

The Scottish Government Directorate For Health Workforce, Leadership and Service Reform Health Workforce Division NHS Pay and Conditions	 Scottish Government Riaghaltas na h-Alba gov.scot
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)2019/2 detailed the increases to national salary scales and uplifts to fees and allowances in 2019-20 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.	12 September 2019 Addressees <u>For action</u> Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards, Special Health Boards, NHS National Services Scotland (Common Services Agency), Healthcare Improvement Scotland <u>For information</u> 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) <u>Enquiries to:</u> Mrs Sandra Neill Scottish Government Health Workforce Division Ground Floor Rear St Andrew's House EDINBURGH EH1 3DG T: 0131 244 3283 E: Sandra.Neill@gov.scot

Table 1	Total Salaries for Full-time Training Posts from 1 April 2019, 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 2019, 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 2019, 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 2019, updating Banding Supplements from Section E of NHS Circular: PCS(GPR)2009/1
Table 5	Payment to GP Specialty Registrars
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Summary

3. This addendum is for information only and should be read in conjunction with NHS Circular PCS(DD)2019/2.
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 <https://www.publications.scot.nhs.uk/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

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2019

		Basic salary	Supplement for non-banded staff	Banding supplement £				
				1C	1B	1A & 2B	2A	3
Grade	Point	£	5%	20%	40%	50%	80%	100%
FHO1	Min	24,991	26,241	29,990	34,988	37,487	44,984	49,982
	1	26,551	27,879	31,862	37,172	39,827	47,792	53,102
	2	28,111	29,517	33,734	39,356	42,167	50,600	56,222
FHO2	Min	30,998		37,198	43,398	46,497	55,797	61,996
	1	33,025		39,630	46,235	49,538	59,445	66,050
	2	35,052		42,063	49,073	52,578	63,094	70,104
SHO / DSHO	Min	30,998		37,198	43,398	46,497	55,797	61,996
	1	33,025		39,630	46,235	49,538	59,445	66,050
	2	35,052		42,063	49,073	52,578	63,094	70,104
	3	37,079		44,495	51,911	55,619	66,743	74,158
	4	39,106		46,928	54,749	58,659	70,391	78,212
	5^	41,133		49,360	57,587	61,700	74,040	82,266
	6^	43,159		51,791	60,423	64,739	77,687	86,318
SpR	Min	34,388		41,266	48,144	51,582	61,899	68,776
	1	36,091		43,310	50,528	54,137	64,964	72,182
	2	37,795		45,354	52,913	56,693	68,031	75,590
	3	39,498		47,398	55,298	59,247	71,097	78,996
	4	41,552		49,863	58,173	62,328	74,794	83,104
	5	43,607		52,329	61,050	65,411	78,493	87,214
	6	45,663		54,796	63,929	68,495	82,194	91,326
	7^	47,717		57,261	66,804	71,576	85,891	95,434
	8^	49,772		59,727	69,681	74,658	89,590	99,544
9^	51,828		62,194	72,560	77,742	93,291	103,656	
StR	Min	32,961		39,554	46,146	49,442	59,330	65,922
	1	34,978		41,974	48,970	52,467	62,961	69,956
	2	37,795		45,354	52,913	56,693	68,031	75,590
	3	39,498		47,398	55,298	59,247	71,097	78,996
	4	41,552		49,863	58,173	62,328	74,794	83,104
	5	43,607		52,329	61,050	65,411	78,493	87,214
	6	45,663		54,796	63,929	68,495	82,194	91,326
	7^	47,717		57,261	66,804	71,576	85,891	95,434
	8^	49,772		59,727	69,681	74,658	89,590	99,544
	9^	51,828		62,194	72,560	77,742	93,291	103,656
StR (FT) and (CT)	Min	32,961		39,554	46,146	49,442	59,330	65,922
	1	34,978		41,974	48,970	52,467	62,961	69,956
	2	37,795		45,354	52,913	56,693	68,031	75,590
	3	39,498		47,398	55,298	59,247	71,097	78,996
	4	41,552		49,863	58,173	62,328	74,794	83,104
	5	43,607		52,329	61,050	65,411	78,493	87,214

^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 2019 *

(Pre-June 2005 pay arrangements)

