

The Scottish Government

Health Workforce Pay, Practice and Partnership Division
NHS Pay and Conditions



Scottish Government
Riaghaltas na h-Alba
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Dear Colleague

5th August 2022

PAY AND CONDITIONS OF SERVICE

Addressees

For action

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

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)

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**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)2022/01 detailed the increases to national salary scales and uplifts to fees and allowances in 2022-23 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 2022 , 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 2022 , 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 2022 , 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 2022, updating Banding Supplements from Section E of NHS Circular: PCS(GPR)2009/1
Table 5	Payment to GP Specialty Registrars
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates

Summary

3. This addendum is for information only and should be read in conjunction with NHS Circular **PCS(DD)2022/01**.
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/>
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

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2022

		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	27,653	29,036	33,184	38,715	41,480	49,776	55,306
	1	29,380	30,849	35,256	41,132	44,070	52,884	58,760
	2	31,106	32,662	37,328	43,549	46,659	55,991	62,212
FHO2	Min	34,299		41,159	48,019	51,449	61,739	68,598
	1	36,543		43,852	51,161	54,815	65,778	73,086
	2	38,787		46,545	54,302	58,181	69,817	77,574
SHO / DSHO	Min	34,299		41,159	48,019	51,449	61,739	68,598
	1	36,543		43,852	51,161	54,815	65,778	73,086
	2	38,787		46,545	54,302	58,181	69,817	77,574
	3	41,029		49,235	57,441	61,544	73,853	82,058
	4	43,272		51,927	60,581	64,908	77,890	86,544
	5^	45,514		54,617	63,720	68,271	81,926	91,028
	6^	47,757		57,309	66,860	71,636	85,963	95,514
SpR	Min	38,051		45,662	53,272	57,077	68,492	76,102
	1	39,936		47,924	55,911	59,904	71,885	79,872
	2	41,821		50,186	58,550	62,732	75,278	83,642
	3	43,706		52,448	61,189	65,559	78,671	87,412
	4	45,978		55,174	64,370	68,967	82,761	91,956
	5	48,251		57,902	67,552	72,377	86,852	96,502
	6	50,527		60,633	70,738	75,791	90,949	101,054
	7^	52,800		63,360	73,920	79,200	95,040	105,600
	8^	55,073		66,088	77,103	82,610	99,132	110,146
StR	9^	57,349		68,819	80,289	86,024	103,229	114,698
	Min	36,472		43,767	51,061	54,708	65,650	72,944
	1	38,704		46,445	54,186	58,056	69,668	77,408
	2	41,821		50,186	58,550	62,732	75,278	83,642
	3	43,706		52,448	61,189	65,559	78,671	87,412
	4	45,978		55,174	64,370	68,967	82,761	91,956
	5	48,251		57,902	67,552	72,377	86,852	96,502
	6	50,527		60,633	70,738	75,791	90,949	101,054
	7^	52,800		63,360	73,920	79,200	95,040	105,600
	8^	55,073		66,088	77,103	82,610	99,132	110,146
StR (FT) and (CT)	9^	57,349		68,819	80,289	86,024	103,229	114,698
	Min	36,472		43,767	51,061	54,708	65,650	72,944
	1	38,704		46,445	54,186	58,056	69,668	77,408
	2	41,821		50,186	58,550	62,732	75,278	83,642
	3	43,706		52,448	61,189	65,559	78,671	87,412
	4	45,978		55,174	64,370	68,967	82,761	91,956
	5	48,251		57,902	67,552	72,377	86,852	96,502

^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 2022 *

(Pre-June 2005 pay arrangements)

		Basic salary	Banding supplement £	
			FB	FA
Grade	Point	£	5%	25%
SHO	Min	34,299	36,014	42,874
	1	36,543	38,371	45,679
	2	38,787	40,727	48,484
	3	41,029	43,081	51,287
	4	43,272	45,436	54,090
	5^	45,514	47,790	56,893
	6^	47,757	50,145	59,697
SpR	Min	38,051	39,954	47,564
	1	39,936	41,933	49,920
	2	41,821	43,913	52,277
	3	43,706	45,892	54,633
	4	45,978	48,277	57,473
	5	48,251	50,664	60,314
	6	50,527	53,054	63,159
	7^	52,800	55,440	66,000
	8^	55,073	57,827	68,842
	9^	57,349	60,217	71,687

