266	38,856	46,628	51,808
	2	27,425	28,797	32,910	38,395	41,138	49,365	54,850
FHO2	Min	30,242		36,291	42,339	45,363	54,436	60,484
	1	32,219		38,663	45,107	48,329	57,995	64,438
	2	34,197		41,037	47,876	51,296	61,555	68,394
SHO / DSHO	Min	30,242		36,291	42,339	45,363	54,436	60,484
	1	32,219		38,663	45,107	48,329	57,995	64,438
	2	34,197		41,037	47,876	51,296	61,555	68,394
	3	36,174		43,409	50,644	54,261	65,114	72,348
	4	38,152		45,783	53,413	57,228	68,674	76,304
	5^	40,129		48,155	56,181	60,194	72,233	80,258
	6^	42,107		50,529	58,950	63,161	75,793	84,214
SpR	Min	33,550		40,260	46,970	50,325	60,390	67,100
	1	35,211		42,254	49,296	52,817	63,380	70,422
	2	36,873		44,248	51,623	55,310	66,372	73,746
	3	38,534		46,241	53,948	57,801	69,362	77,068
	4	40,538		48,646	56,754	60,807	72,969	81,076
	5	42,544		51,053	59,562	63,816	76,580	85,088
	6	44,549		53,459	62,369	66,824	80,189	89,098
	7^	46,553		55,864	65,175	69,830	83,796	93,106
	8^	48,558		58,270	67,982	72,837	87,405	97,116
	9^	50,563		60,676	70,789	75,845	91,014	101,126
StR	Min	32,157		38,589	45,020	48,236	57,883	64,314
	1	34,125		40,950	47,775	51,188	61,425	68,250
	2	36,873		44,248	51,623	55,310	66,372	73,746
	3	38,534		46,241	53,948	57,801	69,362	77,068
	4	40,538		48,646	56,754	60,807	72,969	81,076
	5	42,544		51,053	59,562	63,816	76,580	85,088
	6	44,549		53,459	62,369	66,824	80,189	89,098
	7^	46,553		55,864	65,175	69,830	83,796	93,106
	8^	48,558		58,270	67,982	72,837	87,405	97,116
	9^	50,563		60,676	70,789	75,845	91,014	101,126
StR (FT) and (CT)	Min	32,157		38,589	45,020	48,236	57,883	64,314
	1	34,125		40,950	47,775	51,188	61,425	68,250
	2	36,873		44,248	51,623	55,310	66,372	73,746
	3	38,534		46,241	53,948	57,801	69,362	77,068
	4	40,538		48,646	56,754	60,807	72,969	81,076
	5	42,544		51,053	59,562	63,816	76,580	85,088

^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 2018^b.

(Pre-June 2005 pay arrangements)

		Basic salary	Banding supplement £	
			FB	FA
Grade	Point	£	5%	25%
SHO	Min	30,242	31,755	37,803
	1	32,219	33,830	40,274
	2	34,197	35,907	42,747
	3	36,174	37,983	45,218
	4	38,152	40,060	47,690
	5 [^]	40,129	42,136	50,162
	6 [^]	42,107	44,213	52,634
SpR	Min	33,550	35,228	41,938
	1	35,211	36,972	44,014
	2	36,873	38,717	46,092
	3	38,534	40,461	48,168
	4	40,538	42,565	50,673
	5	42,544	44,672	53,180
	6	44,549	46,777	55,687
	7 [^]	46,553	48,881	58,192
	8 [^]	48,558	50,986	60,698
	9 [^]	50,563	53,092	63,204

^b 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.

