

The Scottish Government
Health Workforce
Culture, Pay and Partnership Division



Scottish Government
Riaghaltas na h-Alba
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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**

THIS CIRCULAR INCLUDES:

INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2025-26 UPLIFTS TO FEES AND ALLOWANCES 2025-26

Summary

1. NHS Circular [PCS\(DD\) 2025/1](#) detailed the changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The circular stated that the details of the pay uplift for Resident Doctors and Dentists will be promulgated in an addendum to this circular.
3. This addendum now provides details of this pay uplift.
4. The Scottish Government has confirmed a **4.25%** uplift to basic pay across NHS Medical and Dental staff as detailed above.

26 November 2025

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)

Enquiries to:

Health Workforce
Medical and Dental Team
Scottish Government
Health Workforce Division
Ground Floor Rear
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EDINBURGH
EH1 3DG

Email:

healthworkforcemedicalanddentalteam@gov.scot

5. It should be noted that these tables, 1 to 6, 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.

Action

6. NHS Boards, Special Health Boards, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) and NHS National Services Scotland (Common Services Agency) are required to:

- make the necessary arrangements to pay the salaries and fees notified in this circular and its Annexes.
- 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 ensure that payment can be made.
- notify the Scottish Public Pensions Agency of any increase in pensionable remuneration and contributions arising from the payment of arrears to former employees.

7. 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:

- **Publications:**
<https://www.publications.scot.nhs.uk/publication.asp>
- **MSG:**
<https://www.msg.scot.nhs.uk/publications>

Enquiries

8. **Employees** should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (Common Services Agency).

9. **NHS Employers** in Scotland should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely



Jane Hamilton

Deputy Director for Culture, Pay and Partnership



DIRECTION

Scottish Ministers, in exercise of the powers conferred on them by Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service (Scotland) Regulations 1991, 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, NHS Education for Scotland and NHS National Services Scotland (Common Services Agency) the following Direction.

All staff groups referred to in **PCS(DD)2025/01 (Addendum)** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers with effect from 1 April 2025.

Jane Hamilton
Deputy Director for Culture, Pay and Partnership
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG

26 November 2025

The following tables relate to Resident Doctors and Dentists, and implementation has been authorised by the Cabinet Secretary for Health and Social Care. It should be noted that these tables are for information only and that the individual figures are only an indicator. The actual values for individual employees are generated and applied by the NHSS ePayroll system.

ANNEX C	Rates of pay effective from 1 April 2025 for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community
ANNEX D	For post specific salaries/ranges; Dental Core Training
ANNEX H	Peripheral Allowances Existing allowances for designated training grade posts approved by Scottish Ministers
Table 1	Total Salaries for Full-time Training Posts from 1 April 2025, 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 Resident Doctors Working Less than 40 hours per week (Pre-June 2005 pay arrangements) from 1 April 2025, 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	Resident Doctors and Dentists– Flexible Trainees: (Post June 2005 Pay Arrangements) from 1 April 2025, 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 2025, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1
Table 5	Payment to GP Speciality Registrars from 1 April 2025
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates from 1 April 2025

Rates Of Pay Effective From 1 April 2025

Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community

Grade	Minimum (rate of pay where there is no scale)	Incremental points												
		1st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th	12 th	13 th
Specialty Registrar (Full)	47,438	50,341	54,395	56,846	59,801	62,758	65,719 [^]	68,675 [^]	71,631 [^]	74,591 [^]				
Specialty Registrar (Fixed Term)	47,438	50,341	54,395	56,846	59,801	62,758								
Specialty Registrar (Core Training)	47,438	50,341	54,395	56,846	59,801	62,758								
Specialist Registrar	49,492	51,944	54,395	56,846	59,801	62,758	65,719 [^]	68,675 [^]	71,631 [^]	74,591 [^]				
GP Specialty Registrars														
(SHO)	44,613	47,531	50,448	53,364	56,282	59,198	62,115							
(SpR)	49,492	51,944	54,395	56,846	59,801	62,758	65,719	68,675	71,631	74,591				
(StR)	47,438	50,341	54,395	56,846	59,801	62,758	65,719	68,675	71,631	74,591				
Senior House Officer/Senior Dental House Officer	44,613	47,531	50,448	53,364	56,282	59,198 [^]	62,115 [^]							
Foundation House Officer 2	44,613	47,531	50,448											
Foundation House Officer 1	35,967	38,215	40,459											

