

**The Scottish Government**  
Health Workforce and Performance Directorate  
NHS Pay and Conditions of Service Team



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**

1. NHS Circular [PCS\(DD\)2014/1](#) detailed the increases to national salary scales and uplifts to fees and allowances in 2014-15 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.

**TABLE 1:** Total Salaries for Full-time Training Posts from 1 April 2014, 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 2014, 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 2014, 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).

**23 April 2014**

**Addresses**

For action

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

For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group  
Management Steering Group

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**Enquiries to:**

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## Summary

3. This addendum is **for information only** and should be read in conjunction with NHS Circular PCS(DD)2014/1.

4. NHS Employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this addendum which is available on the SHOW website at <http://www.show.scot.nhs.uk/pcs.asp>. Or the MSG website at <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

**SHIRLEY ROGERS**  
Health Workforce

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2014								
£								
Banding supplement								
		Basic salary	Supplement for non-banded staff	1C	1B	1A & 2B	2A	3
Grade	Point		5%	20%	40%	50%	80%	100%
FHO1	Min	22,976	24,125	27,571	32,166	34,464	41,357	45,952
	1	24,409	25,629	29,291	34,173	36,614	43,936	48,818
	2	25,843	27,135	31,011	36,180	38,764	46,517	51,686
FHO2	Min	28,497		34,197	39,896	42,746	51,295	56,994
	1	30,361		36,433	42,505	45,541	54,649	60,721
	2	32,224		38,669	45,114	48,336	58,003	64,448
SHO	Min	28,497		34,197	39,896	42,746	51,295	56,994
	1	30,361		36,433	42,505	45,541	54,649	60,721
	2	32,224		38,669	45,114	48,336	58,003	64,448
	3	34,088		40,905	47,723	51,131	61,358	68,175
	4	35,951		43,141	50,331	53,926	64,712	71,902
	5^	37,815		45,378	52,941	56,723	68,067	75,630
SpR	6^	39,678		47,613	55,549	59,517	71,420	79,356
	Min	31,614		37,937	44,260	47,421	56,905	63,228
	1	33,180		39,816	46,452	49,770	59,724	66,360
	2	34,746		41,695	48,644	52,119	62,543	69,492
	3	36,312		43,574	50,836	54,467	65,361	72,623
	4	38,200		45,840	53,480	57,300	68,760	76,400
	5	40,090		48,108	56,126	60,135	72,162	80,180
	6	41,979		50,375	58,771	62,969	75,562	83,958
	7^	43,868		52,642	61,416	65,803	78,963	87,737
StR	8^	45,757		54,908	64,060	68,636	82,363	91,514
	9^	47,647		57,176	66,705	71,470	85,764	95,294
	Min	30,302		36,362	42,423	45,453	54,544	60,604
	1	32,156		38,588	45,019	48,235	57,881	64,313
	2	34,746		41,695	48,644	52,119	62,543	69,492
	3	36,312		43,574	50,836	54,467	65,361	72,623
	4	38,200		45,840	53,480	57,300	68,760	76,400
	5	40,090		48,108	56,126	60,135	72,162	80,180
	6	41,979		50,375	58,771	62,969	75,562	83,958
StR (FT) and (CT)	7^	43,868		52,642	61,416	65,803	78,963	87,737
	8^	45,757		54,908	64,060	68,636	82,363	91,514
	9^	47,647		57,176	66,705	71,470	85,764	95,294
	Min	30,302		36,362	42,423	45,453	54,544	60,604
	1	32,156		38,588	45,019	48,235	57,881	64,313
	2	34,746		41,695	48,644	52,119	62,543	69,492
	3	36,312		43,574	50,836	54,467	65,361	72,623
	4	38,200		45,840	53,480	57,300	68,760	76,400
	5	40,090		48,108	56,126	60,135	72,162	80,180

^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 2014<sup>b</sup>**

<b>(Pre-June 2005 pay arrangements)</b>				
<b>Grade</b>	<b>Point</b>	<b>Basic salary</b>	<b>Banding supplement</b>	
			<b>FB 5%</b>	<b>FA 25%</b>
<b>SHO</b>	Min	28,497	29,922	35,621
	1	30,361	31,879	37,951
	2	32,224	33,835	40,280
	3	34,088	35,792	42,609
	4	35,951	37,748	44,939
	5 <sup>^</sup>	37,815	39,706	47,269
	6 <sup>^</sup>	39,678	41,662	49,597
<b>SpR</b>	Min	31,614	33,195	39,518
	1	33,180	34,839	41,475
	2	34,746	36,483	43,433
	3	36,312	38,127	45,389
	4	38,200	40,110	47,750
	5	40,090	42,094	50,112
	6	41,979	44,078	52,474
	7 <sup>^</sup>	43,868	46,062	54,835
	8 <sup>^</sup>	45,757	48,045	57,196
	9 <sup>^</sup>	47,647	50,029	59,558

<sup>b</sup> 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.

