

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. The addendum issued on 26 November 2025 and confirmed a **4.25%** uplift to basic pay points across the NHS Medical and Dental staff detailed in paragraph 2 above.
4. This further addendum (2) provides details of the additional investment that has been made in relation to Resident Doctor

17 February 2026

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
St Andrew's House
EDINBURGH
EH1 3DG

Email:

healthworkforcemedicalanddentalteam@gov.scot

and Dentist contractual reform by the Scottish Government and outlines the implications for Resident Doctors and Dentists and the actions required by Health Boards.

5. From 1 December 2025, all Resident Doctors and Resident Dentists will also move to the next pay point on their pay journey. This incremental progression is in addition to the normal in-year incremental progression that Resident Doctors and Dentists would see over the course of the calendar year and does not impact the continued application of this.

6. In recognition that there will be Resident Doctors and Dentists at the top of their respective pay scale who cannot benefit from a pay point movement, and to ensure all of the cohort are treated fairly and equitably, NHS Boards are instructed to provide a one-off consolidated payment to the equivalent value. Details of the pay-points that may require a consolidated payment to be made are set out in **Annex A**.

Action

7. 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

8. 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

<https://www.msg.scot.nhs.uk/publications>

Enquiries

9. **Employees** should direct their personal enquiries to their employing Board, Special Health Board or NHS National

Services Scotland (Common Services Agency).

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

Yours sincerely

A handwritten signature in purple ink that reads "Jane Hamilton". The signature is fluid and cursive, with the first name "Jane" and the last name "Hamilton" clearly distinguishable.

Jane Hamilton

Deputy Director for Culture, Pay, And Partnership.

The Scottish Government

Directorate For Health Workforce,
Culture, Pay, And Partnership Division.
Health Workforce Division
NHS Pay and Conditions



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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 2 residents)** 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

17 February 2026

RESIDENT DOCTOR AND RESIDENT DENTISTS PAY SCALES – 2025/26

*As per paragraph 5 & 6 of the PCS(DD) 2025/1 (Addendum 2 Residents) pay circular

***Resident Doctors on FY1 point 2, FY2 point 2 and Resident Doctor point 9 who do not benefit for an incremental pay point from 1 December 2025 will receive a consolidated one-off payment to ensure equity with the contract reform investment.**

	Pay Point	2025/26 Uplift	2025/26 Payscale	Consolidated Payment payable at 1 December 2025
Foundation 1	2	4.25%	£40,459	*£2375
Foundation 2	2	4.25%	£50,448	*£3096
Resident Doctor	9	4.25%	£74,591	*£3081

***Resident Dentists on DSHO point 6 or Resident Dentist point 9 will receive a consolidated one-off payment to ensure equity with the contract reform investment.**

	Pay Point	2025/26 Uplift	2025/26 Payscale	Consolidated Payment payable at 1 December 2025
DSHO	6	4.25%	£62,115	*£3060
Resident Dentist	9	4.25%	£74,591	*£3081