

9 March 2020

Pay and Conditions Circular (M&D) 1/2020

Pay award for doctors and dentists in training

Summary

This circular informs employers of the pay arrangements applicable from 1 April 2020 for doctors and dentists in training employed on national medical and dental terms and conditions of service.

Action

The revised national salaries, fees and allowances set out in this circular apply in full to doctors and dentists in training with effect from 1 April 2020. Please implement the new awards from that date.

Increases to national salary scales from 1 April 2020

1. Salary scales for doctors and dentists in training have been increased by 2.0% to basic pay from 1 April 2020.

Inclusion of pay rates for other grades

2. Sections 2 and 3 include some pay rates for other closed grades. These have not been uplifted and have been included only to ensure that the tables remain consistent with past circulars. Any further increases to salaries will be notified following the government decision on the recommendations of the Doctors' and Dentists' Review Body.

Enquiries

3. Employees must direct personal enquiries to their employer. NHS Employers cannot advise on individuals' personal circumstances.
4. Employers should direct enquiries to: doctorsanddentists@nhsemployers.org.

5. Copies of this circular can be downloaded from: www.nhsemployers.org.
6. Prior to the establishment of NHS Employers in November 2004, responsibility to inform the NHS of changes to pay and allowances rested with the Department of Health and Social Care. Changes were published in Advance Letters. Copies of Advance Letters going back to 2000 may be obtained from the national archives: <http://www.webarchive.org.uk/wayback/archive/20060506120000/http://www.dh.gov.uk/PublicationsAndStatistics/LettersAndCirculars/AdvancedLetters/fs/en.html>.
7. For Advance Letters prior to 2000, please contact the Ministerial Correspondence and Public Enquiries Unit, Department of Health and Social Care: <http://www.info.doh.gov.uk/contactus.nsf/memo?openform>.

Issued by

A handwritten signature in black ink, appearing to read 'Paul Wallace', enclosed within a thin black rectangular border. The signature is written in a cursive style with a long horizontal stroke extending to the right.

Paul Wallace
Director of Employment Relations and Reward

NHS Employers

Pay and Conditions Circular (M&D) 1/2020

Pay award for hospital medical and dental staff, doctors and dentists in public health, the community health service and salaried primary dental care

Contents

Annex A:	Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances	4
	Section 2: Locum appointments	11
	Section 3: Summary of basic pay- closed grades and grades succeeded by the 2016 contract	12

Annex A: Section 1: Doctors and Dentists in training (2016 contract) basic pay and allowances

Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	28,243
Foundation Doctor Year 2	FY2	MF02	2	32,691
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	38,693**
	CT2	MC52		
	CT3	MC53	4	49,036
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	38,693**
	ST2 / SpR2	MS02	4	49,036
	ST3 / SpR3	MS03		
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06		
	ST7 / SpR7	MS07		
	ST8 / SpR8	MS08		

Dentists* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	DCT1	MC51	3	38,693**
	DCT2	MC52		
	DCT3	MC53	4	49,036
Dental Specialty Training <i>(note, in dental specialties only, dentists begin Specialty Training at ST1 following Dental Core Training, instead of ST3/4. This is purely a result of nomenclature used in dental training. Therefore all dentists in Dental Specialty Training (ST1 onwards) should be placed on nodal point 4).</i>	ST1	MS11	4	49,036
	ST2	MS12		
	ST3	MS13		
	ST4	MS14		
	ST5	MS15		
	ST6	MS16		
	ST7	MS17		
	ST8	MS18		

*For doctors in Oral and Maxillofacial Surgery training programmes, refer to the Doctors in training table above.

**These are based on standard uplift calculations. A £1 increase to this value will be implemented as soon as practicable and applied from 1 April to align this figure with the nodal point 3 value in the framework agreement.

The grade codes above must only be used for doctors and dentists in national training posts. They must not be used for doctors other than doctors in training, as defined in the terms and conditions of service.

Employers wishing to pay doctors on local contracts (trust doctors, clinical fellows etc) under pay arrangements that mirror those for doctors in training must use the following grade codes:

Nodal point 1 (£28,243) local appointment grade code – MT01
 Nodal point 2 (£32,691) local appointment grade code –MT02
 Nodal point 3 (£38,693) local appointment grade code – MT03**
 Nodal point 4 (£49,036) local appointment grade code – MT04

There is however no requirement to use these pay values for such appointments, as local terms and conditions of employment are a matter for local determination.

On-call availability allowance*

Nodal point	Value (£)
1	2,260
2	2,616
3	3,096
4	3,923

* payable only to doctors working on-call rotas, as defined in paragraphs 7-11 of Schedule 2 of the 2016 TCS.

