

The Scottish Government

Directorate For Health Workforce, Leadership and Service Reform
Health Workforce Division
NHS Pay and Conditions



Scottish Government
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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:

**A. INCREASES TO NATIONAL SALARY SCALES AND POST
SPECIFIC SALARIES: 2019-20**

B. UPLIFTS TO FEES AND ALLOWANCES 2019-20

Summary

1. This circular authorises changes in the pay and national terms and conditions of service of all NHS employed staff detailed in the heading above.
2. The Scottish Government has confirmed a 2.5% uplift to basic pay for the above mentioned staff groups.

30 August 2019

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:

Mrs Sandra Neill
Scottish Government
Health Workforce Division
Ground Floor Rear
St Andrew's House
EDINBURGH
EH1 3DG

T: 0131 244 3283

E: Sandra.Neill@gov.scot

3. The value of distinction awards and discretionary points for consultants remain unchanged. National salary scales, fees and allowances, where applicable, will increase from 1 April 2019. These are detailed in Sections A and B below.

4. This circular provides details of the new:

- National salary scales and post specific salaries
- Minima and Maxima of the Salaried GPs pay range
- Fees and allowances

SECTION A

INCREASES TO NATIONAL SALARY SCALES: 2019-20

5. Pay scales will be uplifted from 1 April 2019. Revised pay scales covering the relevant staff groups, transitional and pay progression arrangements for consultants covered by the 2004 consultant contract (sections 6 and 7 of **Appendix 3** of the contract) etc. are detailed in the annexes to this circular, as summarised in the **Appendix**.

INCREASE TO POST SPECIFIC SALARIES: 2019-20

6. An uplift in line with paragraph 2 above will apply from 1 April 2019 to the following post specific grades:

- Directors of Postgraduate and Dental Practice Education (Crump)
- Salaried GPs
- Dental Core Training 1 (CT1). Please be aware that the Dental Vocational Trainee salary is not covered by the DDRB and instead, is detailed in Determination IV of the Statement of Dental Remuneration (SDR)

Revised salary details are contained in **Annex E**.

GP Appraiser / Local Appraisal Advisers

7. As the rates for GP Appraiser/Local Appraisal Advisers are based on Point AA01 (Appraiser) and Point AA03 (Local Appraisal Adviser) of the Associate Advisers/Assistant Directors scale, this circular also provides authority for employers to increase these scales, in line with paragraph 2.

GP Specialty Registrar Supplements

8. The GP Specialty Registrar Supplement for doctors in hospital training grades entering Vocational Training Scheme (VTS) practice placements is unchanged and remains as detailed in paragraph 6 of NHS Circular **PCS(GPR)2014/1**.

Addendum

9. An addendum to this Circular will be issued by the end of September 2019 which will contain tables as detailed on page 7 of this circular. These indicative tables will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees.

SECTION B

UPLIFTS TO FEES AND ALLOWANCES (Annex I to this circular)

10. The fees and allowances set out in this Circular have been uplifted by 2.5% where applicable.
11. The value of intensity payments, distinction awards and discretionary points for consultants are unchanged but are included for information at **Annex I**.
12. The allowances for Public Dental Service and CT1 employees remain unchanged as in NHS Circular **PCS(DD)2006/7**, other than where specifically mentioned in the annexes to this circular.
13. The recruitment allowances payable to Public Dental Service (PDS) dentists employed in designated or non-designated areas remain unchanged from NHS Circular **PCS(DD)2019/1**, dated 11 February 2019. Any change to the value of designated or non-designated areas will be notified and published by separate circular.

Mileage Rates

14. Arrangements and rates for mileage allowances and Crown Cars remain unchanged from NHS Circular **PCS(DD)2013/1**, dated 21 May 2013. Any future changes will be notified and published by separate circular.

Action

15. 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, with September 2019 salaries (effective from 1 April 2019).
 - 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.
16. 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.show.scot.nhs.uk/publications/publication.asp
MSG	http://www.msg.scot.nhs.uk/publications

Enquiries

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

18. **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 black ink, appearing to read 'Sean Neill'.

SEAN NEILL

Deputy Director Health Workforce Division

The Scottish Government

Directorate For Health Workforce, Leadership & Service Reform
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 **NHS Circular PCS(DD)2019/2** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 30 August 2019 with effect from 1 April 2019.

SEAN NEILL

Deputy Director Health Workforce Division
Scottish Government
St Andrew's House
EDINBURGH
EH1 3DG

30 August 2019

The changes which are set out in the attached Annexes, are in line with the main recommendation of the Review Body on Doctors' and Dentists' Remuneration and have been accepted by the Cabinet Secretary for Health and Sport.