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2018

TABLE 3

	FHO1 Basic			FHO2 Basic			SHO Basic						SpR Basic										
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	12,191	12,952	13,713	15,121	16,110	17,099	15,121	16,110	17,099	18,087	19,076	20,065	21,054	16,775	17,606	18,437	19,267	20,269	21,272	22,275	23,277	24,279	25,282
F6	14,630	15,543	16,456	18,146	19,332	20,519	18,146	19,332	20,519	21,705	22,892	24,078	25,265	20,130	21,128	22,125	23,121	24,323	25,527	26,730	27,933	29,135	30,339
F7	17,068	18,133	19,199	21,170	22,554	23,939	21,170	22,554	23,939	25,322	26,707	28,091	29,476	23,485	24,649	25,812	26,974	28,377	29,781	31,185	32,588	33,991	35,395
F8	19,506	20,724	21,941	24,194	25,776	27,359	24,194	25,776	27,359	28,940	30,522	32,104	33,687	26,840	28,170	29,500	30,828	32,431	34,036	35,640	37,244	38,847	40,452
F9	21,944	23,314	24,684	27,218	28,998	30,779	27,218	28,998	30,779	32,557	34,337	36,117	37,898	30,195	31,691	33,187	34,681	36,485	38,290	40,095	41,899	43,703	45,508
	FC (20% supp)			FC (20% supp)			FC (20% supplement)						FC (20% supplement)										
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	14,630	15,543	16,455	18,146	19,332	20,519	18,146	19,332	20,519	21,705	22,892	24,078	25,265	20,130	21,127	22,124	23,121	24,323	25,527	26,730	27,932	29,135	30,338
F6	17,556	18,652	19,746	21,776	23,199	24,623	21,776	23,199	24,623	26,046	27,471	28,894	30,318	24,156	25,353	26,549	27,746	29,188	30,633	32,076	33,519	34,962	36,406
F7	20,482	21,761	23,037	25,405	27,065	28,727	25,405	27,065	28,727	30,387	32,049	33,710	35,371	28,182	29,578	30,974	32,370	34,053	35,738	37,422	39,105	40,789	42,474
F8	23,408	24,869	26,328	29,034	30,932	32,831	29,034	30,932	32,831	34,728	36,628	38,525	40,424	32,208	33,804	35,399	36,994	38,917	40,844	42,768	44,692	46,616	48,541
F9	26,334	27,978	29,619	32,663	34,798	36,935	32,663	34,798	36,935	39,069	41,206	43,341	45,477	36,234	38,029	39,824	41,618	43,782	45,949	48,114	50,278	52,443	54,609
	FC (40% supp)			FC (40% supp)			FC (40% supplement)						FC (40% supplement)										
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	17,068	18,133	19,198	21,170	22,554	23,938	21,170	22,554	23,938	25,322	26,707	28,091	29,475	23,485	24,648	25,812	26,974	28,377	29,781	31,185	32,588	33,991	35,395
F6	20,482	21,760	23,038	25,404	27,065	28,726	25,404	27,065	28,726	30,387	32,049	33,710	35,370	28,182	29,578	30,975	32,369	34,053	35,738	37,422	39,106	40,790	42,474
F7	23,896	25,387	26,878	29,638	31,576	33,514	29,638	31,576	33,514	35,451	37,390	39,328	41,265	32,879	34,508	36,137	37,764	39,728	41,694	43,659	45,624	47,588	49,553
F8	27,309	29,013	30,717	33,872	36,087	38,301	33,872	36,087	38,301	40,516	42,732	44,946	47,160	37,576	39,437	41,300	43,159	45,404	47,650	49,896	52,141	54,386	56,632
F9	30,723	32,640	34,557	38,106	40,598	43,089	38,106	40,598	43,089	45,580	48,073	50,564	53,055	42,273	44,367	46,462	48,554	51,079	53,606	56,133	58,659	61,184	63,711
	FC (50% supp)			FC (50% supp)			FC (50% supplement)						FC (50% supplement)										
Point	0	1	2*	0	1	2	0	1	2	3	4	5	6	0	1	2	3	4	5	6	7	8	9
F5	18,287	19,428	20,569	22,682	24,165	25,648	22,682	24,165	25,648	27,131	28,614	30,097	31,581	25,163	26,409	27,655	28,901	30,404	31,908	33,412	34,915	36,419	37,923
F6	21,945	23,314	24,683	27,219	28,998	30,778	27,219	28,998	30,778	32,558	34,337	36,117	37,898	30,196	31,691	33,186	34,682	36,485	38,290	40,095	41,898	43,703	45,508
F7	25,602	27,200	28,797	31,755	33,831	35,908	31,755	33,831	35,908	37,984	40,060	42,136	44,214	35,229	36,973	38,717	40,462	42,566	44,672	46,777	48,881	50,987	53,093
F8	29,260	31,085	32,911	36,292	38,664	41,037	36,292	38,664	41,037	43,410	45,783	48,156	50,530	40,261	42,255	44,248	46,242	48,647	51,053	53,460	55,864	58,271	60,677
F9	32,917	34,971	37,025	40,828	43,497	46,167	40,828	43,497	46,167	48,836	51,506	54,175	56,846	45,294	47,537	49,779	52,022	54,728	57,435	60,142	62,847	65,555	68,262

* Not PRHO

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2018

TABLE 3 cont.