LTFT allowance

A doctor who is training less-than-full time will be paid an annual allowance of £1,000. This allowance will be paid on top of the doctor's salary and will be spread over the year, paid in monthly instalments.

Those trainees who are in receipt of the £1,500 transitional LTFT allowance, which was introduced under the terms of the 2016 contract, will continue to receive this as per Schedule 14, but will not receive the £1,000 permanent allowance on top of this. Once their entitlement to the transitional £1,500 allowance ends, they will then be eligible to receive the £1,000 allowance.

Weekend allowance

A doctor rostered to work at the weekend (defined as one or more shifts/duty periods beginning on a Saturday or a Sunday) at a minimum frequency of 1 in 8 across the length of the rota cycle will be paid an allowance. These will be set as a percentage of full time basic salary in accordance with the rates set out in the table below:

		Nodal point 1	Nodal point 2	Nodal point 3	Nodal point 4
Frequency	Percentage	Value (£)	Value (£)	Value (£)	Value (£)
1 in 2	15%	4,237	4,904	5,804**	7,356
<1 in 2 – 1 in 3	10%	2,825	3,270	3,870	4,904
<1 in 3 – 1 in 4	7.50%	2,119	2,452	2,902**	3,678
<1 in 4 – 1 in 5	6%	1,695	1,962	2,322	2,943
<1 in 5 – 1 in 6	5%	1,413	1,635	1,935	2,452
<1 in 6 – 1 in 7	4%	1,130	1,308	1,548	1,962
<1 in 7 – 1 in 8	3%	848	981	1,161	1,472
<1 in 8	No allowance	No allowance	No allowance	No allowance	No allowance

**These are based on standard uplift calculations. A £1 increase to these values will be implemented as soon as practicable and applied from 1 April to reflect the nodal point 3 value in the framework agreement.

The weekend allowance for less than full time (LTFT) staff is explained in schedule 2 paragraph 6 of the 2016 TCS.

Flexible pay premia

Table 1:

Name of premium	Applicable training programme		Eligibility	Full time annual value (£)
Hard to fill training programmes	General Practice	Payable to ST1, ST2, ST3, ST4 during general practice placements only.	8,789	
	Psychiatry Core Training	Payable to Psychiatry Core Trainees.	3,573	
	Psychiatry Higher Training	Payable to Psychiatry Higher Trainees.	3 year higher training programme:	3,573
			4 year higher training programme:	2,680
Dual qualification – OMFS	Emergency Medicine	Payable to ST4 and above only.	Dependent on length of training programme, see table 2 below.	
	Oral and Maxillofacial Surgery, as per paragraph 39-41 of Schedule 2 of the TCS	Payable to ST3 and above only.		
Histopathology	Histopathology	Payable to ST1 and above only	4,288	
Academia	As per paragraphs 33-38 of Schedule 2 of the TCS	Upon return to training following successful completion of higher degree.	4,288	

Table 2:

Length of training programme*	Full time annual value (£)
3 years	7,146
4 years	5,360
5 years	4,288
6 years	3,573
7 years	3,063
8 years	2,680

Note.

This is the length of the eligible training programme as specified by the curriculum, it is not the number of years that any particular trainee has remaining on their eligible training programme. For example, trainees joining an eligible training programme part way through their training programme or transferring to the 2016 TCS part way through their training programme will not be entitled to the full FPP amount.

The FPP values listed in table 2 above are payable to Emergency Medicine (from ST4 and above) and dual qualified OMFS trainees (from ST3 and above). The total amount (£21,438) is divided over the eligible years of training, meaning that if a trainee is due to receive their certificate of completion of training (CCT) following completion of their ST6 year, they should receive £7,146 per annum for the three years (ST4, ST5, and ST6).

The Psychiatry pay premium is applied to the full length of the training programme. The total amount is evenly distributed between the two applicable parts of the programme so that £10,719 is available in core training and £10,719 in higher training. The length of training in each applicable part of the programme will be used to determine the annual value the trainee should receive, as set out in table 1 above.

The Histopathology pay premium is applied to any trainee entering the eligible training programmes of histopathology, forensic histopathology, diagnostic neuropathology, and paediatric and perinatal pathology at ST1 from August 2018 onwards.

Trainees will continue to be paid this annual amount until they exit this training programme, so if a trainee's CCT date is put back by a year, they should receive the annual amount for that additional year. LTFT trainees will receive the FPP amount pro-rata.