* 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 2022

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	13,827	14,690	15,553	17,150	18,272	19,394	17,150	18,272	19,394	20,515	21,636	22,757	23,879	19,026	19,968	20,911	21,853	22,989	24,126	25,264	26,400	27,537	28,675
F6	16,592	17,628	18,664	20,580	21,926	23,273	20,580	21,926	23,273	24,618	25,964	27,309	28,655	22,831	23,962	25,093	26,224	27,587	28,951	30,317	31,680	33,044	34,410
F7	19,358	20,566	21,775	24,010	25,581	27,151	24,010	25,581	27,151	28,721	30,291	31,860	33,430	26,636	27,956	29,275	30,595	32,185	33,776	35,369	36,960	38,552	40,145
F8	22,123	23,504	24,885	27,440	29,235	31,030	27,440	29,235	31,030	32,824	34,618	36,412	38,206	30,441	31,949	33,457	34,965	36,783	38,601	40,422	42,240	44,059	45,880
F9	24,888	26,442	27,996	30,870	32,889	34,909	30,870	32,889	34,909	36,927	38,945	40,963	42,982	34,246	35,943	37,639	39,336	41,381	43,426	45,475	47,520	49,566	51,615

	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	16,593	17,628	18,664	20,580	21,927	23,273	20,580	21,927	23,273	24,618	25,964	27,309	28,655	22,832	23,962	25,094	26,224	27,587	28,952	30,317	31,680	33,045	34,410
F6	19,911	21,154	22,397	24,696	26,312	27,928	24,696	26,312	27,928	29,542	31,157	32,771	34,386	27,398	28,755	30,112	31,469	33,105	34,742	36,381	38,016	39,653	41,292
F7	23,230	24,680	26,130	28,812	30,698	32,582	28,812	30,698	32,582	34,466	36,350	38,232	40,116	31,964	33,548	35,130	36,714	38,622	40,532	42,443	44,352	46,263	48,174
F8	26,548	28,205	29,862	32,928	35,082	37,236	32,928	35,082	37,236	39,389	41,542	43,695	45,848	36,530	38,339	40,149	41,958	44,140	46,322	48,507	50,688	52,871	55,056
F9	29,866	31,731	33,596	37,044	39,467	41,891	37,044	39,467	41,891	44,313	46,734	49,156	51,579	41,096	43,132	45,167	47,204	49,658	52,112	54,570	57,024	59,480	61,938

	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	19,358	20,566	21,775	24,010	25,581	27,152	24,010	25,581	27,152	28,721	30,291	31,860	33,431	26,637	27,956	29,276	30,595	32,185	33,777	35,370	36,960	38,552	40,145
F6	23,229	24,680	26,130	28,812	30,697	32,583	28,812	30,697	32,583	34,466	36,350	38,233	40,117	31,964	33,547	35,131	36,714	38,622	40,532	42,444	44,352	46,262	48,174
F7	27,102	28,793	30,485	33,614	35,814	38,012	33,614	35,814	38,012	40,210	42,408	44,604	46,802	37,291	39,139	40,985	42,833	45,059	47,287	49,517	51,744	53,973	56,203
F8	30,973	32,906	34,839	38,416	40,929	43,442	38,416	40,929	43,442	45,954	48,466	50,977	53,489	42,618	44,729	46,840	48,951	51,497	54,042	56,591	59,136	61,683	64,232
F9	34,844	37,019	39,195	43,218	46,045	48,873	43,218	46,045	48,873	51,698	54,523	57,349	60,175	47,945	50,321	52,695	55,071	57,934	60,797	63,665	66,528	69,393	72,261

	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	20,741	22,035	23,330	25,725	27,408	29,091	25,725	27,408	29,091	30,773	32,454	34,136	35,819	28,539	29,952	31,367	32,780	34,484	36,189	37,896	39,600	41,306	43,013
F6	24,888	26,442	27,996	30,870	32,889	34,910	30,870	32,889	34,910	36,927	38,946	40,964	42,983	34,247	35,943	37,640	39,336	41,381	43,427	45,476	47,520	49,566	51,615
F7	29,037	30,849	32,663	36,015	38,372	40,727	36,015	38,372	40,727	43,082	45,437	47,790	50,145	39,954	41,934	43,913	45,893	48,278	50,664	53,054	55,440	57,828	60,218
F8	33,185	35,256	37,328	41,160	43,853	46,545	41,160	43,853	46,545	49,236	51,927	54,618	57,309	45,662	47,924	50,186	52,448	55,175	57,902	60,633	63,360	66,089	68,820
F9	37,332	39,663	41,994	46,305	49,334	52,364	46,305	49,334	52,364	55,391	58,418	61,445	64,473	51,369	53,915	56,459	59,004	62,072	65,139	68,213	71,280	74,349	77,423