StR Basic											StR (Fxd Term)/Core Training Basic						
Point	0	1	2	3	4	5	6	7	8	9	Point	0	1	2	3	4	5
F5	16,079	17,063	18,437	19,267	20,269	21,272	22,275	23,277	24,279	25,282	F5	16,079	17,063	18,437	19,267	20,269	21,272
F6	19,295	20,476	22,125	23,121	24,323	25,527	26,730	27,933	29,135	30,339	F6	19,295	20,476	22,125	23,121	24,323	25,527
F7	22,511	23,889	25,812	26,974	28,377	29,781	31,185	32,588	33,991	35,395	F7	22,511	23,889	25,812	26,974	28,377	29,781
F8	25,727	27,301	29,500	30,828	32,431	34,036	35,640	37,244	38,847	40,452	F8	25,727	27,301	29,500	30,828	32,431	34,036
F9	28,943	30,714	33,187	34,681	36,485	38,290	40,095	41,899	43,703	45,508	F9	28,943	30,714	33,187	34,681	36,485	38,290
FC (20% supplement)											FC (20% supplement)						
Point	0	1	2	3	4	5	6	7	8	9	Point	0	1	2	3	4	5
F5	19,295	20,475	22,124	23,121	24,323	25,527	26,730	27,932	29,135	30,338	F5	19,295	20,475	22,124	23,121	24,323	25,527
F6	23,154	24,570	26,549	27,746	29,188	30,633	32,076	33,519	34,962	36,406	F6	23,154	24,570	26,549	27,746	29,188	30,633
F7	27,013	28,665	30,974	32,370	34,053	35,738	37,422	39,105	40,789	42,474	F7	27,013	28,665	30,974	32,370	34,053	35,738
F8	30,872	32,760	35,399	36,994	38,917	40,844	42,768	44,692	46,616	48,541	F8	30,872	32,760	35,399	36,994	38,917	40,844
F9	34,731	36,855	39,824	41,618	43,782	45,949	48,114	50,278	52,443	54,609	F9	34,731	36,855	39,824	41,618	43,782	45,949
FC (40% supplement)											FB (40% supplement)						
Point	0	1	2	3	4	5	6	7	8	9	Point	0	1	2	3	4	5
F5	22,510	23,888	25,812	26,974	28,377	29,781	31,185	32,588	33,991	35,395	F5	22,510	23,888	25,812	26,974	28,377	29,781
F6	27,012	28,666	30,975	32,369	34,053	35,738	37,422	39,106	40,790	42,474	F6	27,012	28,666	30,975	32,369	34,053	35,738
F7	31,514	33,444	36,137	37,764	39,728	41,694	43,659	45,624	47,588	49,553	F7	31,514	33,444	36,137	37,764	39,728	41,694
F8	36,016	38,221	41,300	43,159	45,404	47,650	49,896	52,141	54,386	56,632	F8	36,016	38,221	41,300	43,159	45,404	47,650
F9	40,518	42,999	46,462	48,554	51,079	53,606	56,133	58,659	61,184	63,711	F9	40,518	42,999	46,462	48,554	51,079	53,606
FC (50% supplement)											FA (50% supplement)						
Point	0	1	2	3	4	5	6	7	8	9	Point	0	1	2	3	4	5
F5	24,118	25,594	27,655	28,901	30,404	31,908	33,412	34,915	36,419	37,923	F5	24,118	25,594	27,655	28,901	30,404	31,908
F6	28,942	30,713	33,186	34,682	36,485	38,290	40,095	41,898	43,703	45,508	F6	28,942	30,713	33,186	34,682	36,485	38,290
F7	33,766	35,832	38,717	40,462	42,566	44,672	46,777	48,881	50,987	53,093	F7	33,766	35,832	38,717	40,462	42,566	44,672
F8	38,589	40,951	44,248	46,242	48,647	51,053	53,460	55,864	58,271	60,677	F8	38,589	40,951	44,248	46,242	48,647	51,053
F9	43,413	46,070	49,779	52,022	54,728	57,435	60,142	62,847	65,555	68,262	F9	43,413	46,070	49,779	52,022	54,728	57,435