ANNEX A

Rates of pay effective from 1 April 2019 for consultants covered by the 2004 consultant contract, updating **Appendix 3** to the terms and conditions of service.

ANNEX B

Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract under the provisions of paragraphs 14.2.3, 14.2.4 or 14.2.6, updating **Appendix 3** to the terms and conditions of service.

ANNEX C

Transitional pay arrangements for current consultants who transferred to the 2004 consultant contract before 1 April 2008 under the provisions of paragraphs 14.2.7 to 14.2.9, updating **Appendix 3** to the terms and conditions of service.

ANNEX D

Rates of pay effective from 1 April 2019 for hospital medical and dental staff and dentists in public health medicine and the community health service (Scotland) (2007), updating **Appendix 1** to the terms and conditions of service and GP Specialty Registrars.

ANNEX E

Rates of pay effective from 1 April 2019 for post-specific salaries/salary ranges for Directors of Postgraduate General and Dental Practice Education (Crump), Salaried GPs and Dental Trainees.

ANNEX F

Rates of pay effective from 1 April 2019 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.

ANNEX G

Rates of pay effective from 1 April 2019 for Associate Adviser/Assistant Directors

ANNEX H

Rates of pay effective from 1 April 2019 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of service.

ANNEX I

Uplifts to other rates of pay, fees and allowances from 1 April 2019.

APPENDIX

As stated in Paragraph 9 of this circular, the following tables will be provided as an addendum. Further, 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 payroll system.

Table 1	Total Salaries for Full-time Training Posts from 1 April 2019, 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 2019, 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 2019, 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 2019, updating Banding Supplements from Section E of NHS Circular PCS(GPR)2009/1.
Table 5	Payment to GP Speciality Registrars
Table 6	Locum Tenens Appointments – banding supplements, hourly and weekly rates

CONSULTANTS**RATES OF PAY EFFECTIVE FROM 1 April 2019****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

Seniority Point	Pay Point	Salary 2019
1	1	82,669
2	2	84,415
3	3	86,928
4	4	89,441
5	5	91,948
6	5	91,948
7	5	91,948
8	5	91,948
9	5	91,948
10	6	97,917
11	6	97,917
12	6	97,917
13	6	97,917
14	6	97,917
15	7	103,886
16	7	103,886
17	7	103,886
18	7	103,886
19	7	103,886
20	8	109,849

**TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO
TRANSFERRED UNDER THE PROVISIONS OF PARAGRAPHS 14.2.3, 14.2.4 or 14.2.6**

APPENDIX 3: RATES OF PAY - TABLE 6

Pay progression based on 2019-20 rates

Seniority (years) as at 1 April 2003	Current Salaries/ Interval (years)	Basic Salary £
4+	From 1 April 2019	109,849
3	From 1 April 2019	103,886
	1	109,849
2	From 1 April 2019	103,886
	2	109,849
1	From 1 April 2019*	103,886
	3	109,849

* (or anniversary of appointment if appointed after 1 April 2003)

TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFERRED BEFORE 1 APRIL 2008 UNDER THE PROVISIONS OF PARAs 14.2.7 TO 14.2.9.

APPENDIX 3: RATES OF PAY - TABLE 7

7(a) Salary Upon Transfer (based on 2019-20 rates)

Spine Point	Seniority (years)	Starting Salary £
0	1	82,669
1	2	83,317
2	3	83,962
3	4	83,962
4 (<1 year @ max)	5	89,441
4 (+1 year @ max)	6	90,696
4 (+ 2-24 years @ max)	7-29	91,948
4 (>25 years @ max)	30+	97,917

APPENDIX 3: RATES OF PAY - TABLE 7 (continued)

TRANSITIONAL PAY ARRANGEMENTS FOR CURRENT CONSULTANTS WHO TRANSFERRED BEFORE 1 APRIL 2008 UNDER THE PROVISIONS OF PARAGRAPHS 14.2.7 TO 14.2.9.