		Basic salary	Banding supplement £	
			FB	FA
Grade	Point	£	5%	25%
SHO	Min	30,998	32,548	38,748
	1	33,025	34,677	41,282
	2	35,052	36,805	43,815
	3	37,079	38,933	46,349
	4	39,106	41,062	48,883
	5^	41,133	43,190	51,417
	6^	43,159	45,317	53,949
SpR	Min	34,388	36,108	42,985
	1	36,091	37,896	45,114
	2	37,795	39,685	47,244
	3	39,498	41,473	49,373
	4	41,552	43,630	51,940
	5	43,607	45,788	54,509
	6	45,663	47,947	57,079
	7^	47,717	50,103	59,647
	8^	49,772	52,261	62,215
	9^	51,828	54,420	64,785

* 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 2019

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	12,496	13,276	14,056	15,499	16,513	17,526	15,499	16,513	17,526	18,540	19,553	20,567	21,580	17,194	18,046	18,898	19,749	20,776	21,804	22,832	23,859	24,886	25,914
F6	14,995	15,931	16,867	18,599	19,815	21,032	18,599	19,815	21,032	22,248	23,464	24,680	25,896	20,633	21,655	22,677	23,699	24,932	26,165	27,398	28,631	29,864	31,097
F7	17,494	18,586	19,678	21,699	23,118	24,537	21,699	23,118	24,537	25,956	27,375	28,794	30,212	24,072	25,264	26,457	27,649	29,087	30,525	31,965	33,402	34,841	36,280
F8	19,993	21,241	22,489	24,799	26,420	28,042	24,799	26,420	28,042	29,664	31,285	32,907	34,528	27,511	28,873	30,236	31,599	33,242	34,886	36,531	38,174	39,818	41,463
F9	22,492	23,896	25,300	27,899	29,723	31,547	27,899	29,723	31,547	33,372	35,196	37,020	38,844	30,950	32,482	34,016	35,549	37,397	39,247	41,097	42,946	44,795	46,646

	FC (20% supplement)			FC (20% supplement)			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	14,996	15,932	16,868	18,599	19,816	21,032	18,599	19,816	21,032	22,248	23,464	24,681	25,896	20,633	21,656	22,678	23,699	24,932	26,165	27,399	28,631	29,864	31,097
F6	17,994	19,118	20,241	22,319	23,778	25,239	22,319	23,778	25,239	26,698	28,157	29,616	31,076	24,760	25,986	27,213	28,439	29,919	31,398	32,878	34,358	35,837	37,317
F7	20,993	22,304	23,614	26,039	27,742	29,445	26,039	27,742	29,445	31,148	32,850	34,553	36,255	28,887	30,317	31,749	33,179	34,905	36,630	38,358	40,083	41,810	43,536
F8	23,992	25,490	26,987	29,759	31,704	33,651	29,759	31,704	33,651	35,597	37,542	39,489	41,434	33,014	34,648	36,284	37,919	39,891	41,864	43,838	45,809	47,782	49,756
F9	26,991	28,676	30,360	33,479	35,668	37,857	33,479	35,668	37,857	40,047	42,236	44,424	46,613	37,140	38,979	40,820	42,659	44,877	47,097	49,317	51,536	53,754	55,976

	FC (40% supplement)			FC (40% supplement)			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	17,495	18,587	19,679	21,699	23,119	24,537	21,699	23,119	24,537	25,956	27,375	28,794	30,212	24,072	25,265	26,458	27,649	29,087	30,526	31,965	33,403	34,841	36,280
F6	20,993	22,304	23,614	26,039	27,741	29,445	26,039	27,741	29,445	31,148	32,850	34,552	36,255	28,887	30,317	31,748	33,179	34,905	36,631	38,358	40,084	41,810	43,536
F7	24,492	26,021	27,550	30,379	32,366	34,352	30,379	32,366	34,352	36,339	38,325	40,312	42,297	33,701	35,370	37,040	38,709	40,722	42,735	44,751	46,763	48,778	50,792
F8	27,991	29,738	31,485	34,719	36,988	39,259	34,719	36,988	39,259	41,530	43,799	46,070	48,340	38,516	40,423	42,331	44,239	46,539	48,841	51,144	53,444	55,746	58,049
F9	31,489	33,455	35,420	39,059	41,613	44,166	39,059	41,613	44,166	46,721	49,275	51,828	54,382	43,330	45,475	47,623	49,769	52,356	54,946	57,536	60,125	62,713	65,305