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2018

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	£8,228
	Training Grant	

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2018

TABLE 5

	Scale Point	Basic salary £	Pre-April 2007		April 2007- July 2007		August 2007 – March 08		April 2008 – March 09		From 1 April 2009		
			all contracts	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
(a) SHO	min	30,242	19,658	49,900	16,634	46,876	N/A	N/A	N/A	N/A	N/A	N/A	
	1	32,219	20,943	53,162	17,721	49,940	N/A	N/A	N/A	N/A	N/A	N/A	
	2	34,197	22,229	56,426	18,809	53,006	N/A	N/A	N/A	N/A	N/A	N/A	
	3	36,174	23,514	59,688	19,896	56,070	N/A	N/A	N/A	N/A	N/A	N/A	
	4	38,152	24,799	62,951	20,984	59,136	N/A	N/A	N/A	N/A	N/A	N/A	
	5	40,129	26,084	66,213	22,071	62,200	N/A	N/A	N/A	N/A	N/A	N/A	
	6	42,107	27,370	69,477	23,159	65,266	N/A	N/A	N/A	N/A	N/A	N/A	
(b) SpR	min	33,550	21,808	55,358	18,453	52,003	18,453	52,003	16,775	50,325	15,098	48,648*	
	1	35,211	22,888	58,099	19,367	54,578	19,367	54,578	17,606	52,817	15,845	51,056^	
	2	36,873	23,968	60,841	20,281	57,154	20,281	57,154	18,437	55,310	16,593	53,466*	
	3	38,534	25,048	63,582	21,194	59,728	21,194	59,728	19,267	57,801	17,341	55,875*	
	4	40,538	26,350	66,888	22,296	62,834	22,296	62,834	20,269	60,807	18,243	58,781*++	
	5	42,544	27,654	70,198	23,400	65,944	23,400	65,944	21,272	63,816	19,145	61,689*	
	6	44,549	28,957	73,506	24,502	69,051	24,502	69,051	22,275	66,824	20,048	64,597*	
	7	46,553	30,260	76,813	25,605	72,158	25,605	72,158	23,277	69,830	20,949	67,502*	
	8	48,558	31,563	80,121	26,707	75,265	26,707	75,265	24,279	72,837	21,852	70,410	
9	50,563	32,866	83,429	27,810	78,373	27,810	78,373	25,282	75,845	22,754	73,317		

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 2018

TABLE 5 (CONT.)

	Basic salary at 1 Apr 17 £	Pre-April 2007		April 2007- July 2007		August 2007 – March 08		April 2008 – March 09		From 1 April 2009		
		Supplement 65%		Supplement 55%		Supplement 55%		Supplement 50%		Supplement 45%		
		Scale Point	all contracts	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement
(c) StR	min	32,157	N/A	N/A	N/A	N/A	17,687	49,844	16,079	48,236	14,471	46,628*
	1	34,125	N/A	N/A	N/A	N/A	18,769	52,894	17,063	51,188	15,357	49,482*
	2	36,873	N/A	N/A	N/A	N/A	20,281	57,154	18,437	55,310	16,593	53,466*
	3	38,534	N/A	N/A	N/A	N/A	21,194	59,728	19,267	57,801	17,341	55,875*
	4	40,538	N/A	N/A	N/A	N/A	22,296	62,834	20,269	60,807	18,243	58,781*++
	5	42,544	N/A	N/A	N/A	N/A	23,400	65,944	21,272	63,816	19,145	61,689*
	6	44,549	N/A	N/A	N/A	N/A	24,502	69,051	22,275	66,824	20,048	64,597*
	7	46,553	N/A	N/A	N/A	N/A	25,605	72,158	23,277	69,830	20,949	67,502*
	8	48,558	N/A	N/A	N/A	N/A	26,707	75,265	24,279	72,837	21,852	70,410*
9	50,563	N/A	N/A	N/A	N/A	27,810	78,373	25,282	75,845	22,754	73,317#	

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 2018

Foundation House Officer, Senior House Officer, Specialist Registrar, Specialty 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

	Basic Hourly Rate	No Band	LC x1.4	LB x1.5	LA x1.8
FHO1	12.42	13.05*	17.39	18.63	22.36
FHO2	15.45	15.45	21.63	23.18	27.81
SHO	17.35	17.35	24.29	26.03	31.23
SpR	19.92	19.92	27.89	29.88	35.86
StR	19.92	19.92	27.89	29.88	35.86
StR	18.08	18.08	25.32	27.12	32.55

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	596.16	625.97*	715.40	834.63	894.24	1073.09	1192.32
FHO2	741.60	741.60	889.92	1038.24	1112.40	1334.88	1483.20
SHO	832.80	832.80	999.36	1165.92	1249.20	1499.04	1665.60
SpR	956.16	956.16	1147.40	1338.63	1434.24	1721.09	1912.32
StR (Higher rate)	956.16	956.16	1147.40	1338.63	1434.24	1721.09	1912.32
StR (Lower rate)	867.84	867.84	1041.41	1214.98	1301.76	1562.12	1735.68

* FHO1s are entitled to a 5% supplement

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

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