Trainees who transition or join the programme part-way through may only receive part of the FPP; for example, those who transition into ST5 of a programme where the annual FPP is £7,146 would receive £7,146 per annum for each of the remaining two years at ST5 and ST6 only, instead of the full £21,438.

Trainees who are pay protected under Section 2 will not receive the FPP and continue to be paid under the 2002 pay scales.

Note – doctors paid according to Schedule 14 section 2 are paid according to their previous incremental scale and banding system, therefore flexible pay premia do not apply to this group of doctors.

Note – for the purpose of Schedule 2 paragraphs 46-52, hard-to-fill training programmes are General Practice training programmes, Emergency Medicine training programmes at ST4 and above, and Psychiatry training programmes.

Pay points for doctors in training transferring from Scotland, Wales, NI and Defence

Pay points for doctors in training transferring from Scotland are available [here](#).

Pay points for doctors in training transferring from Wales are available [here](#)

Pay points for doctors in training transferring from NI are available [here](#)

Pay points for doctors in training transferring from defence medical training programmes are available [here](#)

Please note that these figures may be updated following the publication of updated pay scales for all four UK countries.

As per the 2016 TCS, Schedule 14 paragraph 1, doctors moving from Health Education England and Defence Medical training programmes, as well as those in the devolved nations are eligible for transitional pay protection. The table on the next page is to be used for the purposes of calculating the basic salary of the total cash floor amount for doctors transitioning from training programmes set out in paragraphs 4 for section 1 pay protection, or the basic salary for section 2 pay protection. The doctor's basic salary on the day before transition shall be protected at the value of the equivalent 2002 TCS value for *England* of the incremental pay point they moved from, as above. Defence medical trainees are to have their pay protected at the value of their salary the day before they took up training on the 2016 TCS.

As described in the TCS, in order to provide equity for trainees within a cohort, pay protection should be applicable until either the doctor exits training, or until four years of continuous employment have elapsed from the point that the doctor is first employed on these TCS, or four years from the date at which that trainee *would have* transferred with their relevant cohort of trainees had they been in England, whichever is the sooner. Those who have not received this protection to date will need to have their pay backdated accordingly.

				ENGLAND	SCOTLAND	WALES	NI	DEFENCE
				Value (£)				
Grade	Stage of training	Grade code	Pay point	for the purposes of applying 2016 DiT TCS Schedule 15 paragraph 9				
Foundation Doctor Year 1	FY1	MF01	1	24,504	Pay Point 1	Pay Point 1	Pay Point 1	OF1
			2	26,034	Pay Point 2	Pay Point 2	Pay Point 2	
			3	27,563	Pay Point 3	Pay Point 3	Pay Point 3	
Foundation Doctor Year 2	FY2	MF02	1	30,393	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 1) <i>Non-accredited</i>
			2	32,381	Pay Point 2	Pay Point 2	Pay Point 2	
			3	34,368	Pay Point 3	Pay Point 3	Pay Point 3	
Specialty Registrar (StR) (Core Training)	CT1	MC51	1	32,478	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 2) OF2 (level 3) OF2 (level 4) <i>Non-accredited</i>
			2	34,466	Pay Point 2	Pay Point 2	Pay Point 2	
			3	37,241	Pay Point 3	Pay Point 3	Pay Point 3	
			4	38,920	Pay Point 4	Pay Point 4	Pay Point 4	
	CT2	MC52						
	CT3	MC53	5	40,944	Pay Point 5	Pay Point 5	Pay Point 5	
			6	42,969	Pay Point 6	Pay Point 6	Pay Point 6	
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	1	32,478	Pay Point 1	Pay Point 1	Pay Point 1	OF2 (level 2) <i>Non-accredited</i>
	ST2 / SpR2	MS02	2	34,466	Pay Point 2	Pay Point 2	Pay Point 2	OF2 (level 3) <i>Non-accredited</i>
			3	37,241	Pay Point 3	Pay Point 3	Pay Point 3	
	ST3 / SpR3	MS03	4	38,920	Pay Point 4	Pay Point 4	Pay Point 4	OF2 (level 4) <i>Non-accredited</i>
			5	40,944	Pay Point 5	Pay Point 5	Pay Point 5	
			6	42,969	Pay Point 6	Pay Point 6	Pay Point 6	
			7	44,994	Pay Point 7	Pay Point 7	Pay Point 7	
			8	47,018	Pay Point 8	Pay Point 8	Pay Point 8	
			9	49,044	Pay Point 9	Pay Point 9	Pay Point 9	
	10	51,069	Pay Point 10	Pay Point 10	Pay Point 10			
	ST4 / SpR4	MS04						OF2 (level 5) <i>Non-accredited</i>
	ST5 / SpR5	MS05						OF3-OF5 (level 1)
ST6 / SpR6	MS06						OF3-OF5 (level 2)	
ST7 / SpR7	MS07						OF3-OF5 (level 3)	
ST8 / SpR8	MS08						OF3-OF5 (level 4)	

