

The Scottish Government
Health Workforce
Culture Pay and Partnership Division



Dear Colleague

1 April 2026

PAY AND CONDITIONS OF SERVICE

Addressees

REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE

For action

REMUNERATION OF:

Chief Executives
Directors of Finance
Directors of Human Resources
NHS Boards
Special Health Boards
NHS National Services Scotland (Common Services Agency)
Healthcare Improvement Scotland

- 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

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)

Summary

Enquiries to:

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff as detailed in the heading above
2. Details of the pay uplift for Consultants, Specialty and Specialist Doctors, and other NHS employed staff will be promulgated in an addendum to this circular
3. The Scottish Government has confirmed a 3.75% uplift to basic pay for Resident Doctors and Dentists in Training as detailed in this circular.
4. **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.**

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Action

1. 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 April 2026 salaries (effective from 1 April 2026).
- 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.

2. 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:

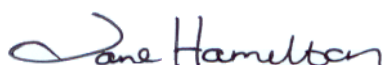
SHOW <https://www.publications.scot.nhs.uk/>
MSG <https://www.msg.scot.nhs.uk/publications>

Enquiries

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


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

Yours sincerely



Jane Hamilton

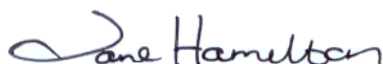
Deputy Director for Culture Pay And Partnership
26 March 2026

<p>The Scottish Government Directorate For Health Workforce, Culture Pay And Partnership Division Health Workforce Division NHS Pay and Conditions</p>	 <p>Scottish Government Riaghaltas na h-Alba gov.scot</p>
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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)2026/01** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers with effect from 1 April 2026.



Jane Hamilton
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EH1 3DG

26 March 2026

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 Resident 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.

Annex C	Rates of pay effective from 1 April 2026 for Hospital Medical and Dental Staff and Doctors and Dentists In Public Health Medicine and The Community
Annex D	For post specific salaries/ranges; Dental Core Training
Annex H	Peripheral Allowances Existing allowances for designated training grade posts approved by Scottish Ministers.
Table 1	Total Salaries for Full-time Training Posts from 1 April 2026, 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 Resident Doctors Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2026, 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	Resident Doctors and Dentists in Training – Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2026, 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 2026, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1
Table 5	Payment to GP Speciality Registrars from 1 April 2026
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates from 1 April 2026

Rates Of Pay Effective From 1 April 2026

Hospital Medical And Dental Staff And Doctors And Dentists In Public Health Medicine and the Community

Grade	Minimum (rate of pay where there is 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
Specialty Registrar (Full)	49,217	52,229	56,435	58,978	62,044	65,112	68,184 [^]	71,251 [^]	74,318 [^]	77,389 [^]				
Specialty Registrar (Fixed Term)	49,217	52,229	56,435	58,978	62,044	65,112								
Specialty Registrar (Core Training)	49,217	52,229	56,435	58,978	62,044	65,112								
Specialist Registrar	51,348	53,892	56,435	58,978	62,044	65,112	68,184 [^]	71,251 [^]	74,318 [^]	77,389 [^]				
GP Specialty Registrars														
(SHO)	46,286	49,314	52,340	55,366	58,393	61,418	64,445							
(SpR)	51,348	53,892	56,435	58,978	62,044	65,112	68,184	71,251	74,318	77,389				
(StR)	49,217	52,229	56,435	58,978	62,044	65,112	68,184	71,251	74,318	77,389				
Senior House Officer/Senior Dental House Officer	46,286	49,314	52,340	55,366	58,393	61,418 [^]	64,445 [^]							
Foundation House Officer 2	46,286	49,314	52,340											
Foundation House Officer 1	37,316	39,649	41,977											

Notes:

[^] To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2026
FOR POST SPECIFIC SALARIES/RANGES**

BASIC RATES PER ANNUM

GRADE	SALARY / RANGE
	£
¹ Dental Core Training (CT1) ^^	54,662

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

ANNEX H

**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

OTHER FEES (Effective from 1 April 2026)

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 2026

£4,038.37
£3,026.47
£2,012.12

BANDING SUPPLEMENTS

Practitioners in Training Grades: Specialist Registrar, Specialty registrar, Senior House Officers and Foundation House Officer