Notes:[^] To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2025
FOR POST SPECIFIC SALARIES/RANGES****BASIC RATES PER ANNUM**

GRADE	SALARY / RANGE £
Dental Core Training (CT1) ^^	52,686

^^ On completion of Core Training employees will move to the nearest point on or above their existing salary on the DSHO scale (Annex D)

**Banding Supplements for Foundation House Officer, Specialty Registrar,
Senior House Officer, Specialist 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

PERIPHERAL ALLOWANCES**OTHER FEES** (Effective from 1 April 2025)**PERIPHERAL ALLOWANCES**

Existing Allowances for designated training grade posts approved by Scottish Ministers.

NHS Boards are reminded that the Health Directorate should be consulted whenever such a post falls vacant

From 1 April 2025

£3,892.40
£2,917.07
£1,939.39

BANDING SUPPLEMENTS

Practitioners in Training Grades: Specialist Registrar, Specialty registrar, Senior House Officers and Foundation House Officer

From 1 December 2002*	BAND					
	1C	1B	1A	2B	2A	3
	1.2	1.4	1.5	1.5	1.8	2

* NHS Circular PCS(DD)2001/3 and HDL(2000)17

TABLE 1

Total Salaries for Full-time Training Posts from 1 April 2025

Grade	Point	Basic salary £	Banding supplement					
			Supplement for non- banded staff	1C	1B	1A & 2B	2A	3
			5%	20%	40%	50%	80%	100%
FHO1	Min	35,967	37,766	43,161	50,354	53,951	64,741	71,934
	1	38,215	40,126	45,858	53,501	57,323	68,787	76,430
	2	40,459	42,482	48,551	56,643	60,689	72,827	80,918
FHO2	Min	44,613		53,536	62,459	66,920	80,304	89,226
	1	47,531		57,038	66,544	71,297	85,556	95,062
	2	50,448		60,538	70,628	75,672	90,807	100,896
SHO / DSHO	Min	44,613		53,536	62,459	66,920	80,304	89,226
	1	47,531		57,038	66,544	71,297	85,556	95,062
	2	50,448		60,538	70,628	75,672	90,807	100,896
	3	53,364		64,037	74,710	80,046	96,056	106,728
	4	56,282		67,539	78,795	84,423	101,308	112,564
	5^	59,198		71,038	82,878	88,797	106,557	118,396
	6^	62,115		74,538	86,961	93,173	111,807	124,230
SpR	Min	49,492		59,391	69,289	74,238	89,086	98,984
	1	51,944		62,333	72,722	77,916	93,500	103,888
	2	54,395		65,274	76,153	81,593	97,911	108,790
	3	56,846		68,216	79,585	85,269	102,323	113,692
	4	59,801		71,762	83,722	89,702	107,642	119,602
	5	62,758		75,310	87,862	94,137	112,965	125,516
	6	65,719		78,863	92,007	98,579	118,295	131,438
	7^	68,675		82,410	96,145	103,013	123,615	137,350
	8^	71,631		85,958	100,284	107,447	128,936	143,262
	9^	74,591		89,510	104,428	111,887	134,264	149,182
StR	Min	47,438		56,926	66,414	71,157	85,389	94,876
	1	50,341		60,410	70,478	75,512	90,614	100,682
	2	54,395		65,274	76,153	81,593	97,911	108,790
	3	56,846		68,216	79,585	85,269	102,323	113,692
	4	59,801		71,762	83,722	89,702	107,642	119,602
	5	62,758		75,310	87,862	94,137	112,965	125,516
	6	65,719		78,863	92,007	98,579	118,295	131,438
	7^	68,675		82,410	96,145	103,013	123,615	137,350
	8^	71,631		85,958	100,284	107,447	128,936	143,262
	9^	74,591		89,510	104,428	111,887	134,264	149,182