7(b) Subsequent Pay Progression based on 2019-20 rates (£)

Seniority (years)	Interval (years)	Basic Salary	Seniority (years)	Interval (years)	Basic Salary	Seniority (years)	Interval (years)	Basic Salary
30+	1	103,886	13	3	97,917	4	1	86,928
	1	109,849		2	103,886		1	89,441
21 – 29	1	97,917		5	109,849		1	91,948
	1	103,886	12	3	97,917		3	97,917
	1	109,849		3	103,886		5	103,886
20	1	97,917		5	109,849		5	109,849
	2	103,886	11	4	97,917	3	1	85,670*
	1	109,849		3	103,886		1	89,441
19	1	97,917		5	109,849		1	91,948
	2	103,886	10	4	97,917		4	97,917
	2	109,849		4	103,886		5	103,886
18	2	97,917		5	109,849		5	109,849
	1	103,886	9	4	97,917	2	1	84,415
	2	109,849		5	103,886		1	89,441
17	2	97,917		5	109,849		1	91,948
	2	103,886	7-8	5	97,917		5	97,917
	2	109,849		5	103,886		5	103,886
16	3	97,917		5	109,849		5	109,849
	1	103,886	6	1	91,948	1	1	83,962*
	3	109,849		4	97,917		1	86,928
15	3	97,917		5	103,886		1	89,441
	1	103,886	5	5	109,849		1	91,948
	4	109,849		1	90,696*		5	97,917
14	3	97,917		1	91,948		5	103,886
	2	103,886		4	97,917		5	109,849
	4	109,849		5	103,886			
				5	109,849			

* For consultants with seniority of 1, 3 or 5 years on transition, the first pay threshold is for transitional purposes

RATES OF PAY EFFECTIVE FROM 1 April 2019**HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND****BASIC RATES PER ANNUM (£)**

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
Consultant (pre 2004 contract)	68,638	73,550	78,462	83,374	88,023									
Associate Specialist (pre-2008)	41,825	46,255	50,685	55,114	59,544	63,974	69,824	74,893	76,998*	79,742*	82,487*	84,389*	87,054*	89,721*
Staff Grade Practitioner (pre-1997 contract)	37,838	40,842	43,844	46,848	49,852	52,855	55,859	58,862						
Staff Grade Practitioner (1997 contract) ¹	37,838	40,842	43,844	46,848	49,852	53,389	55,859#	58,862#	61,866#	64,870#	67,873#	70,878#		
Specialty Registrar (Full)	32,961	34,978	37,795	39,498	41,552	43,607	45,663^	47,717^	49,772^	51,828^				
Specialty Registrar (Fixed Term)	32,961	34,978	37,795	39,498	41,552	43,607								
Specialty Registrar (Core Training)	32,961	34,978	37,795	39,498	41,552	43,607								
Specialist Registrar	34,388	36,091	37,795	39,498	41,552	43,607	45,663^	47,717^	49,772^	51,828^				
GP Specialty Registrars														
(SHO)	30,998	33,025	35,052	37,079	39,106	41,133	43,159							
(SpR)	34,388	36,091	37,795	39,498	41,552	43,607	45,663	47,717	49,772	51,828				
(StR)	32,961	34,978	37,795	39,498	41,552	43,607	45,663	47,717	49,772	51,828				
Senior House Officer / Senior Dental House Officer	30,998	33,025	35,052	37,079	39,106	41,133^	43,159^							
Foundation House Officer 2	30,998	33,025	35,052											
Foundation House Officer 1	24,991	26,551	28,111											

Notes:

¹ This pay scale refers to Staff Grade Practitioners employed under the Terms and Conditions outlined in NHS Circular PCS(DD)1997/5

* Discretionary

Optional

^ To be awarded automatically except in cases of unsatisfactory performance

**RATES OF PAY EFFECTIVE FROM 1 April 2019
FOR POST SPECIFIC SALARIES/RANGES**

BASIC RATES PER ANNUM

GRADE	SALARY / RANGE £
Directors of Postgraduate and Dental Practice Education (Crump)	118,452
Salaried GPs	59,675 - 89,070
Dental Core Training 1 (CT1) ^^	36,608

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

RATES OF PAY EFFECTIVE FROM 1 April 2019
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS

Pay Point	Specialty Doctor £	Associate Specialist £	Pay Point Progression
0	40,842	57,262	1 year
1	44,334	61,865	1 year
2	48,874	66,466	1 year
3	51,307	72,544	1 year
4	54,813	77,812	1 year
Threshold 1			
5	58,305	79,997	2 years
6	61,875	82,849	2 years
7	65,447	84,844	2 years
Threshold 2			
8	69,019	87,613	3 years
9	72,590	90,382	3 years
10	76,161	93,153	N/A

ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAYSCALES: 1 April 2019

Grade	Annual Whole Time Salary*	Sessional Rate per Annum (based on tenths)**
	£	£
Associate Advisers		
Introductory Year	88,898	8,890
AA01	92,534	9,254
AA02	95,561	9,557
AA03	99,201	9,921
Assistant Directors		
AD01	102,230	10,223
AD02	105,258	10,526
AD03	108,895	10,890

***Based on salary scales effective as at 1 April 2019**

**** A session is based on a 4 hour sessional commitment**

Notes

1. One session is one-tenth of a week.
2. It is anticipated that opportunities will exist for GP educators to be paid on a higher scale point for agreed periods, covering specific and time limited pieces of work. This enhancement may be applied to some or all of existing sessions by written agreement with the deanery.
3. Annual appraisal of performance and professional development should include a review of GP educators' position on the pay scale.
4. The progression is normally as follows. After 1 year the individual moves from the introductory year to the next point, and progression thereafter is normally dependent on competencies and years of experience, subject to appraisal and review.

