



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

24 May 2004

**PAY AND CONDITIONS OF SERVICE:
REMUNERATION OF HOSPITAL MEDICAL AND
DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH
MEDICINE AND THE COMMUNITY HEALTH SERVICE**

THIS CIRCULAR INCLUDES:

- A. INCREASES TO NATIONAL SALARY SCALES
2004-05**
- B. AN ADDITIONAL INCREMENTAL POINT ON
THE SPECIALIST REGISTRAR/SENIOR
REGISTRAR Payscale**
- C. AN ADDITIONAL OPTIONAL POINT ON THE
STAFF GRADE Payscale (1997 CONTRACT)**
- D. AN ADDITIONAL DISCRETIONARY POINT ON
THE ASSOCIATE SPECIALIST Payscale**
- E. AN INCREASE TO THE FINAL INCREMENTAL
POINT ON THE STAFF GRADE Payscale (1997
CONTRACT)**
- F. AN INCREASE TO THE FINAL INCREMENTAL
POINT ON THE ASSOCIATE SPECIALIST
Payscale**
- G. UPLIFTS TO FEES AND ALLOWANCES**

Addresses

For action

Chief Executives, NHS Boards and
Special Health Boards

For information

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Summary

1. This circular authorises changes with effect from 1 April 2004 in the national terms and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service. The pay increase is 2.5% for those on the old consultant contract, 2.7% for doctors in training and 2.7% for staff and associate specialist/non-consultant career grade doctors.

BB053APR2004



2. Salary scales for those on the new consultant contract were notified by way of [PCS\(DD\)2004/4](#) issued on 11 May 2004.

INCREASES TO NATIONAL SALARY SCALES, FEES AND ALLOWANCES KEY POINTS

3. The revised rates should be paid in full with effect from 1 April 2004.
4. An additional incremental point has been added to the top of the specialist registrar and senior registrar payscales.
5. An additional optional point has been added to the top of the payscale for staff grade practitioners on the 1997 contract, accessible in the same way as the existing optional points.
6. An additional discretionary point has been added to the top of the scale for Associate Specialists, accessible in the same way as the existing discretionary points.
7. There is an additional increase to the value of the final incremental point on the payscale for staff grade practitioners on the 1997 contract. The final incremental point for 2004-05 is now set at £42,500.
8. There is an additional increase to the value of the final incremental point on the associate specialist payscale. The final incremental point for 2004-05 is now set at £60,000.
9. The uplifts to fees and allowances set out in this Circular vary between 2.5% , 2.7% and 3.225%, in line with the uplifts to salary scales for different staff groups. Where a particular fee or allowance is payable to more than one staff group, the uplift has been set at the highest applicable rate.

ADDITIONAL INFORMATION

Banding supplements for pre-registration house officers in general practice

10. This paragraph has been replaced in a corrigendum. [Please click here to view the new version](#).

Salaried general practitioners employed by an NHS Board

11. The 2004-05 salary range is £47,710 to £72,478.

Increase to banding supplements for locum tenens appointments in the house officer, senior house officer and specialist registrar grades

12. The banding supplements for junior doctors in locum appointments for service posts increase from 1 April 2004. The supplement for posts in Band LC increases to 1.4, Band LB supplements to 1.5 and band LA to 1.8. These rates will now be linked to the banding supplements for 1B, 2B and 2A respectively.

Supplement payable to directors of public health

13. This supplement remains payable to all directors of public health. The value of the supplement is uplifted by 3.225%. Employers are asked to note that with the introduction of the new consultant contract, the combined payscale, incorporating both basic salary and supplement (Appendix 1, Table 16b) is now closed and no new appointments using this payscale should be used.

Increases to Distinction Awards and Discretionary Points

14. The value of distinction awards and discretionary points is uplifted by 3.225%.

Obsolete Grades and Fees

15. Please note that this Circular does not cover the payscale for senior hospital medical/dental officers, the protected salaries for officers of Regional Health Boards, former medical officers of health or district management team/unit medical representative fees. It is understood that these grades/fees are now obsolete and references to them have been removed.

Action

16. NHS Boards are required to:

- make the necessary arrangements to pay the salaries and fees notified in the Appendices from 1 April 2004 as appropriate;
- notify former employees of any arrears of pay or expenses due to them; where their current address is in doubt, enquiries should be made to confirm it so that payment can be made;
- notify Scottish Public Pensions Agency of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees.