TABLE 1 Continued

Total Salaries for Full-time Training Posts from 1 April 2025 (Cont)

StR (FT) and (CT)	Min	47,438		56,926	66,414	71,157	85,389	94,876
	1	50,341		60,410	70,478	75,512	90,614	100,682
	2	54,395		65,274	76,153	81,593	97,911	108,790
	3	56,846		68,216	79,585	85,269	102,323	113,692
	4	59,801		71,762	83,722	89,702	107,642	119,602
	5	62,758		75,310	87,862	94,137	112,965	125,516

TABLE 2

Total salaries for Flexible Trainees working less than 40 hours per week from 1 April 2025 *

Grade	Point	Banding supplement		
		Basic salary	FB	FA
		£	5%	25%
SHO	Min	44,613	46,844	55,767
	1	47,531	49,908	59,414
	2	50,448	52,971	63,060
	3	53,364	56,033	66,705
	4	56,282	59,097	70,353
	5^	59,198	62,158	73,998
	6^	62,115	65,221	77,644
SpR	Min	49,492	51,967	61,865
	1	51,944	54,542	64,930
	2	54,395	57,115	67,994
	3	56,846	59,689	71,058
	4	59,801	62,792	74,752
	5	62,758	65,896	78,448
	6	65,719	69,005	82,149
	7^	68,675	72,109	85,844
	8^	71,630	75,212	89,538
	9^	74,591	78,321	93,239

* 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.

Resident Doctors and Dentists– Flexible Trainees: (Post June 2005 Pay Arrangements) – from 1 April 2025

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	17,984	19,108	20,230	22,307	23,766	25,224	22,307	23,766	25,224	26,682	28,141	29,599	31,058	24,746	25,972	27,198	28,423	29,901	31,379	32,860	34,338	35,816	37,296
F6	21,581	22,929	24,276	26,768	28,519	30,269	26,768	28,519	30,269	32,019	33,770	35,519	37,269	29,696	31,167	32,638	34,108	35,882	37,655	39,432	41,205	42,979	44,755
F7	25,177	26,751	28,322	31,230	33,272	35,314	31,230	33,272	35,314	37,355	39,398	41,439	43,481	34,645	36,361	38,077	39,793	41,861	43,931	46,004	48,073	50,142	52,214
F8	28,774	30,572	32,368	35,691	38,025	40,359	35,691	38,025	40,359	42,692	45,026	47,359	49,692	39,594	41,556	43,516	45,477	47,841	50,207	52,576	54,940	57,305	59,673
F9	32,371	34,394	36,414	40,152	42,778	45,404	40,152	42,778	45,404	48,028	50,654	53,279	55,904	44,543	46,750	48,956	51,162	53,821	56,483	59,148	61,808	64,468	67,132

	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	21,581	22,930	24,276	26,768	28,520	30,269	26,768	28,519	30,269	32,019	33,770	35,519	37,270	29,696	31,167	32,638	34,108	35,882	37,655	39,432	41,205	42,979	44,755
F6	25,898	27,515	29,132	32,122	34,223	36,323	32,122	34,223	36,323	38,423	40,524	42,623	44,723	35,636	37,401	39,165	40,930	43,058	45,186	47,319	49,446	51,575	53,706
F7	30,213	32,102	33,987	37,476	39,927	42,377	37,476	39,927	42,377	44,826	47,278	49,727	52,178	41,574	43,634	45,693	47,752	50,234	52,718	55,205	57,688	60,171	62,657
F8	34,529	36,687	38,842	42,830	45,630	48,431	42,830	45,630	48,431	51,231	54,032	56,831	59,631	47,513	49,868	52,220	54,573	57,410	60,249	63,092	65,928	68,766	71,608
F9	38,846	41,273	43,697	48,183	51,334	54,485	48,183	51,334	54,485	57,634	60,785	63,935	67,085	53,452	56,100	58,748	61,395	64,586	67,780	70,978	74,170	77,362	80,559