From 1 December 2002*	BAND					
	1C	1B	1A	2B	2A	3
	1.2	1.4	1.5	1.5	1.8	2

* NHS Circular PCS(DD)2001/3 and HDL(2000)17

Total Salaries for Full-time Training Posts from 1 April 2026

Grade	Point	Basic salary £	Banding supplement					
			Supplement for non-banded staff 5%	1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	37,316	39,183	44,780	52,243	55,975	67,169	74,632
	1	39,649	41,631	47,578	55,508	59,474	71,367	79,297
	2	41,977	44,076	50,373	58,768	62,966	75,559	83,954
FHO2	Min	46,286		55,544	64,801	69,429	83,315	92,572
	1	49,314		59,177	69,040	73,971	88,766	98,628
	2	52,340		62,808	73,276	78,510	94,212	104,680
SHO / DSHO	Min	46,286		55,544	64,801	69,429	83,315	92,572
	1	49,314		59,177	69,040	73,971	88,766	98,628
	2	52,340		62,808	73,276	78,510	94,212	104,680
	3	55,366		66,440	77,513	83,049	99,659	110,732
	4	58,393		70,072	81,751	87,590	105,108	116,786
	5^	61,418		73,702	85,986	92,127	110,553	122,836
	6^	64,445		77,334	90,223	96,668	116,001	128,890
SpR	Min	51,348		61,618	71,888	77,022	92,427	102,696
	1	53,892		64,671	75,449	80,838	97,006	107,784
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224
	6	68,184		81,821	95,458	102,276	122,732	136,368
	7^	71,251		85,502	99,752	106,877	128,252	142,502
	8^	74,318		89,182	104,046	111,477	133,773	148,636
	9^	77,389		92,867	108,345	116,084	139,301	154,777
StR	Min	49,217		59,061	68,904	73,826	88,591	98,434
	1	52,229		62,675	73,121	78,344	94,013	104,458
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224
	6	68,184		81,821	95,458	102,276	122,732	136,368
	7^	71,251		85,502	99,752	106,877	128,252	142,502
	8^	74,318		89,182	104,046	111,477	133,773	148,636
	9^	77,389		92,867	108,345	116,083	139,299	154,777

Total Salaries for Full-time Training Posts from 1 April 2026 (Cont)
 (Cont)

StR (FT) and (CT)	Min	49,217		59,061	68,904	73,826	88,591	98,434
	1	52,229		62,675	73,121	78,344	94,013	104,458
	2	56,435		67,722	79,009	84,653	101,583	112,870
	3	58,978		70,774	82,570	88,467	106,161	117,956
	4	62,044		74,453	86,862	93,066	111,680	124,088
	5	65,112		78,135	91,157	97,668	117,202	130,224

Total salaries for Flexible Trainees working less than 40 hours per week from 1 April 2026 *

Grade	Point	Basic salary £	Banding supplement	
			FB 5%	FA 25%
SHO	Min	46,286	48,601	57,859
	1	49,314	51,780	61,643
	2	52,340	54,957	65,425
	3	55,366	58,135	69,208
	4	58,393	61,313	72,992
	5 [^]	61,418	64,489	76,773
	6 [^]	64,445	67,668	80,557
SpR	Min	51,348	53,916	64,185
	1	53,892	56,587	67,365
	2	56,435	59,257	70,544
	3	58,978	61,927	73,723
	4	62,044	65,147	77,555
	5	65,112	68,368	81,390
	6	68,184	71,594	85,230
	7 [^]	71,251	74,814	89,064
	8 [^]	74,317	78,033	92,897
	9 [^]	77,389	81,259	96,737