RATES OF PAY EFFECTIVE FROM 1 April 2019 PUBLIC DENTAL SERVICE

		Pay Point	Pay Scale
Band A	Dental Officer	1	41,852
		2	46,503
		3	53,478
		4	56,965
		5	60,453
		6	62,778
Band B	Senior Dental Officer	7	65,103
		8	67,428
		9	70,915
		10	72,660
		11	74,404
		12	76,147
Band C	Assistant Clinical Director	13	77,891
		14	80,216
		15	82,541
	Specialist Dental Officer	13	77,891
		14	80,216
		15	82,541
		16	84,035
	Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)	13	77,891
		14	80,216
		15	82,541
		16*	84,035
		17*	86,292
		18*	88,550

* The Service complexity weighting arrangements for Clinical Directors/CADOs remain unchanged from those set out in **Annex A** of the Public Dental Service TCS.

Sessional fees are increased with effect from 1 April 2019 as detailed below:

Grade	Hourly Rates Payable £
Dental Officer	31.51
Senior Dental Officer	41.80
Dental Surgeon employed as part-time hospital consultant	51.57

The allowance payable for occasional work should be increased to the rates shown for the sessional fees.

UPLIFTS TO OTHER RATES OF PAY, FEES AND ALLOWANCES FROM 1 APRIL 2019

All reference in this Annex to specific paragraphs in the “the terms and conditions of service” are to paragraphs in 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) unless otherwise stated.

PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum	
Minimum (£)	Point I (£)
6,244	6,690

BASIC RATES OF PAY (£) PER SESSION FOR PART-TIME APPOINTMENTS

	Minimum	1	2	3	4	5	6
Hospital Practitioner	5,004	5,292	5,583	5,872	6,162	6,451	6,741

DISCRETIONARY POINTS (£) FOR CONSULTANTS*

1	2	3	4	5	6	7	8
3,204	6,408	9,612	12,816	16,020	19,224	22,428	25,632

* Guidance on the application of discretionary points for consultants is contained in NHS Circular PCS(DD)1995/6 and the 12 January 2000 guidance “Discretionary Points for Consultants”.

DISTINCTION AWARDS FOR CONSULTANTS

A+ awards	£75,889
A	£55,924
B	£31,959

ANNUAL INTENSITY SUPPLEMENTS FOR CONSULTANTS – (pre 2004 contract only)

	Rate (£)
Daytime Intensity Supplement	1,274
Out of Hours Intensity:	
Band 1 (low intensity)	960
Band 2 (medium intensity)	1,913
Band 3 (high intensity)	2,860

GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	731
91(a)	Payment for provision of a casualty service	
	higher rate:	8,989
	lower rate:	4,495
	12 hours per day Mon-Fri	3,214
91(b)	Payment for each notional half-day of clinical work per week:	5,113
"	Payment for one hour or less of clinical work per week:	1,363
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,724
93	Payment for each casualty seen, where number is less than 200 per annum	29.37

BANDING SUPPLEMENTS

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

	BAND					
	1C	1B	1A	2B	2A	3
From 1 December 2002*	1.2	1.4	1.5	1.5	1.8	2.0

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

MEDICAL PRACTITIONERS

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978:

£5,112 a year per weekly notional half-day up to a maximum of
£45,999 a year (ie for 9 sessions).

In accordance with NHS 1989(PCS)4, new appointments are restricted to 5 notional half-days.

Where the number of hours per week is not more than 2:-

1 hour or less	£1363 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£2724 a year.

PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£27.68 per hour or part of an hour with a
maximum of
£83.06 per session (i.e. 3 times the hourly rate)

LOCUM TENENS APPOINTMENTS**A. Rates for the following:**

	£	£
	Rate per week (10 sessions)	Rate per notional half-day or session
Speciality Doctor	937.40	93.75
Associate Specialist (2008)	1,274.80	127.48
Part-time Medical Officer or General Dental Practitioner		98.02
Hospital Practitioner		112.60
Staff Grade	927.40	92.74

B. 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

FEES AND ALLOWANCES FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

Allowance under paragraph 49 of the Terms and Conditions of Service:

£5,728.26 per annum.