* Not PRHO

TABLE 3 continued

Doctors and Dentists in training – Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2022

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	18,236	19,352	20,911	21,853	22,989	24,126	25,264	26,400	27,537	28,675
F6	21,884	23,223	25,093	26,224	27,587	28,951	30,317	31,680	33,044	34,410
F7	25,531	27,093	29,275	30,595	32,185	33,776	35,369	36,960	38,552	40,145
F8	29,178	30,964	33,457	34,965	36,783	38,601	40,422	42,240	44,059	45,880
F9	32,825	34,834	37,639	39,336	41,381	43,426	45,475	47,520	49,566	51,615

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	21,884	23,223	25,094	26,224	27,587	28,952	30,317	31,680	33,045	34,410
F6	26,261	27,868	30,112	31,469	33,105	34,742	36,381	38,016	39,653	41,292
F7	30,638	32,512	35,130	36,714	38,622	40,532	42,443	44,352	46,263	48,174
F8	35,014	37,157	40,149	41,958	44,140	46,322	48,507	50,688	52,871	55,056
F9	39,390	41,801	45,167	47,204	49,658	52,112	54,570	57,024	59,480	61,938

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	25,531	27,093	29,276	30,595	32,185	33,777	35,370	36,960	38,552	40,145
F6	30,638	32,513	35,131	36,714	38,622	40,532	42,444	44,352	46,262	48,174
F7	35,744	37,931	40,985	42,833	45,059	47,287	49,517	51,744	53,973	56,203
F8	40,850	43,350	46,840	48,951	51,497	54,042	56,591	59,136	61,683	64,232
F9	45,955	48,768	52,695	55,071	57,934	60,797	63,665	66,528	69,393	72,261

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	27,354	29,028	31,367	32,780	34,484	36,189	37,896	39,600	41,306	43,013
F6	32,826	34,835	37,640	39,336	41,381	43,427	45,476	47,520	49,566	51,615
F7	38,297	40,640	43,913	45,893	48,278	50,664	53,054	55,440	57,828	60,218
F8	43,767	46,446	50,186	52,448	55,175	57,902	60,633	63,360	66,089	68,820
F9	49,238	52,251	56,459	59,004	62,072	65,139	68,213	71,280	74,349	77,423

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	18,236	19,352	20,911	21,853	22,989	24,126
F6	21,884	23,223	25,093	26,224	27,587	28,951
F7	25,531	27,093	29,275	30,595	32,185	33,776
F8	29,178	30,964	33,457	34,965	36,783	38,601
F9	32,825	34,834	37,639	39,336	41,381	43,426

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	21,884	23,223	25,094	26,224	27,587	28,952
F6	26,261	27,868	30,112	31,469	33,105	34,742
F7	30,638	32,512	35,130	36,714	38,622	40,532
F8	35,014	37,157	40,149	41,958	44,140	46,322
F9	39,390	41,801	45,167	47,204	49,658	52,112

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	25,531	27,093	29,276	30,595	32,185	33,777
F6	30,638	32,513	35,131	36,714	38,622	40,532
F7	35,744	37,931	40,985	42,833	45,059	47,287
F8	40,850	43,350	46,840	48,951	51,497	54,042
F9	45,955	48,768	52,695	55,071	57,934	60,797

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	27,354	29,028	31,367	32,780	34,484	36,189
F6	32,826	34,835	37,640	39,336	41,381	43,427
F7	38,297	40,640	43,913	45,893	48,278	50,664
F8	43,767	46,446	50,186	52,448	55,175	57,902
F9	49,238	52,251	56,459	59,004	62,072	65,139

GP SPECIALTY REGISTRARS (GPStR)

