


<p>The Scottish Government Health Workforce Pay, Practice and Partnership Division NHS Pay and Conditions</p>	 Scottish Government Riaghaltas na h-Alba gov.scot
<p>Dear Colleague</p> <p>PAY AND CONDITIONS OF SERVICE</p> <p>REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE</p> <p>REMUNERATION OF:</p> <ul style="list-style-type: none">• 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 <p>1. NHS Circular PCS(DD)2021/02 detailed the increases to national salary scales and uplifts to fees and allowances in 2021-22 for the above staff groups.</p> <p>2. The Appendix to the circular stated that the following tables would be provided under separate cover. This addendum now provides these tables.</p> <p>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.</p>	<p>08 September 2021</p> <p>Addressees</p> <p><u>For action</u></p> <p>Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards, Special Health Boards, NHS National Services Scotland (Common Services Agency), Healthcare Improvement Scotland</p> <p><u>For information</u></p> <p>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)</p> <p><u>Enquiries to:</u></p> <p>Health Workforce Medical and Dental Team Scottish Government Health Workforce Division Ground Floor Rear St Andrew's House EDINBURGH EH1 3DG</p> <p>Telephone: 0131 244 0900</p> <p>Email: MedicalandDentalTeam@gov.scot</p>

Table 1	Total Salaries for Full-time Training Posts from 1 April 2021, 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 2021, 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 2021, 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)
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Summary

3. This addendum is for information only and should be read in conjunction with NHS Circular **PCS(DD)2021/02**.
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.publications.scot.nhs.uk/>
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



Laura Zeballos

Deputy Director for Workforce Pay, Practice and Partnership

PCS(DD)2021/02

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2021

		Basic salary £	Supplement for non- banded staff 5%	Banding supplement £				
Grade	Point			1C 20%	1B 40%	1A & 2B 50%	2A 80%	3 100%
FHO1	Min	26,462	27,786	31,755	37,047	39,693	47,632	52,924
	1	28,114	29,520	33,737	39,360	42,171	50,606	56,228
	2	29,766	31,255	35,720	41,673	44,649	53,579	59,532
FHO2	Min	32,822		39,387	45,951	49,233	59,080	65,644
	1	34,969		41,963	48,957	52,454	62,945	69,938
	2	37,116		44,540	51,963	55,674	66,809	74,232
SHO / DSHO	Min	32,822		39,387	45,951	49,233	59,080	65,644
	1	34,969		41,963	48,957	52,454	62,945	69,938
	2	37,116		44,540	51,963	55,674	66,809	74,232
	3	39,262		47,115	54,967	58,893	70,672	78,524
	4	41,408		49,690	57,972	62,112	74,535	82,816
	5^	43,554		52,265	60,976	65,331	78,398	87,108
	6^	45,700		54,840	63,980	68,550	82,260	91,400
SpR	Min	36,412		43,695	50,977	54,618	65,542	72,824
	1	38,216		45,860	53,503	57,324	68,789	76,432
	2	40,020		48,024	56,028	60,030	72,036	80,040
	3	41,823		50,188	58,553	62,735	75,282	83,646
	4	43,998		52,798	61,598	65,997	79,197	87,996
	5	46,173		55,408	64,643	69,260	83,112	92,346
	6	48,351		58,022	67,692	72,527	87,032	96,702
	7^	50,526		60,632	70,737	75,789	90,947	101,052
	8^	52,701		63,242	73,782	79,052	94,862	105,402
	9^	54,879		65,855	76,831	82,319	98,783	109,758
StR	Min	34,901		41,882	48,862	52,352	62,822	69,802
	1	37,037		44,445	51,852	55,556	66,667	74,074
	2	40,020		48,024	56,028	60,030	72,036	80,040
	3	41,823		50,188	58,553	62,735	75,282	83,646
	4	43,998		52,798	61,598	65,997	79,197	87,996
	5	46,173		55,408	64,643	69,260	83,112	92,346
	6	48,351		58,022	67,692	72,527	87,032	96,702
	7^	50,526		60,632	70,737	75,789	90,947	101,052
	8^	52,701		63,242	73,782	79,052	94,862	105,402
	9^	54,879		65,855	76,831	82,319	98,783	109,758
StR (FT) and (CT)	Min	34,901		41,882	48,862	52,352	62,822	69,802
	1	37,037		44,445	51,852	55,556	66,667	74,074
	2	40,020		48,024	56,028	60,030	72,036	80,040
	3	41,823		50,188	58,553	62,735	75,282	83,646
	4	43,998		52,798	61,598	65,997	79,197	87,996
	5	46,173		55,408	64,643	69,260	83,112	92,346