	FC (50% supplement)			FC (50% supplement)			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	18,744	19,914	21,084	23,249	24,770	26,289	23,249	24,770	26,289	27,810	29,330	30,851	32,370	25,791	27,069	28,347	29,624	31,164	32,706	34,248	35,789	37,329	38,871
F6	22,493	23,897	25,301	27,899	29,723	31,548	27,899	29,723	31,548	33,372	35,196	37,020	38,844	30,950	32,483	34,016	35,549	37,398	39,248	41,097	42,947	44,796	46,646
F7	26,241	27,879	29,517	32,549	34,677	36,806	32,549	34,677	36,806	38,934	41,063	43,191	45,318	36,108	37,896	39,686	41,474	43,631	45,788	47,948	50,103	52,262	54,420
F8	29,990	31,862	33,734	37,199	39,630	42,063	37,199	39,630	42,063	44,496	46,928	49,361	51,792	41,267	43,310	45,354	47,399	49,863	52,329	54,797	57,261	59,727	62,195
F9	33,738	35,844	37,950	41,849	44,585	47,321	41,849	44,585	47,321	50,058	52,794	55,530	58,266	46,425	48,723	51,024	53,324	56,096	58,871	61,646	64,419	67,193	69,969

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2019

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	16,481	17,489	18,898	19,749	20,776	21,804	22,832	23,859	24,886	25,914
F6	19,777	20,987	22,677	23,699	24,932	26,165	27,398	28,631	29,864	31,097
F7	23,073	24,485	26,457	27,649	29,087	30,525	31,965	33,402	34,841	36,280
F8	26,369	27,983	30,236	31,599	33,242	34,886	36,531	38,174	39,818	41,463
F9	29,665	31,481	34,016	35,549	37,397	39,247	41,097	42,946	44,795	46,646

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	19,778	20,987	22,678	23,699	24,932	26,165	27,399	28,631	29,864	31,097
F6	23,733	25,185	27,213	28,439	29,919	31,398	32,878	34,358	35,837	37,317
F7	27,688	29,382	31,749	33,179	34,905	36,630	38,358	40,083	41,810	43,536
F8	31,643	33,580	36,284	37,919	39,891	41,864	43,838	45,809	47,782	49,756
F9	35,598	37,778	40,820	42,659	44,877	47,097	49,317	51,536	53,754	55,976

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	23,074	24,485	26,458	27,649	29,087	30,526	31,965	33,403	34,841	36,280
F6	27,688	29,382	31,748	33,179	34,905	36,631	38,358	40,084	41,810	43,536
F7	32,303	34,279	37,040	38,709	40,722	42,735	44,751	46,763	48,778	50,792
F8	36,917	39,177	42,331	44,239	46,539	48,841	51,144	53,444	55,746	58,049
F9	41,531	44,074	47,623	49,769	52,356	54,946	57,536	60,125	62,713	65,305

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	24,722	26,234	28,347	29,624	31,164	32,706	34,248	35,789	37,329	38,871
F6	29,666	31,481	34,016	35,549	37,398	39,248	41,097	42,947	44,796	46,646
F7	34,610	36,728	39,686	41,474	43,631	45,788	47,948	50,103	52,262	54,420
F8	39,554	41,975	45,354	47,399	49,863	52,329	54,797	57,261	59,727	62,195
F9	44,498	47,222	51,024	53,324	56,096	58,871	61,646	64,419	67,193	69,969

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	16,481	17,489	18,898	19,749	20,776	21,804
F6	19,777	20,987	22,677	23,699	24,932	26,165
F7	23,073	24,485	26,457	27,649	29,087	30,525
F8	26,369	27,983	30,236	31,599	33,242	34,886
F9	29,665	31,481	34,016	35,549	37,397	39,247

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	19,778	20,987	22,678	23,699	24,932	26,165
F6	23,733	25,185	27,213	28,439	29,919	31,398
F7	27,688	29,382	31,749	33,179	34,905	36,630
F8	31,643	33,580	36,284	37,919	39,891	41,864
F9	35,598	37,778	40,820	42,659	44,877	47,097

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	23,074	24,485	26,458	27,649	29,087	30,526
F6	27,688	29,382	31,748	33,179	34,905	36,631
F7	32,303	34,279	37,040	38,709	40,722	42,735
F8	36,917	39,177	42,331	44,239	46,539	48,841
F9	41,531	44,074	47,623	49,769	52,356	54,946

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	24,722	26,234	28,347	29,624	31,164	32,706
F6	29,666	31,481	34,016	35,549	37,398	39,248
F7	34,610	36,728	39,686	41,474	43,631	45,788
F8	39,554	41,975	45,354	47,399	49,863	52,329
F9	44,498	47,222	51,024	53,324	56,096	58,871