* 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 2026

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	18,658	19,825	20,989	23,143	24,657	26,170	23,143	24,657	26,170	27,683	29,197	30,709	32,223	25,674	26,946	28,218	29,489	31,022	32,556	34,092	35,626	37,159	38,695
F6	22,390	23,790	25,187	27,772	29,589	31,404	27,772	29,589	31,404	33,220	35,036	36,851	38,667	30,809	32,336	33,861	35,387	37,227	39,068	40,911	42,751	44,591	46,434
F7	26,122	27,755	29,384	32,401	34,520	36,638	32,401	34,520	36,638	38,757	40,876	42,993	45,112	35,944	37,725	39,505	41,285	43,431	45,579	47,729	49,876	52,023	54,173
F8	29,853	31,720	33,582	37,029	39,452	41,872	37,029	39,452	41,872	44,293	46,715	49,135	51,556	41,079	43,114	45,148	47,183	49,636	52,090	54,548	57,001	59,455	61,912
F9	33,585	35,685	37,780	41,658	44,383	47,106	41,658	44,383	47,106	49,830	52,554	55,277	58,001	46,214	48,503	50,792	53,081	55,840	58,601	61,366	64,126	66,887	69,651

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	22,390	23,790	25,187	27,772	29,589	31,404	27,772	29,589	31,404	33,220	35,037	36,851	38,668	30,809	32,336	33,862	35,387	37,227	39,068	40,911	42,752	44,591	46,434
F6	26,868	28,548	30,225	33,327	35,507	37,685	33,327	35,507	37,685	39,864	42,044	44,222	46,401	36,971	38,804	40,634	42,465	44,673	46,882	49,094	51,302	53,510	55,721
F7	31,347	33,306	35,261	38,882	41,424	43,966	38,882	41,424	43,966	46,509	49,052	51,592	54,135	43,133	45,270	47,406	49,542	52,118	54,695	57,275	59,852	62,428	65,008
F8	35,824	38,064	40,299	44,435	47,343	50,247	44,435	47,343	50,247	53,152	56,058	58,962	61,868	49,295	51,737	54,178	56,620	59,564	62,508	65,458	68,402	71,346	74,295
F9	40,302	42,822	45,336	49,990	53,260	56,528	49,990	53,260	56,528	59,796	63,065	66,333	69,602	55,457	58,204	60,951	63,698	67,008	70,322	73,640	76,952	80,265	83,582

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	26,122	27,755	29,385	32,401	34,520	36,638	32,401	34,520	36,638	38,757	40,876	42,993	45,113	35,944	37,725	39,506	41,285	43,431	45,579	47,729	49,877	52,023	54,173
F6	31,346	33,306	35,262	38,881	41,425	43,966	38,881	41,425	43,966	46,508	49,051	51,592	54,134	43,133	45,271	47,406	49,542	52,118	54,696	57,276	59,852	62,428	65,008
F7	36,571	38,857	41,138	45,362	48,328	51,294	45,362	48,328	51,294	54,260	57,227	60,191	63,157	50,322	52,815	55,307	57,799	60,804	63,811	66,821	69,827	72,833	75,843
F8	41,795	44,408	47,015	51,841	55,233	58,621	51,841	55,233	58,621	62,011	65,401	68,789	72,179	57,511	60,360	63,208	66,057	69,491	72,926	76,368	79,802	83,237	86,677
F9	47,019	49,959	52,892	58,322	62,137	65,949	58,322	62,137	65,949	69,762	73,576	77,388	81,202	64,700	67,905	71,109	74,314	78,176	82,042	85,913	89,777	93,642	97,512

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	27,987	29,738	31,484	34,715	36,986	39,255	34,715	36,986	39,255	41,525	43,796	46,064	48,335	38,511	40,419	42,327	44,234	46,533	48,834	51,138	53,439	55,739	58,043
F6	33,585	35,685	37,781	41,658	44,384	47,106	41,658	44,384	47,106	49,830	52,554	55,277	58,001	46,214	48,504	50,792	53,081	55,841	58,602	61,367	64,127	66,887	69,651
F7	39,183	41,633	44,076	48,602	51,780	54,957	48,602	51,780	54,957	58,136	61,314	64,490	67,668	53,916	56,588	59,258	61,928	65,147	68,369	71,594	74,814	78,035	81,260
F8	44,780	47,580	50,373	55,544	59,178	62,808	55,544	59,178	62,808	66,440	70,073	73,703	77,334	61,619	64,671	67,722	70,775	74,454	78,135	81,822	85,502	89,183	92,868
F9	50,378	53,528	56,670	62,487	66,575	70,659	62,487	66,575	70,659	74,745	78,831	82,916	87,002	69,321	72,755	76,188	79,622	83,760	87,902	92,049	96,189	100,331	104,477