^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 2021*

(Pre-June 2005 pay arrangements)

		Basic salary	Banding supplement £	
			FB	FA
Grade	Point	£	5%	25%
SHO	Min	32,822	34,464	43,080
	1	34,969	36,718	45,898
	2	37,116	38,972	48,715
	3	39,262	41,226	51,533
	4	41,408	43,479	54,349
	5^	43,554	45,732	57,165
	6^	45,700	47,985	59,982
SpR	Min	36,412	38,233	47,792
	1	38,216	40,127	50,159
	2	40,020	42,021	52,527
	3	41,823	43,915	54,894
	4	43,998	46,198	57,748
	5	46,173	48,482	60,603
	6	48,351	50,769	63,462
	7^	50,526	53,053	66,317
	8^	52,701	55,337	69,172
	9^	54,879	57,623	72,029

* 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 2021

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	13,231	14,057	14,883	16,411	17,485	18,558	16,411	17,485	18,558	19,631	20,704	21,777	22,850	18,206	19,108	20,010	20,912	21,999	23,087	24,176	25,263	26,351	27,440
F6	15,878	16,869	17,860	19,694	20,982	22,270	19,694	20,982	22,270	23,558	24,845	26,133	27,420	21,848	22,930	24,012	25,094	26,399	27,704	29,011	30,316	31,621	32,928
F7	18,524	19,680	20,837	22,976	24,479	25,982	22,976	24,479	25,982	27,484	28,986	30,488	31,990	25,489	26,752	28,014	29,277	30,799	32,322	33,846	35,369	36,891	38,416
F8	21,170	22,492	23,813	26,258	27,976	29,693	26,258	27,976	29,693	31,410	33,127	34,844	36,560	29,130	30,573	32,016	33,459	35,199	36,939	38,681	40,421	42,161	43,904
F9	23,816	25,303	26,790	29,540	31,473	33,405	29,540	31,473	33,405	35,336	37,268	39,199	41,130	32,771	34,395	36,018	37,641	39,599	41,556	43,516	45,474	47,431	49,392

	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	15,878	16,869	17,860	19,694	20,982	22,270	19,694	20,982	22,270	23,558	24,845	26,133	27,420	21,848	22,930	24,012	25,095	26,399	27,705	29,012	30,316	31,622	32,928
F6	19,054	20,243	21,432	23,633	25,179	26,724	23,633	25,179	26,724	28,270	29,814	31,360	32,904	26,218	27,516	28,815	30,113	31,679	33,245	34,814	36,380	37,946	39,514
F7	22,229	23,616	25,005	27,572	29,375	31,179	27,572	29,375	31,179	32,981	34,784	36,586	38,388	30,587	32,103	33,617	35,133	36,959	38,787	40,616	42,443	44,270	46,100
F8	25,404	26,991	28,576	31,510	33,572	35,632	31,510	33,572	35,632	37,692	39,753	41,813	43,872	34,956	36,688	38,420	40,151	42,239	44,327	46,418	48,506	50,594	52,685
F9	28,580	30,364	32,148	35,448	37,768	40,086	35,448	37,768	40,086	42,404	44,722	47,039	49,356	39,326	41,274	43,222	45,170	47,519	49,868	52,220	54,569	56,918	59,271

	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	18,524	19,680	20,837	22,976	24,479	25,982	22,976	24,479	25,982	27,484	28,986	30,488	31,990	25,489	26,752	28,014	29,277	30,799	32,322	33,847	35,369	36,892	38,416
F6	22,230	23,617	25,004	27,572	29,375	31,178	27,572	29,375	31,178	32,982	34,783	36,587	38,388	30,588	32,102	33,617	35,132	36,959	38,786	40,616	42,443	44,270	46,100
F7	25,934	27,552	29,172	32,167	34,271	36,375	32,167	34,271	36,375	38,478	40,581	42,684	44,786	35,685	37,453	39,220	40,988	43,119	45,251	47,385	49,517	51,648	53,783
F8	29,638	31,489	33,339	36,762	39,167	41,571	36,762	39,167	41,571	43,974	46,378	48,782	51,184	40,782	42,803	44,823	46,843	49,279	51,715	54,154	56,590	59,026	61,466
F9	33,343	35,425	37,506	41,356	44,063	46,767	41,356	44,063	46,767	49,471	52,176	54,879	57,582	45,880	48,153	50,426	52,698	55,439	58,179	60,923	63,664	66,404	69,149