17. Details of what is required are set out below in the attached annexes and appendices.

Yours sincerely

MICHAEL PALMER
Assistant Director of Human Resources (Workforce and Policy)



DIRECTION

Scottish Ministers, in exercise of the powers conferred on them 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 the following Direction:

Hospital medical and dental staff and doctors in public health medicine and the community health service shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 18 May 2004 in NHS Circular PCS(DD)2004/5, with effect from 1 April 2004.

MIKE PALMER
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24 May 2004



**NATIONAL HEALTH SERVICE
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

Scottish Ministers, in exercise of the powers conferred on them by regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 hereby approve the agreement of the Joint Negotiating Committees to the amendments to the Handbook of the Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service, set out in Appendices I and IV of Annex C to the NHS Circular PCS(DD)2004/5 dated 18 May 2004.

This approval has effect from 1 April 2004.

MICHAEL PALMER
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24 May 2004

1. The changes which are set out in the attached Appendices give effect to the recommendations of the Review Body on Doctors' and Dentists' Remuneration and the agreements reached with the Joint Negotiating Committees.
2. The changes set out in the Amendments and Appendices have been approved by Scottish Ministers under Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537) following consultations with representatives of the profession.
3. The rates in Appendices I and IV replace those in the Appendices to NHS Circular No [PCS\(DD\)2003/4](#).
4. The existing Appendices I and IV of the hospital medical and dental staff and doctors in public health medicine and the community health service terms and conditions handbook should be removed and replaced by Appendices I and IV of this Circular.
5. There are no revisions to Appendices II and III. The use of Appendix IV here is simply to correspond with the Appendix number in the TCS handbook.
6. The amendments detailed in the appendices to this circular form Amendment No 4 to the handbook of Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service.

NHS Circular:
PCS(DD)2004/5

APPENDIX 1

RATES OF PAY EFFECTIVE FROM 1 APRIL 2004

TERMS AND CONDITIONS OF SERVICE OF HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND

1. BASIC RATES OF PAY PER ANNUM

Grade	Minimum (rate of pay where there is no scale)	Incremental points												
		1 st	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 (old contract)	55,699	59,753	63,807	67,861	72,483									
Associate Specialist	33,090	36,695	40,300	43,905	47,510	51,114	55,874	60,000 ¹	61,713*	63,947*	66,180*	68,414*	70,648*	72,882 ²
Staff Grade Practitioner	29,845	32,289	34,734	37,178	39,622	42,066	44,511	46,955						
Staff Grade Practitioner ² (1997 contract)	29,845	32,289	34,734	37,178	39,622	42,500 ¹	44,511 ²	46,955 ²	49,399 ²	51,843 ²	54,288 ²	56,732 ²		
Senior Registrar	31,658	33,337	35,016	36,695	38,374	40,053	41,733 ⁵							
Registrar	27,483	28,875	30,266	31,658	33,337									
Specialist Registrar	27,483	28,875	30,266	31,658	33,337	35,016	36,695	38,374 ⁵	40,053 ⁵	41,733 ⁶				
Senior House Officer	24,587	26,235	27,884	29,532	31,180	32,829 ⁵	34,477 ⁵							
House Officer	19,703	20,972	22,240											
House Officer with provisional registration	19,703	20,972												

*Optional
²Directional

¹ Incremental point increased, see paragraph 8.42 of DDRB Thirty-Third Report 2004

² New discretionary point, see paragraph 8.38 of DDRB Thirty-Third Report 2004

³ This pay scale refers to Staff Grade Practitioners employed under the new terms and conditions outlined in NHS Circular PCS(DD)1997/5

⁴ New optional point, see paragraph 8.38 of DDRB Thirty-Third Report 2004

⁵ To be awarded automatically except in cases of unsatisfactory performance

⁶ New incremental point, to be awarded automatically except in cases of unsatisfactory performance, see paragraph 6.61 of this report.