Penalty rates and fines

- i) The below penalty rates and fines for hours worked at the basic hourly rate will be effective **from 23 August 2019**.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	63.56	23.83	39.73
2	73.56	27.59	45.97
3	87.04	32.64	54.40
4	110.32	41.38	68.94

- ii) The below penalty rates and fines for hours worked at the enhanced hourly rate will be effective **from 23 August 2019**.

Nodal point	Total hourly (x4) figure	Hourly penalty rate (£), paid to the doctor	Hourly fine (£), paid to the guardian of safe working hours
1	87.08	32.64	54.44
2	100.78	37.79	62.99
3	119.25	44.72	74.53
4	151.14	56.68	94.46

For information on which hours attract a 37% enhancement see schedule 2 paragraphs 14-15 of the 2016 TCS.

Penalty rates have been calculated using the 2019 NHSI locum rates. These remain unchanged from the 2018/19 rates as set out in pay circular 3/2018.

Annex A: Section 2: Locum appointments (excluding the 2016 contract)

Locum consultants should be employed on the 2003 consultant contract. Basic salary should be determined using Schedule 22 of the Terms and Conditions, and the consultant placed on the appropriate point of the YM73 scale set out in this document. Weekly locum rates are calculated by dividing the appropriate point on the scale by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity, divide the weekly rate by 10.

	Rate (£) per week	Rate (£) per programmed activity / notional half day
Specialty Doctor MC47	918.90	91.89
Associate Specialist 2008 MC42 (CLOSED)	1249.60	124.96
Associate Specialist MC03 (CLOSED)	1077.89	97.99
Part time Medical/Dental Officer (paras 94-105) ME11 (CLOSED)		96.09
Hospital Practitioner MD02 (CLOSED)		110.38
Staff Grade MH02 (CLOSED)	909.00	90.90

Foundation Doctor, Dental Core Training, Specialty Registrar and Specialist Registrar (pre 2016 contract):

The system below is for Locum Appointment for Service (LAS) posts. Locum Appointment for Training (LAT) posts are excluded from this arrangement as their arrangements are the same as substantive trainees.

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)

Band LA, LB and LC calculated using the mid-point (unrounded) of the current salary scale. The basic weekly rate shown for Band LL is calculated as: ((hourly rate x 40) x 1.2). The banding multiplier, where applicable, is then applied to this figure.

Hourly rates (£): Bands LA, LB, LC (pre 2016 contract)

Band	Basic rate	No band	LC	LB	LA
Foundation Doctor Year 1	12.49	13.11	17.49	18.74	22.49
Foundation Doctor Year 2	15.53	15.53	21.75	23.30	27.96
Dental Core Training	17.44	17.44	24.42	26.16	31.40
Specialty Registrar (higher)	20.12	20.12	28.17	30.18	36.22
Specialty Registrar (lower)	18.26	18.26	25.57	27.39	32.87
Specialist Registrar CLOSED	20.12	20.12	28.17	30.18	36.22

Weekly rates (£): Band LL (pre-2016 contract)

Band	Basic rate	No band	1C (x1.2)	1B (x1.4)	1A/2B (x1.5)	2A (x1.8)	3 (x2)
Foundation Doctor Year 1	599.52	629.28	719.43	839.33	899.28	1,079.14	1,199.04
Foundation Doctor Year 2	745.44	745.44	894.53	1,043.62	1,118.16	1,341.80	1,490.88
Dental Core Training	837.12	837.12	1,004.55	1,171.97	1,255.68	1,506.82	1,674.24
Specialty Registrar (higher)	965.76	965.76	1,158.92	1,352.07	1,448.64	1,738.37	1,931.52
Specialty Registrar (lower)	876.48	876.48	1,051.78	1,227.08	1,314.72	1,577.67	1,752.96
Specialist Registrar (CLOSED)	965.76	965.76	1,158.92	1,352.07	1,448.64	1,738.37	1,931.52

Annex A: Section 3: Basic pay – closed grades and grades succeeded in the 2016 TCS for Doctors and Dentists in Training

The Terms and Conditions of Service NHS Medical and Dental Staff (England) 2002 are applicable for the grades below. Information on closed grades is only included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales. Information on the 2008 Associate Specialist grade which is also closed is included at Section 4 of Pay Circular 2/2019 R.