	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	19,847	21,086	22,325	24,617	26,228	27,837	24,617	26,228	27,837	29,447	31,056	32,666	34,275	27,309	28,662	30,015	31,368	32,999	34,631	36,264	37,895	39,527	41,160
F6	23,817	25,304	26,790	29,541	31,473	33,405	29,541	31,473	33,405	35,337	37,268	39,200	41,130	32,772	34,395	36,018	37,641	39,599	41,556	43,517	45,474	47,432	49,392
F7	27,786	29,520	31,256	34,464	36,719	38,973	34,464	36,719	38,973	41,226	43,479	45,732	47,985	38,234	40,128	42,021	43,916	46,199	48,483	50,769	53,054	55,337	57,624
F8	31,755	33,738	35,720	39,387	41,964	44,540	39,387	41,964	44,540	47,115	49,691	52,266	54,840	43,695	45,860	48,024	50,189	52,799	55,409	58,022	60,632	63,242	65,856
F9	35,724	37,955	40,185	44,310	47,210	50,108	44,310	47,210	50,108	53,004	55,902	58,799	61,695	49,157	51,593	54,027	56,462	59,399	62,334	65,274	68,211	71,147	74,088

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2021

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	17,451	18,519	20,010	20,912	21,999	23,087	24,176	25,263	26,351	27,440
F6	20,941	22,223	24,012	25,094	26,399	27,704	29,011	30,316	31,621	32,928
F7	24,431	25,926	28,014	29,277	30,799	32,322	33,846	35,369	36,891	38,416
F8	27,921	29,630	32,016	33,459	35,199	36,939	38,681	40,421	42,161	43,904
F9	31,411	33,334	36,018	37,641	39,599	41,556	43,516	45,474	47,431	49,392

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	20,942	22,223	24,012	25,095	26,399	27,705	29,012	30,316	31,622	32,928
F6	25,130	26,668	28,815	30,113	31,679	33,245	34,814	36,380	37,946	39,514
F7	29,318	31,112	33,617	35,133	36,959	38,787	40,616	42,443	44,270	46,100
F8	33,506	35,556	38,420	40,151	42,239	44,327	46,418	48,506	50,594	52,685
F9	37,694	40,001	43,222	45,170	47,519	49,868	52,220	54,569	56,918	59,271

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	24,432	25,927	28,014	29,277	30,799	32,322	33,847	35,369	36,892	38,416
F6	29,318	31,113	33,617	35,132	36,959	38,786	40,616	42,443	44,270	46,100
F7	34,204	36,297	39,220	40,988	43,119	45,251	47,385	49,517	51,648	53,783
F8	39,090	41,482	44,823	46,843	49,279	51,715	54,154	56,590	59,026	61,466
F9	43,976	46,668	50,426	52,698	55,439	58,179	60,923	63,664	66,404	69,149

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	26,177	27,779	30,015	31,368	32,999	34,631	36,264	37,895	39,527	41,160
F6	31,412	33,335	36,018	37,641	39,599	41,556	43,517	45,474	47,432	49,392
F7	36,647	38,889	42,021	43,916	46,199	48,483	50,769	53,054	55,337	57,624
F8	41,882	44,445	48,024	50,189	52,799	55,409	58,022	60,632	63,242	65,856
F9	47,117	50,001	54,027	56,462	59,399	62,334	65,274	68,211	71,147	74,088

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	17,451	18,519	20,010	20,912	21,999	23,087
F6	20,941	22,223	24,012	25,094	26,399	27,704
F7	24,431	25,926	28,014	29,277	30,799	32,322
F8	27,921	29,630	32,016	33,459	35,199	36,939
F9	31,411	33,334	36,018	37,641	39,599	41,556

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	20,942	22,223	24,012	25,095	26,399	27,705
F6	25,130	26,668	28,815	30,113	31,679	33,245
F7	29,318	31,112	33,617	35,133	36,959	38,787
F8	33,506	35,556	38,420	40,151	42,239	44,327
F9	37,694	40,001	43,222	45,170	47,519	49,868

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	24,432	25,927	28,014	29,277	30,799	32,322
F6	29,318	31,113	33,617	35,132	36,959	38,786
F7	34,204	36,297	39,220	40,988	43,119	45,251
F8	39,090	41,482	44,823	46,843	49,279	51,715
F9	43,976	46,668	50,426	52,698	55,439	58,179

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	26,177	27,779	30,015	31,368	32,999	34,631
F6	31,412	33,335	36,018	37,641	39,599	41,556
F7	36,647	38,889	42,021	43,916	46,199	48,483
F8	41,882	44,445	48,024	50,189	52,799	55,409
F9	47,117	50,001	54,027	56,462	59,399	62,334

GP SPECIALTY REGISTRARS (GPS_{StR})