<sup>^</sup>To be awarded automatically except in cases of unsatisfactory performance.

**TABLE 3**

**Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements)**

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	11,488	12,205	12,922	14,249	15,181	16,113	14,249	15,181	16,113	17,044	17,976	18,907	19,839	15,808	16,590	17,373	18,156	19,100	20,045	20,990	21,934	22,879	23,824
F6	13,785	14,646	15,507	17,099	18,217	19,335	17,099	18,217	19,335	20,454	21,571	22,689	23,807	18,969	19,909	20,848	21,788	22,921	24,054	25,188	26,322	27,455	28,588
F7	16,084	17,088	18,090	19,950	21,253	22,557	19,950	21,253	22,557	23,862	25,167	26,470	27,775	22,130	23,227	24,323	25,419	26,741	28,064	29,386	30,708	32,030	33,353
F8	18,381	19,527	20,676	22,798	24,289	25,780	22,799	24,289	25,780	27,270	28,762	30,253	31,742	25,291	26,545	27,797	29,050	30,561	32,073	33,585	35,095	36,606	38,117
F9	20,679	21,969	23,259	25,648	27,326	29,002	25,648	27,326	29,002	30,680	32,356	34,034	35,711	28,453	29,863	31,272	32,681	34,380	36,081	37,782	39,482	41,182	42,883

	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	13,785	14,646	15,506	17,099	18,218	19,335	17,099	18,218	19,335	20,453	21,571	22,689	23,807	18,969	19,908	20,848	21,787	22,920	24,055	25,188	26,321	27,454	28,589
F6	16,543	17,575	18,608	20,519	21,861	23,203	20,519	21,861	23,203	24,544	25,885	27,226	28,568	22,763	23,891	25,018	26,145	27,505	28,865	30,226	31,586	32,946	34,306
F7	19,301	20,506	21,708	23,939	25,504	27,069	23,939	25,504	27,069	28,635	30,201	31,764	33,330	26,556	27,872	29,187	30,502	32,089	33,677	35,263	36,850	38,436	40,024
F8	22,057	23,433	24,811	27,357	29,147	30,936	27,358	29,147	30,936	32,724	34,514	36,303	38,091	30,350	31,854	33,357	34,860	36,673	38,487	40,301	42,115	43,928	45,741
F9	24,814	26,362	27,911	30,778	32,791	34,803	30,778	32,791	34,803	36,816	38,828	40,841	42,853	34,143	35,835	37,526	39,217	41,256	43,297	45,338	47,378	49,418	51,459

	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	16,083	17,087	18,091	19,949	21,254	22,558	19,949	21,254	22,558	23,861	25,166	26,470	27,775	22,131	23,226	24,322	25,418	26,740	28,064	29,386	30,708	32,030	33,353
F6	19,300	20,504	21,709	23,939	25,504	27,070	23,939	25,504	27,070	28,635	30,199	31,764	33,329	26,556	27,873	29,188	30,503	32,089	33,676	35,264	36,850	38,437	40,023
F7	22,518	23,923	25,326	27,929	29,755	31,580	27,929	29,755	31,580	33,407	35,234	37,058	38,885	30,982	32,518	34,052	35,586	37,437	39,289	41,140	42,991	44,842	46,695
F8	25,733	27,338	28,946	31,917	34,005	36,092	31,918	34,005	36,092	38,178	40,266	42,354	44,439	35,408	37,163	38,916	40,669	42,785	44,902	47,018	49,134	51,249	53,364
F9	28,950	30,756	32,563	35,907	38,256	40,603	35,907	38,256	40,603	42,952	45,299	47,648	49,995	39,834	41,808	43,780	45,753	48,133	50,514	52,895	55,275	57,654	60,036

	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	17,232	18,307	19,383	21,374	22,772	24,169	21,374	22,772	24,169	25,566	26,964	28,361	29,759	23,711	24,885	26,060	27,234	28,650	30,068	31,485	32,901	34,318	35,736
F6	20,678	21,969	23,260	25,649	27,326	29,003	25,649	27,326	29,003	30,680	32,356	34,033	35,710	28,453	29,864	31,273	32,682	34,381	36,081	37,783	39,482	41,182	42,882
F7	24,126	25,632	27,135	29,924	31,880	33,836	29,924	31,880	33,836	35,793	37,751	39,705	41,663	33,195	34,840	36,484	38,128	40,111	42,096	44,079	46,062	48,045	50,030
F8	27,571	29,291	31,014	34,197	36,434	38,670	34,198	36,434	38,670	40,905	43,143	45,379	47,613	37,937	39,817	41,696	43,574	45,841	48,109	50,377	52,643	54,910	57,176
F9	31,018	32,953	34,889	38,472	40,988	43,503	38,472	40,988	43,503	46,020	48,535	51,051	53,566	42,679	44,794	46,907	49,021	51,571	54,122	56,673	59,223	61,773	64,324