Succeeded by 2016 TCS	Grade code	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	24,504	26,034	27,563											
Foundation Doctor Year 2	MN15	30,393	32,381	34,368											
Specialty Registrar (Core training)	MN39	32,478	34,466	37,241	38,920	40,944	42,969								
Specialty Registrar (FT)	MN35	32,478	34,466	37,241	38,920	40,944	42,969								
Specialty Registrar (full)	MN37	32,478	34,466	37,241	38,920	40,944	42,969	44,994	47,018**	49,044**	51,069**				
Dental Core Training (1)	MN21/KA01/LF21	N/A	32,381	34,368	36,356	38,343	40,331**	42,318**							
Closed grades															
Specialist Registrar	MN25/KA31/LF25	33,885	35,563	37,241	38,920	40,944	42,969	44,994	47,018**	49,044**	51,069**				
Consultant pre 2003	MC21/KC11/LC01/LC10	66,306	71,051	75,796	80,541	85,951									
Associate Specialist pre 2008	MC01	41,001	45,344	49,686	54,028	58,371	62,713	68,448	73,418	75,480*	78,171*	80,862*	83,552*	86,243*	88,936*
Staff Grade	MH01	37,092	40,037	42,980	45,925	48,870	51,814	54,759	57,702						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05	MH05	
Staff Grade (2)	MH03/05	37,092	40,037	42,980	45,925	48,870	52,337	54,759*	57,702*	60,647*	63,592*	66,535*	69,481*		
SCMO	KB11	50,211	53,268	56,323	59,379	62,435	65,490	68,546	71,602						
CMO	KB01	35,533	37,457	39,380	41,304	43,228	45,151	47,075	49,000						
Hospital Practitioner	MD01-41	4,903	5,187	5,472	5,756	6,039	6,323	6,607							

*Discretionary points and optional points - guidance on application of discretionary points is contained in AL(MD)7/95, guidance on application of optional points is contained in AL(MD)4/97.

**To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.

1. This scale is closed to new entrants and was previously listed as "Dental Trainees in Hospital Posts (DTHP)" and before that the SHO grade. Dental Core Training now falls under the 2016 TCS. Doctors should not be placed on this scale as the SHO grade closed in 2007.
2. This pay scale refers to Staff Grade practitioners employed under the Terms and Conditions outlined in AL(MD) 4/97.

LTFT Doctors and Dentists in Training

Foundation Doctor Year 1 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT57	24,504	26,034	27,563
F5	MT57	12,252	13,017	13,782
F6	MT57	14,703	15,621	16,538
F7	MT57	17,153	18,224	19,295
F8	MT57	19,604	20,828	22,051
F9	MT57	22,054	23,431	24,807

Foundation Doctor Year 2 Flexible Trainee	Grade code	Min	1	2
Annual Rate	MT58	30,393	32,381	34,368
F5	MT58	15,197	16,191	17,184
F6	MT58	18,236	19,429	20,621
F7	MT58	21,276	22,667	24,058
F8	MT58	24,315	25,905	27,495
F9	MT58	27,354	29,143	30,932

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5
Annual Rate	MT60	32,478	34,466	37,241	38,920	40,944	42,969
F5	MT60	16,239	17,233	18,621	19,460	20,472	21,485
F6	MT60	19,487	20,680	22,345	23,352	24,567	25,782
F7	MT60	22,735	24,127	26,069	27,244	28,661	30,079
F8	MT60	25,983	27,573	29,793	31,136	32,756	34,376
F9	MT60	29,231	31,020	33,517	35,028	36,850	38,673

Specialty Registrar Flexible Trainee	Grade code	Min	1	2	3	4	5	6	7	8	9
Annual Rate	MT59	32,478	34,466	37,241	38,920	40,944	42,969	44,994	47,018	49,044	51,069
F5	MT59	16,239	17,233	18,621	19,460	20,472	21,485	22,497	23,509	24,522	25,535
F6	MT59	19,487	20,680	22,345	23,352	24,567	25,782	26,997	28,211	29,427	30,642
F7	MT59	22,735	24,127	26,069	27,244	28,661	30,079	31,496	32,913	34,331	35,749
F8	MT59	25,983	27,573	29,793	31,136	32,756	34,376	35,996	37,615	39,236	40,856
F9	MT59	29,231	31,020	33,517	35,028	36,850	38,673	40,495	42,317	44,140	45,963