Total salaries for full-time training posts from 1 April 2004

Grade	Point	Basic salary	+ 20% Band 1C	+ 40% Band 1B	+ 50% Bands 1A & 2B	+ 80% Band 2A	+ 100% Band 3
PRHO	Min	19,703	23,644	27,585	29,555	35,466	39,406
PRHO	1	20,972	25,167	29,361	31,458	37,750	41,944
PRHO	2	22,240	26,688	31,136	33,360	40,032	44,480
SHO	Min	24,587	29,505	34,422	36,881	44,257	49,174
SHO	1	26,235	31,482	36,729	39,353	47,223	52,470
SHO	2	27,884	33,461	39,038	41,826	50,192	55,768
SHO	3	29,532	35,439	41,345	44,298	53,158	59,064
SHO	4	31,180	37,416	43,652	46,770	56,124	62,360
SHO	5 ⁷	32,829	39,395	45,961	49,244	59,093	65,658
SHO	6 ¹	34,477	41,373	48,268	51,716	62,059	68,954
SpR	Min	27,483	32,980	38,477	41,225	49,470	54,966
SpR	1	28,875	34,650	40,425	43,313	51,975	57,750
SpR	2	30,266	36,320	42,373	45,399	54,479	60,532
SpR	3	31,658	37,990	44,322	47,487	56,985	63,316
SpR	4	33,337	40,005	46,672	50,006	60,007	66,674
SpR	5	35,016	42,020	49,023	52,524	63,029	70,032
SpR	6	36,695	44,034	51,373	55,043	66,051	73,390
SpR	7 ¹	38,374	46,049	53,724	57,561	69,074	76,748
SpR	8 ¹	40,053	48,064	56,075	60,080	72,096	80,106
SpR	9 ⁸	41,733	50,080	58,427	62,600	75,120	83,466

⁷ To be awarded automatically except in cases of unsatisfactory performance

⁸ New incremental point, to be awarded automatically except in cases of unsatisfactory performance

Total salaries for flexible trainees working less than 40 hours per week from 1 April 2004 ⁹				
Grade		Basic salary	+5% Band FB	+25% Band FA
PRHO	Min	19,703	20,689	24,629
PRHO	1	20,972	22,021	26,215
PRHO	2	22,240	23,352	27,800
SHO	Min	24,587	25,817	30,734
SHO	1	26,235	27,547	32,794
SHO	2	27,884	29,279	34,855
SHO	3	29,532	31,009	36,915
SHO	4	31,180	32,739	38,975
SHO	5 ¹⁰	32,829	34,471	41,037
SHO	6 ²	34,477	36,201	43,097
SpR	Min	27,483	28,858	34,354
SpR	1	28,875	30,319	36,094
SpR	2	30,266	31,780	37,833
SpR	3	31,658	33,241	39,573
SpR	4	33,337	35,004	41,672
SpR	5	35,016	36,767	43,770
SpR	6	36,695	38,530	45,869
SpR	7 ²	38,374	40,293	47,968
SpR	8 ²	40,053	42,056	50,067
SpR	9 ¹¹	41,733	43,820	52,167

⁹ 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

¹⁰ To be awarded automatically except in cases of unsatisfactory performance

¹¹ New incremental point to be awarded automatically except in cases of unsatisfactory performance

2. PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum		
Minimum	£	Point I
5,064		5,432

3. BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS

Grade	Minimum	Incremental points					
		1st	2nd	3rd	4th	5th	6th
Hospital practitioner	3,990	4,221	4,453	4,684	4,915	5,146	5,377

4. (a) DISCRETIONARY POINTS FOR CONSULTANTS*

1	2	3	4	5	6	7	8
2,927	5,854	8,781	11,708	14,635	17,562	20,489	23,416

* 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".

4. (b) DISTINCTION AWARDS FOR CONSULTANTS

A+ awards	£69,347
A awards	£51,102
B awards	£29,203

4. (c) INTENSITY SUPPLEMENTS FOR CONSULTANTS

	Payable each	Rate (£)
Daytime Intensity Supplement	Year	1,143
Out of Hours Intensity:		
Band 1 (low intensity)	Year	861
Band 2 (medium intensity)	Year	1,717
Band 3 (high intensity)	Year	2,568

5. GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS UNDER PARAGRAPHS 87-93 OF THE TERMS AND CONDITIONS OF SERVICE

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	582
91(a)	Payment for provision of a casualty service:	
	higher rate:	7,169
	lower rate:	3,585
	12 hours per day Mon-Fri	2,563
91(b)	Payment for each notional half-day of clinical work per week:	4,078
"	Payment for one hour or less of clinical work per week:	1,085
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,170
93	Payment for each casualty seen, where number is less than 200 per annum	23.42

Paragraph 21A **Banding Supplements***

Practitioners in Training Grades: Senior Registrar, Registrar, Specialist Registrar,
Senior House Officer and 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](#)

6. MEDICAL PRACTITIONERS EMPLOYED UNDER PARAGRAPH 94 AND GENERAL DENTAL PRACTITIONERS EMPLOYED UNDER PARAGRAPH 105 OF THE TERMS AND CONDITIONS OF SERVICE

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978: £4,078 a year per weekly notional half-day up to a maximum of £36,702 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	£ 1,085 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£ 2,170 a year.