LECTURE FEES

The fees for lectures have been amended and the rates from 1 April 2019 are set out below:

For consultants lecturing on a professional subject to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	84.19
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Fees applicable for lectures to nurses and other non-medical and non-dental staff	
For lectures given by: • Consultants (applicable only to consultants for work undertaken out with programmed activities.) • Chief Administrative Dental Officers* ((PDS Band C)	65.79
For lectures given by: • Clinical Dental Officers* • Associate Specialists • Specialty Doctors • Specialist Registrars • Specialty Registrars at incremental point 3 or above • Practitioners holding appointments under paragraph 94 of the TCS for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service. • Hospital Practitioners	52.65
Other medical and dental staff not mentioned elsewhere	38.69

* Under Section D and Annex B of the TCS for the Scottish Public Dental Service

DOMICILIARY CONSULTATIONS

Applicable only to consultants for work undertaken outwith programmed activities as detailed in Section 9.1 of the TCS.

The domiciliary consultation fees shall be as follows:	
Standard rate	£91.60
Intermediate rate	£45.35
Lower rate	£22.71

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs:	£272.04
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EXCEPTIONAL CONSULTATION	
The fee payable to a consultant shall be	£169.86
The fee payable to a general practitioner under paragraph 157:	£56.63

RADIOLOGY AND PATHOLOGY TESTS	
The fee payable under paragraph 32b of the Terms and Conditions of Service:	£4.04

COMPLETION OF FORM BP1	
The fee payable to a consultant under Section 9.1.5 of the TCS (not the fee under NHS Circular No 1986(PCS)33):	
Combined fee for completion of Form BP1	£138.29
For re-examination (provided previous form BP1)	£118.16

CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS

Band	Population	Minimum £	Maximum £	Exceptional Maximum £
B	450,000 and over	5,806	11,623	14,992
C	250,000 to 449,999	4,854	9,673	11,623
D	50,000 to 249,999	3,870	7,737	9,673
E: Island Health Boards	under 50,000	2,016	3,997	

EMERGENCY ROTA ALLOWANCES

The emergency rota allowances for out-of-hours responsibility for environmental health and communicable diseases control payable to public health doctors should be at the following rates (increasing in multiples of the 4-11 duties per half-year):

Duties per half year	Allowances per half year £
4-11	202
12-17	404
18-23	606
24-29	808
30-35	1010
36-41	1212
42-47	1414
48-53	1616
54-59	1818
60-65	2020
66-71	2222
72 or more	2424

FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

1. FAMILY PLANNING FEES (£) – pre 2004 consultant contract only - from 1 April 2019:

		Operating Fee	Anaesthetist's Fee
i.	Fee per case of male sterilisation performed		
	a. as a separate procedure	131.80	65.03
	b. during the course of another procedure	89.09	43.11
iii.	Fee per case of female sterilisation performed		
	a. as a separate procedure	178.18	87.02
	b. during the course of another procedure	119.18	57.98
iii.	Fee for the reversal of male sterilisation	202.63	101.25
iv.	Fee for the reversal of female sterilisation	283.44	142.01
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
	a. as a separate procedure	89.09	65.03
	b. during the course of another procedure	58.94	43.11
	c. where the removal of a misplaced device involves laparoscopy or laparotomy	283.44	142.01
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases	Case	24.40
vii.	Radiological services provided in connection with NHS family planning cases	Case	24.40
viii.	Notional half-day special family planning session	Session	151.52

OTHER FEES (Effective from 1 April 2019)**PERIPHERAL ALLOWANCES**

Existing allowances for designated training grade posts approved by Scottish Ministers NHS Boards are reminded that the Health Directorates should be consulted whenever such a post falls vacant.

£2,704.70

£2,026.96

£1,347.60

ADVISORY APPOINTMENTS COMMITTEE

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to:

£141.93 for a whole day

£70.97 for a half-day.

SECTION 47 OF PART 5 OF THE ADULTS WITH INCAPACITY (SCOTLAND) ACT 2000

The fee payable for completion of assessment and certificate under Section 47 of Part 5 of the Adults with Incapacity (Scotland) Act 2000 for authorising treatment under the NHS by an independent health professional (for example, dentist, opticians and community pharmacists) where no valid certificate exists in respect of treatment by the practitioner or where they are unable to treat under an existing certificate is:

£118.32

FEE FOR A SECOND MEDICAL EXAM FOR A COMPULSORY TREATMENT ORDER

£210.49