	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	25,178	26,752	28,322	31,230	33,273	35,314	31,230	33,273	35,314	37,355	39,398	41,439	43,482	34,645	36,361	38,078	39,793	41,862	43,931	46,004	48,074	50,143	52,215
F6	30,214	32,101	33,987	37,476	39,927	42,377	37,476	39,927	42,377	44,827	47,278	49,727	52,177	41,575	43,634	45,692	47,752	50,234	52,717	55,205	57,687	60,171	62,657
F7	35,248	37,452	39,651	43,722	46,581	49,440	43,722	46,581	49,440	52,297	55,158	58,015	60,874	48,503	50,906	53,308	55,711	58,606	61,504	64,406	67,303	70,199	73,100
F8	40,284	42,801	45,316	49,968	53,235	56,503	49,968	53,235	56,503	59,769	63,037	66,303	69,569	55,432	58,179	60,923	63,668	66,978	70,290	73,607	76,916	80,227	83,543
F9	45,320	48,152	50,980	56,213	59,890	63,566	56,213	59,890	63,566	67,240	70,916	74,591	78,266	62,361	65,450	68,539	71,627	75,350	79,077	82,808	86,532	90,256	93,985

	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	26,976	28,662	30,345	33,461	35,649	37,836	33,461	35,649	37,836	40,023	42,212	44,399	46,587	37,119	38,958	40,797	42,635	44,852	47,069	49,290	51,507	53,724	55,944
F6	32,372	34,394	36,414	40,152	42,779	45,404	40,152	42,779	45,404	48,029	50,655	53,279	55,904	44,544	46,751	48,956	51,162	53,822	56,483	59,148	61,808	64,469	67,133
F7	37,766	40,127	42,483	46,845	49,908	52,971	46,845	49,908	52,971	56,033	59,097	62,159	65,222	51,968	54,542	57,116	59,690	62,792	65,897	69,006	72,110	75,213	78,321
F8	43,161	45,858	48,552	53,537	57,038	60,539	53,537	57,038	60,539	64,038	67,539	71,039	74,538	59,391	62,334	65,274	68,216	71,762	75,311	78,864	82,410	85,958	89,510
F9	48,557	51,591	54,621	60,228	64,167	68,106	60,228	64,167	68,106	72,042	75,981	79,919	83,856	66,815	70,125	73,434	76,743	80,732	84,725	88,722	92,712	96,702	100,698

* Not PRHO

TABLE 3 Continued

Resident Doctors and Dentists– Flexible Trainees: (Post June 2005 Pay Arrangements) - from 1 April 2025

StR Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	23,719	25,171	27,198	28,423	29,901	31,379	32,860	34,338	35,816	37,296
F6	28,463	30,205	32,638	34,108	35,882	37,655	39,432	41,205	42,979	44,755
F7	33,207	35,239	38,077	39,793	41,861	43,931	46,004	48,073	50,142	52,214
F8	37,951	40,273	43,516	45,477	47,841	50,207	52,576	54,940	57,305	59,673
F9	42,695	45,307	48,956	51,162	53,821	56,483	59,148	61,808	64,468	67,132

FC (20% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	28,463	30,205	32,638	34,108	35,882	37,655	39,432	41,205	42,979	44,755
F6	34,156	36,246	39,165	40,930	43,058	45,186	47,319	49,446	51,575	53,706
F7	39,849	42,287	45,693	47,752	50,234	52,718	55,205	57,688	60,171	62,657
F8	45,542	48,328	52,220	54,573	57,410	60,249	63,092	65,928	68,766	71,608
F9	51,234	54,369	58,748	61,395	64,586	67,780	70,978	74,170	77,362	80,559