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2019

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 £8,434**
 Training Grant

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2019

TABLE 5

	Scale Point	Basic Salary	Pre - April 2007 Supplement 65%		April 2007 – July 2007 Supplement 55%		August 2007 – March 2008 Supplement 55%		April 2008 – March 2009 Supplement 50%		From 1 April 2009 Supplement 45%	
			GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance	GPR Supplement	Total Allowance
(a) SHO	min	30,998	20,149	51,147	17,049	48,047	N/A	N/A	N/A	N/A	N/A	N/A
	1	33,025	21,467	54,492	18,164	51,189	N/A	N/A	N/A	N/A	N/A	N/A
	2	35,052	22,784	57,836	19,279	54,331	N/A	N/A	N/A	N/A	N/A	N/A
	3	37,079	24,102	61,181	20,394	57,473	N/A	N/A	N/A	N/A	N/A	N/A
	4	39,106	25,419	64,525	21,509	60,615	N/A	N/A	N/A	N/A	N/A	N/A
	5	41,133	26,737	67,870	22,624	63,757	N/A	N/A	N/A	N/A	N/A	N/A
	6	43,159	28,054	71,213	23,738	66,897	N/A	N/A	N/A	N/A	N/A	N/A
(b) SpR	min	34,388	22,353	56,741	18,914	53,302	18,914	53,302	17,194	51,582	15,475	49,863*
	1	36,091	23,460	59,551	19,851	55,942	19,851	55,942	18,046	54,137	16,241	52,332^
	2	37,795	24,567	62,362	20,788	58,583	20,788	58,583	18,898	56,693	17,008	54,803*
	3	39,498	25,674	65,172	21,724	61,222	21,724	61,222	19,749	59,247	17,775	57,273*
	4	41,552	27,009	68,561	22,854	64,406	22,854	64,406	20,776	62,328	18,699	60,251*++
	5	43,607	28,345	71,952	23,984	67,591	23,984	67,591	21,804	65,411	19,624	63,231*
	6	45,663	29,681	75,344	25,115	70,778	25,115	70,778	22,832	68,495	20,549	66,212*
	7	47,717	31,017	78,734	26,245	73,962	26,245	73,962	23,859	71,576	21,473	69,190*
	8	49,772	32,352	82,124	27,375	77,147	27,375	77,147	24,886	74,658	22,398	72,170
	9	51,828	33,689	85,517	28,506	80,334	28,506	80,334	25,914	77,742	23,323	75,151

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).

	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	32,961	N/A	N/A	N/A	N/A	18,129	51,090	16,481	49,442	14,833	47,794*
	1	34,978	N/A	N/A	N/A	N/A	19,238	54,216	17,489	52,467	15,741	50,719*
	2	37,795	N/A	N/A	N/A	N/A	20,788	58,583	18,898	56,693	17,008	54,803*
	3	39,498	N/A	N/A	N/A	N/A	21,724	61,222	19,749	59,247	17,775	57,273*
	4	41,552	N/A	N/A	N/A	N/A	22,854	64,406	20,776	62,328	18,699	60,251*++
	5	43,607	N/A	N/A	N/A	N/A	23,984	67,591	21,804	65,411	19,624	63,231*
	6	45,663	N/A	N/A	N/A	N/A	25,115	70,778	22,832	68,495	20,549	66,212*
	7	47,717	N/A	N/A	N/A	N/A	26,245	73,962	23,859	71,576	21,473	69,190*
	8	49,772	N/A	N/A	N/A	N/A	27,375	77,147	24,886	74,658	22,398	72,170*
	9	51,828	N/A	N/A	N/A	N/A	28,506	80,334	25,914	77,742	23,323	75,151#

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 2019****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	12.74	13.38**	17.84	19.11	22.94
FHO2	15.84	15.84	22.18	23.76	28.52
SHO	17.79	17.79	24.91	26.69	32.03
SpR	20.42	20.42	28.59	30.63	36.76
StR	20.42	20.42	28.59	30.63	36.76
StR	18.54	18.54	25.96	27.81	33.38

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	611.52	642.10**	733.83	856.13	917.28	1100.74	1223.04
FHO2	760.32	760.32	912.39	1064.45	1140.48	1368.58	1520.64
SHO	853.92	853.92	1024.71	1195.49	1280.88	1537.06	1707.84
SpR	980.16	980.16	1176.20	1372.23	1470.24	1764.29	1960.32
StR (Higher rate)	980.16	980.16	1176.20	1372.23	1470.24	1764.29	1960.32
StR (Lower rate)	889.92	889.92	1067.91	1245.89	1334.88	1601.86	1779.84

** 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.