Details of the payments that are payable from 1 April 2022

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 £9,334**
 Training Grant

PAYMENT TO GP SPECIALTY REGISTRARS – 1 April 2022

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	34,299	22,295	56,594	18,865	53,164	N/A	N/A	N/A	N/A	N/A	N/A
	1	36,543	23,753	60,296	20,099	56,642	N/A	N/A	N/A	N/A	N/A	N/A
	2	38,787	25,212	63,999	21,333	60,120	N/A	N/A	N/A	N/A	N/A	N/A
	3	41,029	26,669	67,698	22,566	63,595	N/A	N/A	N/A	N/A	N/A	N/A
	4	43,272	28,127	71,399	23,800	67,072	N/A	N/A	N/A	N/A	N/A	N/A
	5	45,514	29,585	75,099	25,033	70,547	N/A	N/A	N/A	N/A	N/A	N/A
	6	47,757	31,043	78,800	26,267	74,024	N/A	N/A	N/A	N/A	N/A	N/A

(b) SpR	min	38,051	24,734	62,785	20,929	58,980	20,929	58,980	19,026	57,077	17,123	55,174*
	1	39,936	25,959	65,895	21,965	61,901	21,965	61,901	19,968	59,904	17,972	57,908^
	2	41,821	27,184	69,005	23,002	64,823	23,002	64,823	20,911	62,732	18,820	60,641*
	3	43,706	28,409	72,115	24,039	67,745	24,039	67,745	21,853	65,559	19,668	63,374*
	4	45,978	29,886	75,864	25,288	71,266	25,288	71,266	22,989	68,967	20,691	66,669*++
	5	48,251	31,364	79,615	26,539	74,790	26,539	74,790	24,126	72,377	21,713	69,964*
	6	50,527	32,843	83,370	27,790	78,317	27,790	78,317	25,264	75,791	22,738	73,265*
	7	52,800	34,320	87,120	29,040	81,840	29,040	81,840	26,400	79,200	23,760	76,560*
	8	55,073	35,798	90,871	30,291	85,364	30,291	85,364	27,537	82,610	24,783	79,856
	9	57,349	37,277	94,626	31,542	88,891	31,542	88,891	28,675	86,024	25,808	83,157

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 2022

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	36,472	N/A	N/A	N/A	N/A	20,060	56,532	18,236	54,708	16,413	52,885*
	1	38,704	N/A	N/A	N/A	N/A	21,288	59,992	19,352	58,056	17,417	56,121*
	2	41,821	N/A	N/A	N/A	N/A	23,002	64,823	20,911	62,732	18,820	60,641*
	3	43,706	N/A	N/A	N/A	N/A	24,039	67,745	21,853	65,559	19,668	63,374*
	4	45,978	N/A	N/A	N/A	N/A	25,288	71,266	22,989	68,967	20,691	66,669*++
	5	48,251	N/A	N/A	N/A	N/A	26,539	74,790	24,126	72,377	21,713	69,964*
	6	50,527	N/A	N/A	N/A	N/A	27,790	78,317	25,264	75,791	22,738	73,265*
	7	52,800	N/A	N/A	N/A	N/A	29,040	81,840	26,400	79,200	23,760	76,560*
	8	55,073	N/A	N/A	N/A	N/A	30,291	85,364	27,537	82,610	24,783	79,856*
	9	57,349	N/A	N/A	N/A	N/A	31,542	88,891	28,675	86,024	25,808	83,157#

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 2022****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	14.11	14.82**	19.76	21.17	25.40
FHO2	17.54	17.54	24.56	26.31	31.58
SHO	19.69	19.69	27.57	29.54	35.45
SpR	22.61	22.61	31.66	33.92	40.70
StR	22.61	22.61	31.66	33.92	40.70
StR	20.53	20.53	28.75	30.80	36.96

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	676.65	710.49**	811.98	947.31	1,014.98	1,217.97	1,353.30
FHO2	841.29	841.29	1,009.55	1,177.81	1,261.94	1,514.33	1,682.58
SHO	944.86	944.86	1,133.84	1,322.81	1,417.29	1,700.75	1,889.72
SpR	1,084.55	1,084.55	1,301.46	1,518.37	1,626.83	1,952.19	2,169.1
StR (Higher rate)	1,084.55	1,084.55	1,301.46	1,518.37	1,626.83	1,952.19	2,169.1
StR (Lower rate)	984.70	984.7	1,181.64	1,378.58	1,477.05	1,772.46	1,969.4

** 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.