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2026

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	24,609	26,115	28,218	29,489	31,022	32,556	34,092	35,626	37,159	38,695
F6	29,531	31,338	33,861	35,387	37,227	39,068	40,911	42,751	44,591	46,434
F7	34,452	36,561	39,505	41,285	43,431	45,579	47,729	49,876	52,023	54,173
F8	39,374	41,784	45,148	47,183	49,636	52,090	54,548	57,001	59,455	61,912
F9	44,296	47,007	50,792	53,081	55,840	58,601	61,366	64,126	66,887	69,651

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	24,609	26,115	28,218	29,489	31,022	32,556
F6	29,531	31,338	33,861	35,387	37,227	39,068
F7	34,452	36,561	39,505	41,285	43,431	45,579
F8	39,374	41,784	45,148	47,183	49,636	52,090
F9	44,296	47,007	50,792	53,081	55,840	58,601

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	29,531	31,338	33,862	35,387	37,227	39,068	40,911	42,752	44,591	46,434
F6	35,438	37,606	40,634	42,465	44,673	46,882	49,094	51,302	53,510	55,721
F7	41,343	43,874	47,406	49,542	52,118	54,695	57,275	59,852	62,428	65,008
F8	47,249	50,141	54,178	56,620	59,564	62,508	65,458	68,402	71,346	74,295
F9	53,156	56,409	60,951	63,698	67,008	70,322	73,640	76,952	80,265	83,582

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	29,531	31,338	33,862	35,387	37,227	39,068
F6	35,438	37,606	40,634	42,465	44,673	46,882
F7	41,343	43,874	47,406	49,542	52,118	54,695
F8	47,249	50,141	54,178	56,620	59,564	62,508
F9	53,156	56,409	60,951	63,698	67,008	70,322

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	34,453	36,561	39,506	41,285	43,431	45,579	47,729	49,877	52,023	54,173
F6	41,344	43,874	47,406	49,542	52,118	54,696	57,276	59,852	62,428	65,008
F7	48,233	51,186	55,307	57,799	60,804	63,811	66,821	69,827	72,833	75,843
F8	55,124	58,498	63,208	66,057	69,491	72,926	76,368	79,802	83,237	86,677
F9	62,015	65,810	71,109	74,314	78,176	82,042	85,913	89,777	93,642	97,512

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	34,453	36,561	39,506	41,285	43,431	45,579
F6	41,344	43,874	47,406	49,542	52,118	54,696
F7	48,233	51,186	55,307	57,799	60,804	63,811
F8	55,124	58,498	63,208	66,057	69,491	72,926
F9	62,015	65,810	71,109	74,314	78,176	82,042

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	36,914	39,173	42,327	44,234	46,533	48,834	51,138	53,439	55,739	58,043
F6	44,297	47,007	50,792	53,081	55,841	58,602	61,367	64,127	66,887	69,651
F7	51,678	54,842	59,258	61,928	65,147	68,369	71,594	74,814	78,035	81,260
F8	59,061	62,676	67,722	70,775	74,454	78,135	81,822	85,502	89,183	92,868
F9	66,444	70,511	76,188	79,622	83,760	87,902	92,049	96,189	100,331	104,477

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	36,914	39,173	42,327	44,234	46,533	48,834
F6	44,297	47,007	50,792	53,081	55,841	58,602
F7	51,678	54,842	59,258	61,928	65,147	68,369
F8	59,061	62,676	67,722	70,775	74,454	78,135
F9	66,444	70,511	76,188	79,622	83,760	87,902

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2026

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 they 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 2026	£12,030
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PAYMENT