7. PAYMENT UNDER PARAGRAPH 104 OF THE TERMS AND CONDITIONS OF SERVICE FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£22.09 per hour or part of an hour with a maximum of £66.27 per session (ie 3 times the hourly rate)

8. LOCUM TENENS APPOINTMENTS

a.

	£ Rate per week	£ Rate per notional half-day or session
A consultant who has retired and who before retirement was paid at the scale maximum current at time of retirement.(Old Contract)*	1,394.25	126.75
Other consultants (e.g. locum consultants who commenced their locum appointment before 1 April 2004 and who have indicated that they do not wish to take up the new contract)*	1,258.95	114.45
Associate Specialists	876.59	79.69
Part-time Medical Officer or General Dental Practitioner (paras 94 and 105)		78.88
Hospital Practitioner		89.05
Staff Grade	712.80	71.28

*Note: Doctors who take up a Locum Consultant post with effect from 1 April 2004 should be paid in accordance with Section 11 of the new Consultant Contract.

House Officer, Senior House Officer, Specialist Registrar, Registrar & Senior 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

b. Hourly Rates (£): Bands LA, LB, and LC

	Basic Hourly Rate	LC	LB	LA
HO	10.06	14.08	15.09	18.11
SHO	14.17	19.84	21.26	25.51
SpR	16.39	22.95	24.59	29.50

Weekly Rates (£): Band LL

	Basic Weekly Rate	1C	1B	1A	2B	2A	3
HO	482.88	579.46	676.03	724.32	724.32	869.18	965.76
SHO	680.16	816.19	952.22	1,020.24	1,020.24	1,224.29	1,360.32
SpR	786.72	944.06	1,101.41	1,180.08	1,180.08	1,416.10	1,573.44

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.

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

9. MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

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

£4,570.15 per annum.

10. LECTURE FEE FOR POSTGRADUATE MEDICAL EDUCATION

The fee for lectures to medical and dental staff payable under paragraph 166 of the Terms and Conditions of Service shall be £67.15.

11. FEES FOR LECTURES TO NURSES ETC

The fees for lectures to nurses and other non-medical and non-dental staff under paragraph 165 of the Terms and Conditions of Service shall be:-

Consultants	£ 53.11
Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, practitioners holding appointments under paragraph 94 and Hospital Practitioners, senior clinical medical officers	42.01
Other grades	30.97

12. DOMICILIARY CONSULTATIONS

The domiciliary consultation fees shall be as follows:

Standard rate	£73.19
Intermediate rate	£36.60
Lower rate	£18.33

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £219.57.

13. EXCEPTIONAL CONSULTATION

The fee payable to a consultant under paragraph 155 of the Terms and Conditions of Service shall be £137.14.

The fee payable to a general practitioner under paragraph 157 shall be £45.17.

14. RADIOLOGY AND PATHOLOGY TESTS

The fee payable under paragraph 32b shall be £3.20.

15. COMPLETION OF FORM BP1

The fee payable to a consultant under paragraph 145 of the Terms and Conditions of Service (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1	- £111.64
For re-examination (provided previous form BP1 available)	- £95.38

16a **CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF
PUBLIC HEALTH: SUPPLEMENTS**

Band B		Areas of 450,000 population and over		
	Minimum	Maximum	Exceptional	
	£	£	Maximum	
	£	£	£	
	4,687	9,384	12,104	
Band C		Areas of 250,000 to 449,999 population		
		7,809	9,384	
	3,918			
Band D		Areas of 50,000 to 249,999 population		
		6,246	7,809	
	3,123			
Island Health Boards				
	1,626	3,224	-	

16b CHIEF ADMINISTRATIVE MEDICAL OFFICERS AND DIRECTORS OF
PUBLIC HEALTH: SALARY RANGES

i.e. £72,483 (the maximum of the consultant scale (Old Contract) plus a supplement from within the minima and maxima of the ranges set out in paragraph 18(a).