Details of the payments that are payable from 1 April 2021

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	£8,932
	Training Grant	

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2021

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	32,822	21,335	54,157	18,053	50,875	N/A	N/A	N/A	N/A	N/A	N/A
	1	34,969	22,730	57,699	19,233	54,202	N/A	N/A	N/A	N/A	N/A	N/A
	2	37,116	24,126	61,242	20,414	57,530	N/A	N/A	N/A	N/A	N/A	N/A
	3	39,262	25,521	64,783	21,595	60,857	N/A	N/A	N/A	N/A	N/A	N/A
	4	41,408	26,916	68,324	22,775	64,183	N/A	N/A	N/A	N/A	N/A	N/A
	5	43,554	28,311	71,865	23,955	67,509	N/A	N/A	N/A	N/A	N/A	N/A
	6	45,700	29,705	75,405	25,135	70,835	N/A	N/A	N/A	N/A	N/A	N/A
(b) SpR	min	36,412	23,668	60,080	20,027	56,439	20,027	56,439	18,206	54,618	16,386	52,798*
	1	38,216	24,841	63,057	21,019	59,235	21,019	59,235	19,108	57,324	17,198	55,414^
	2	40,020	26,013	66,033	22,011	62,031	22,011	62,031	20,010	60,030	18,009	58,029*
	3	41,823	27,185	69,008	23,003	64,826	23,003	64,826	20,912	62,735	18,821	60,644*
	4	43,998	28,599	72,597	24,199	68,197	24,199	68,197	21,999	65,997	19,800	63,798*++
	5	46,173	30,013	76,186	25,396	71,569	25,396	71,569	23,087	69,260	20,778	66,951*
	6	48,351	31,429	79,780	26,594	74,945	26,594	74,945	24,176	72,527	21,758	70,109*
	7	50,526	32,842	83,368	27,790	78,316	27,790	78,316	25,263	75,789	22,737	73,263*
	8	52,701	34,256	86,957	28,986	81,687	28,986	81,687	26,351	79,052	23,716	76,417
	9	54,879	35,672	90,551	30,184	85,063	30,184	85,063	27,440	82,319	24,696	79,575

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 2021

TABLE 5 continued

	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	Total	GPR	Total	GPR	Total	GPR	Total	GPR	Total
			Supplement	Allowance	Supplement	Allowance	Supplement	Allowance	Supplement	Allowance	Supplement	Allowance
(c) StR	min	34,901	N/A	N/A	N/A	N/A	19,196	54,097	17,451	52,352	15,706	50,607*
	1	37,037	N/A	N/A	N/A	N/A	20,371	57,408	18,519	55,556	16,667	53,704*
	2	40,020	N/A	N/A	N/A	N/A	22,011	62,031	20,010	60,030	18,009	58,029*
	3	41,823	N/A	N/A	N/A	N/A	23,003	64,826	20,912	62,735	18,821	60,644*
	4	43,998	N/A	N/A	N/A	N/A	24,199	68,197	21,999	65,997	19,800	63,798*++
	5	46,173	N/A	N/A	N/A	N/A	25,396	71,569	23,087	69,260	20,778	66,951*
	6	48,351	N/A	N/A	N/A	N/A	26,594	74,945	24,176	72,527	21,758	70,109*
	7	50,526	N/A	N/A	N/A	N/A	27,790	78,316	25,263	75,789	22,737	73,263*
	8	52,701	N/A	N/A	N/A	N/A	28,986	81,687	26,351	79,052	23,716	76,417*
	9	54,879	N/A	N/A	N/A	N/A	30,184	85,063	27,440	82,319	24,696	79,575#

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 2021

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	13.50	14.18**	18.90	20.25	24.30
FHO2	16.78	16.78	23.50	25.17	30.21
SHO	18.84	18.84	26.38	28.26	33.92
SpR	21.63	21.63	30.29	32.45	38.94
StR	21.63	21.63	30.29	32.45	38.94
StR	19.64	19.64	27.50	29.46	35.36

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	647.51	679.89**	777.02	906.52	971.27	1165.52	1295.02
FHO2	805.06	805.06	966.08	1127.09	1207.59	1449.11	1610.12
SHO	904.17	904.17	1085.01	1265.84	1356.26	1627.51	1808.34
SpR	1,037.84	1037.84	1245.41	1452.98	1556.76	1868.12	2075.68
StR (Higher rate)	1,037.84	1037.84	1245.41	1452.98	1556.76	1868.12	2075.68
StR (Lower rate)	942.29	942.29	1130.75	1319.21	1413.44	1696.13	1884.58

** 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.