TO GP SPECIALTY REGISTRARS – 1 April 2026

TABLE 5

	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) S H O	min	46,286	30,086	76,372	25,458	71,744	N/A	N/A	N/A	N/A	N/A	N/A
	1	49,314	32,055	81,369	27,123	76,437	N/A	N/A	N/A	N/A	N/A	N/A
	2	52,340	34,021	86,361	28,787	81,127	N/A	N/A	N/A	N/A	N/A	N/A
	3	55,366	35,988	91,354	30,452	85,818	N/A	N/A	N/A	N/A	N/A	N/A
	4	58,393	37,956	96,349	32,117	90,510	N/A	N/A	N/A	N/A	N/A	N/A
	5	61,418	39,922	101,340	33,780	95,198	N/A	N/A	N/A	N/A	N/A	N/A
	6	64,445	41,890	106,335	35,445	99,890	N/A	N/A	N/A	N/A	N/A	N/A
(b) S P R	min	51,348	33,377	84,725	28,242	79,590	28,242	79,590	25,674	77,022	23,107	74,456*
	1	53,892	35,030	88,922	29,641	83,533	29,641	83,533	26,946	80,838	24,252	78,144^
	2	56,435	36,683	93,118	31,040	87,475	31,040	87,475	28,218	84,653	25,396	81,831*
	3	58,978	38,336	97,314	32,438	91,416	32,438	91,416	29,489	88,467	26,541	85,519*
	4	62,044	40,329	102,373	34,125	96,169	34,125	96,169	31,022	93,066	27,920	89,964*++
	5	65,112	42,323	107,435	35,812	100,924	35,812	100,924	32,556	97,668	29,301	94,413*
	6	68,184	44,320	112,504	37,502	105,686	37,502	105,686	34,092	102,276	30,683	98,867*
	7	71,251	46,314	117,565	39,189	110,440	39,189	110,440	35,626	106,877	32,063	103,314*
	8	74,318	48,307	122,625	40,875	115,193	40,875	115,193	37,159	111,477	33,444	107,762
9	77,389	50,303	127,692	42,564	119,953	42,564	119,953	38,695	116,084	34,826	112,215	

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 2026

TABLE 5 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	49,217	N/A	N/A	N/A	N/A	27,070	76,287	24,609	73,826	22,148	71,365*
	1	52,229	N/A	N/A	N/A	N/A	28,726	80,955	26,115	78,344	23,504	75,733*
	2	56,435	N/A	N/A	N/A	N/A	31,040	87,475	28,218	84,653	25,396	81,831*
	3	58,978	N/A	N/A	N/A	N/A	32,438	91,416	29,489	88,467	26,541	85,519*
	4	62,044	N/A	N/A	N/A	N/A	34,125	96,169	31,022	93,066	27,920	89,964*++
	5	65,112	N/A	N/A	N/A	N/A	35,812	100,924	32,556	97,668	29,301	94,413*
	6	68,184	N/A	N/A	N/A	N/A	37,502	105,686	34,092	102,276	30,683	98,867*
	7	71,251	N/A	N/A	N/A	N/A	39,189	110,440	35,626	106,877	32,063	103,314*
	8	74,318	N/A	N/A	N/A	N/A	40,875	115,193	37,159	111,477	33,444	107,762*
	9	77,389	N/A	N/A	N/A	N/A	42,564	119,953	38,695	116,084	34,826	112,215#

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

LOCUM TENENS APPOINTMENTS - from 1 April 2026

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	19.04	20.00**	26.66	28.56	34.28
FHO2	23.69	23.69	33.17	35.54	42.65
SHO	26.59	26.59	37.23	39.89	47.87
SpR	30.53	30.53	42.75	45.80	54.96
StR	30.53	30.53	42.75	45.80	54.96
StR	27.72	27.72	38.81	41.58	49.90

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	913.08	958.74**	1095.7	1278.32	1,369.62	1,643.55	1,826.16
FHO2	1,135.23	1135.23	1,362.28	1,589.33	1,702.85	2,043.42	2,270.46
SHO	1,275.00	1275	1,530.00	1,785.00	1,912.50	2,295.00	2,550.00
SpR	1,463.49	1,463.49	1,756.19	2,048.89	2,195.24	2,634.29	2,926.98
StR (Higher rate)	1,463.49	1,463.49	1,756.19	2,048.89	2,195.24	2,634.29	2,926.98
StR (Lower rate)	1,328.76	1328.76	1,594.52	1,860.27	1,993.14	2,391.77	2,657.52

** 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.