FC (40% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	33,207	35,240	38,078	39,793	41,862	43,931	46,004	48,074	50,143	52,215
F6	39,849	42,287	45,692	47,752	50,234	52,717	55,205	57,687	60,171	62,657
F7	46,490	49,335	53,308	55,711	58,606	61,504	64,406	67,303	70,199	73,100
F8	53,132	56,383	60,923	63,668	66,978	70,290	73,607	76,916	80,227	83,543
F9	59,773	63,430	68,539	71,627	75,350	79,077	82,808	86,532	90,256	93,985

FC (50% supplement)										
Point	0	1	2	3	4	5	6	7	8	9
F5	35,579	37,757	40,797	42,635	44,852	47,069	49,290	51,507	53,724	55,944
F6	42,695	45,308	48,956	51,162	53,822	56,483	59,148	61,808	64,469	67,133
F7	49,811	52,859	57,116	59,690	62,792	65,897	69,006	72,110	75,213	78,321
F8	56,927	60,410	65,274	68,216	71,762	75,311	78,864	82,410	85,958	89,510
F9	64,043	67,961	73,434	76,743	80,732	84,725	88,722	92,712	96,702	100,698

StR (Fixed Term) / Core Training Basic						
Point	0	1	2	3	4	5
F5	23,719	25,171	27,198	28,423	29,901	31,379
F6	28,463	30,205	32,638	34,108	35,882	37,655
F7	33,207	35,239	38,077	39,793	41,861	43,931
F8	37,951	40,273	43,516	45,477	47,841	50,207
F9	42,695	45,307	48,956	51,162	53,821	56,483

FC (20% supplement)						
Point	0	1	2	3	4	5
F5	28,463	30,205	32,638	34,108	35,882	37,655
F6	34,156	36,246	39,165	40,930	43,058	45,186
F7	39,849	42,287	45,693	47,752	50,234	52,718
F8	45,542	48,328	52,220	54,573	57,410	60,249
F9	51,234	54,369	58,748	61,395	64,586	67,780

FB (40% supplement)						
Point	0	1	2	3	4	5
F5	33,207	35,240	38,078	39,793	41,862	43,931
F6	39,849	42,287	45,692	47,752	50,234	52,717
F7	46,490	49,335	53,308	55,711	58,606	61,504
F8	53,132	56,383	60,923	63,668	66,978	70,290
F9	59,773	63,430	68,539	71,627	75,350	79,077

FA (50% supplement)						
Point	0	1	2	3	4	5
F5	35,579	37,757	40,797	42,635	44,852	47,069
F6	42,695	45,308	48,956	51,162	53,822	56,483
F7	49,811	52,859	57,116	59,690	62,792	65,897
F8	56,927	60,410	65,274	68,216	71,762	75,311
F9	64,043	67,961	73,434	76,743	80,732	84,725

GP SPECIALTY REGISTRARS (GPStR)**Details of the payments that are payable from 1 April 2025**

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 they 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	Training Grant from 1 April 2025	£11,595
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TABLE 5