Band B		Areas of 450,000 population and over		
	Minimum	Maximum	Exceptional Maximum	
	£	£	£	
	77,170	81,867	84,587	
Band C		Areas of 250,000 to 449,999 population		
	76,401	80,292	81,867	
Band D		Areas of 50,000 to 249,999 population		
	75,606	78,729	80,292	
Island Health Boards		74,109	75,707	-

17. CLINICAL MEDICAL OFFICERS IN THE COMMUNITY HEALTH SERVICES

a. Senior Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
40,736	43,273	45,810	48,347	50,883	53,420	55,957	58,493

b. Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
28,551	30,148	31,745	33,342	34,939	36,536	38,133	39,730

18. 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:

<u>Duties per half-year</u>	<u>Allowances per half-year</u>
4-11	160
12-17	320
18-23	480
24-29	640
30-35	800
36-41	960
42-47	1,120
48-53	1,280
54-59	1,440
60-65	1,600
66-71	1,760
72 or more	1,920

19. **ADVISORY APPOINTMENTS COMMITTEE**

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to £114.58 for a whole day and £57.29 for a half-day.

MILEAGE ALLOWANCES (Paragraphs 277 to 306) effective from 1 July 2000

1. Public Transport Rate

23p per mile

2. Regular User Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump Sum	(£)	399	475	580	580
Up to 9000 miles	(p)	27.0	33.5	40.0	40.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3. Standard Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	34.0	43.0	53.0	53.0
3501 to 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4. Other Motor Vehicles**

Engine Capacity	(cc)	up to 5,000 miles	Up to 125	Over 125
Rate per mile	(p)	Over 5,000 miles	16.2	25.3
			6.1	9.0

5. Passenger allowance

Each passenger: 2.0p per mile.

6. Pedal Cycles

6.2p per mile

* a practitioner using a 4-wheeled motor car under 501cc shall be paid at the rates for cars of 501 to 1000cc.

** includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.

CROWN CARS (Paragraphs 304 to 308)

CHARGES FOR PRIVATE USE OF ALLOCATED CROWN CARS WITH EFFECT FROM THE DATE ON WHICH THIS AGREEMENT COMES INTO OPERATION

A. The current rates of: £
Road Fund Licence eg 155
Insurance for private use:* eg 88
(National Call-off contract)

Including cover for private practice use: eg 128
Handling Charge 95

B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

(Cost of Contract Hire at) - (cost of Contract hire at)

(Maximum quoted mileage - minimum quoted mileage)
1000

Plus total excess costs for non-base vehicle, where appropriate.

Plus VAT on total charge to practitioner (A+B)

NB: Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

* Crown cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.

APPENDIX IV

FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

1. FAMILY PLANNING FEES

The fees for family planning work are increased with effect from 1 April 2004 as follows:

	Operating Fee	£	Anaesthetist's Fee	£
i.	Fee per case of male sterilisation performed			
	a.	as a separate procedure	105.14	51.88
	b.	during the course of another procedure	71.08	34.38
ii.	Fee per case of female sterilisation performed			
	a.	as a separate procedure	142.15	69.42
	b.	during the course of another procedure	95.08	46.25
iii.	Fee for the reversal of male sterilisation		161.66	80.78
iv.	Fee for the reversal of female sterilisation		226.12	113.29
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device:			
	a.	as a separate procedure	71.08	51.88
	b.	during the course of another procedure	47.02	34.38
	c.	where removal of a misplaced device involves laparoscopy or laparotomy	226.12	113.29
vi.	Fee per case for examination and report on pathological specimens referred in connection with NHS family planning cases	Case		19.46
vii.	Fee per case for radiological services provided in connection with NHS family planning cases	Case		19.46
viii.	Fee per notional half-day special family planning session	Session		120.88

OTHER FEES

2. PERIPHERAL ALLOWANCES

Existing allowances for designated training grade posts approved by Scottish Ministers at annual rates of £2,101.14, £1,574.65 and £1,046.86 shall be increased to £2,157.87, £1,617.17 and £1,075.13. NHS Boards are reminded that the Department should be consulted whenever such a post falls vacant.

3. 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 £95.90.