(\* Not PRHO)

**TABLE 3 (CONT)**

**StR  
Basic**

Point	0	1	2	3	4	5	6	7	8	9
F5	15,151	16,069	17,373	18,156	19,100	20,045	20,990	21,934	22,879	23,824
F6	18,182	19,294	20,848	21,788	22,921	24,054	25,188	26,322	27,455	28,588
F7	21,212	22,510	24,323	25,419	26,741	28,064	29,386	30,708	32,030	33,353
F8	24,242	25,726	27,797	29,050	30,561	32,073	33,585	35,095	36,606	38,117
F9	27,272	28,942	31,272	32,681	34,380	36,081	37,782	39,482	41,182	42,883

**StR (Fixed Term)/Core Training  
Basic**

0	1	2	3	4	5	Point
15,151	16,078	17,373	18,156	19,100	20,045	F5
18,182	19,294	20,848	21,788	22,921	24,054	F6
21,212	22,510	24,323	25,419	26,741	28,064	F7
24,242	25,726	27,797	29,050	30,561	32,073	F8
27,272	28,942	31,272	32,681	34,380	36,081	F9

**FC (20% supplement)**

	0	1	2	3	4	5	6	7	8	9
F5	18,181	19,283	20,848	21,787	22,920	24,055	25,188	26,321	27,454	28,589
F6	21,818	23,153	25,018	26,145	27,505	28,865	30,226	31,586	32,946	34,306
F7	25,454	27,012	29,187	30,502	32,089	33,677	35,263	36,850	38,436	40,024
F8	29,090	30,871	33,357	34,860	36,673	38,487	40,301	42,115	43,928	45,741
F9	32,726	34,730	37,526	39,217	41,256	43,297	45,338	47,378	49,418	51,459

**FC (20% supplement)**

0	1	2	3	4	5	
18,181	19,294	20,848	21,787	22,920	24,055	F5
21,818	23,153	25,018	26,145	27,505	28,865	F6
25,454	27,012	29,187	30,502	32,089	33,677	F7
29,090	30,871	33,357	34,860	36,673	38,487	F8
32,726	34,730	37,526	39,217	41,256	43,297	F9

**FB (40% supplement)**

	0	1	2	3	4	5	6	7	8	9
F5	21,211	22,497	24,322	25,418	26,740	28,064	29,386	30,708	32,030	33,353
F6	25,455	27,012	29,188	30,503	32,089	33,676	35,264	36,850	38,437	40,023
F7	29,697	31,514	34,052	35,586	37,437	39,289	41,140	42,991	44,842	46,695
F8	33,939	36,016	38,916	40,669	42,785	44,902	47,018	49,134	51,249	53,364
F9	38,181	40,518	43,780	45,753	48,133	50,514	52,895	55,275	57,654	60,036

**FB (40% supplement)**

0	1	2	3	4	5	
21,211	22,509	24,322	25,418	26,740	28,064	F5
25,455	27,012	29,188	30,503	32,089	33,676	F6
29,697	31,514	34,052	35,586	37,437	39,289	F7
33,939	36,016	38,916	40,669	42,785	44,902	F8
38,181	40,518	43,780	45,753	48,133	50,514	F9

**FA (50% supplement)**

	0	1	2	3	4	5	6	7	8	9
F5	22,727	24,104	26,060	27,234	28,650	30,068	31,485	32,901	34,318	35,736
F6	27,273	28,941	31,273	32,682	34,381	36,081	37,783	39,482	41,182	42,882
F7	31,818	33,765	36,484	38,128	40,111	42,096	44,079	46,062	48,045	50,030
F8	36,363	38,589	41,696	43,574	45,841	48,109	50,377	52,643	54,910	57,176
F9	40,908	43,412	46,907	49,021	51,571	54,122	56,673	59,223	61,773	64,324

**FA (50% supplement)**

0	1	2	3	4	5	
22,727	24,117	26,060	27,234	28,650	30,068	F5
27,273	28,941	31,273	32,682	34,381	36,081	F6
31,818	33,765	36,484	38,128	40,111	42,096	F7
36,363	38,589	41,696	43,574	45,841	48,109	F8
40,908	43,412	46,907	49,021	51,571	54,122	F9