PAYMENT

TO GP SPECIALTY REGISTRARS – 1 April 2025

	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%	Total	Supplement 55%	Total	Supplement 55%	Total	Supplement 50%	Total	Supplement 45%	Total
			GPR Supplement	Allowance	GPR Supplement	Allowance	GPR Supplement	Allowance	GPR Supplement	Allowance	GPR Supplement	Allowance
(a) S H O	min	44,613	28,999	73,612	24,538	69,151	N/A	N/A	N/A	N/A	N/A	N/A
	1	47,531	30,896	78,427	26,143	73,674	N/A	N/A	N/A	N/A	N/A	N/A
	2	50,448	32,792	83,240	27,747	78,195	N/A	N/A	N/A	N/A	N/A	N/A
	3	53,364	34,687	88,051	29,351	82,715	N/A	N/A	N/A	N/A	N/A	N/A
	4	56,282	36,584	92,866	30,956	87,238	N/A	N/A	N/A	N/A	N/A	N/A
	5	59,198	38,479	97,677	32,559	91,757	N/A	N/A	N/A	N/A	N/A	N/A
	6	62,115	40,375	102,490	34,164	96,279	N/A	N/A	N/A	N/A	N/A	N/A
(b) S p R	min	49,492	32,170	81,662	27,221	76,713	27,221	76,713	24,746	74,238	22,272	71,764*
	1	51,944	33,764	85,708	28,570	80,514	28,570	80,514	25,972	77,916	23,375	75,319^
	2	54,395	35,357	89,752	29,918	84,313	29,918	84,313	27,198	81,593	24,478	78,873*
	3	56,846	36,950	93,796	31,266	88,112	31,266	88,112	28,423	85,269	25,581	82,427*
	4	59,801	38,871	98,672	32,891	92,692	32,891	92,692	29,901	89,702	26,911	86,712*++
	5	62,758	40,793	103,551	34,517	97,275	34,517	97,275	31,379	94,137	28,242	91,000*
	6	65,719	42,718	108,437	36,146	101,865	36,146	101,865	32,860	98,579	29,574	95,293*
	7	68,675	44,639	113,314	37,772	106,447	37,772	106,447	34,338	103,013	30,904	99,579*
	8	71,631	46,561	118,192	39,398	111,029	39,398	111,029	35,816	107,447	32,234	103,865
	9	74,591	48,485	123,076	41,026	115,617	41,026	115,617	37,296	111,887	33,566	108,157

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 2025

	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	47,438	N/A	N/A	N/A	N/A	26,091	73,529	23,719	71,157	21,348	68,786*
	1	50,341	N/A	N/A	N/A	N/A	27,688	78,029	25,171	75,512	22,654	72,995*
	2	54,395	N/A	N/A	N/A	N/A	29,918	84,313	27,198	81,593	24,478	78,873*
	3	56,846	N/A	N/A	N/A	N/A	31,266	88,112	28,423	85,269	25,581	82,427*
	4	59,801	N/A	N/A	N/A	N/A	32,891	92,692	29,901	89,702	26,911	86,712*++
	5	62,758	N/A	N/A	N/A	N/A	34,517	97,275	31,379	94,137	28,242	91,000*
	6	65,719	N/A	N/A	N/A	N/A	36,146	101,865	32,860	98,579	29,574	95,293*
	7	68,675	N/A	N/A	N/A	N/A	37,772	106,447	34,338	103,013	30,904	99,579*
	8	71,631	N/A	N/A	N/A	N/A	39,398	111,029	35,816	107,447	32,234	103,865*
	9	74,591	N/A	N/A	N/A	N/A	41,026	115,617	37,296	111,887	33,566	108,157#

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 2025**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	18.35	19.27**	25.69	27.53	33.03
FHO2	22.83	22.83	31.97	34.25	41.10
SHO	25.62	25.62	35.87	38.43	46.12
SpR	29.42	29.42	41.19	44.13	52.96
StR	29.42	29.42	41.19	44.13	52.96
StR	26.71	26.71	37.40	40.07	48.08

	Basic Weekly Rate	No Band	1C x1.2	1B x1.4	1A and 2B x1.5	2A x1.8	3 x2
FHO1	880.07	924.08**	1056.09	1232.1	1,320.11	1,584.13	1,760.14
FHO2	1,094.19	1094.19	1,313.03	1,531.87	1,641.29	1,969.55	2,188.38
SHO	1,228.91	1228.91	1,474.70	1,720.48	1,843.37	2,212.04	2,457.82
SpR	1,410.59	1,410.59	1,692.71	1,974.83	2,115.89	2,539.07	2,821.18
StR (Higher rate)	1,410.59	1,410.59	1,692.71	1,974.83	2,115.89	2,539.07	2,821.18
StR (Lower rate)	1,280.73	1280.73	1,536.88	1,793.03	1,921.10	2,305.32	2,561.46

** FHO1s are entitled to a 5% supplement

Resident doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above.

Resident doctors in Locum Appointment for Training (LAT) are excluded from this arrangement.