

**The Scottish Government**

Health Workforce  
NHS Pay, Conditions and Workforce Planning



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;**
- **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: 2015-16**
- B. UPLIFTS TO FEES AND ALLOWANCES 2015-16**

**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. Salary scales, fees and allowances, where applicable, for the above mentioned staff groups will be **increased by 1% from 1 April 2015**, as detailed in Section A and B below, as a result of the Scottish Government accepting the recommendations of the Pay Review Body on Doctors' and Dentists' Remuneration (DDRB).
3. 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

**19 March 2015**

**Addresses**

For action

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

For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group  
Management Steering Group

---

**Enquiries to:**

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

Tel: 0131-244 3283  
E-mail:  
Sandra.neill@scotland.gsi.gov.uk

**A. INCREASES TO NATIONAL SALARY SCALES AND POST SPECIFIC SALARIES: 2015-16**

4. Pay scales will be uplifted by 1% from 1 April 2015. 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.

5. An addendum to this Circular will be issued by the end of March 2015 which will contain tables on:

- Banding Supplements for full time training posts
- Supplements for GP Specialty Registrars
- Flexible trainees working less than 40 hours per week on the pre June 2005 arrangements
- Flexible training post June 2005 arrangements
- Locum Tenens Appointments – Hourly and Weekly Rates

These indicative tables will be for reference only. Users should be aware that the NHS Payroll system generates the actual amounts payable to employees.

**GP Appraiser/Local Appraisal Advisers**

6. 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.

**GP Specialty Registrar Supplements**

7. 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](#).

**Directors of Postgraduate General and Dental Practice Education (Crump)**

8. The salary from 1 April 2015 for Directors of Postgraduate and Dental Practice Education is £111,715.

**Salaried GPs**

9. The salary range for salaried GPs has been increased by 1%. The salary range from 1 April 2015 is therefore £55,411 – £83,617.

**Dental Trainees**

10. The Dental Vocational Trainee salary is detailed in Determination IV of the Statement of Dental Remuneration (SDR). The salary for Dental Core Training 1 (CT1) posts from 1 April 2015 is £33,991.

**B. UPLIFTS TO FEES AND ALLOWANCES (Annex H to this circular)**

11. The fees and allowances set out in this Circular have been uplifted by 1% where applicable.
12. The value of intensity payments, distinction awards and discretionary points for consultants are unchanged but are included for information at Annex H
13. The allowances for Public Dental Service and VT/CT1 employees remain unchanged as in NHS Circular [PCS\(DD\)2006/7](#), other than where specifically mentioned in the annexes to this 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 April 2015 salaries (effective from 1 April 2015)
- 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 confirm it so 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 SHOW website at <http://www.show.scot.nhs.uk/publications/publication.asp> or the MSG website at <http://www.msg.scot.nhs.uk/publications>

**Enquiries**

17. **Employees** should direct their personal enquiries to their employing Board, Special Health Board, NHS Education for Scotland (NES), Healthcare Improvement Scotland (HIS) 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



**SHIRLEY ROGERS**  
NHSScotland Workforce Director

**The Scottish Government**  
Health Workforce  
NHS Pay, Conditions and Workforce Planning



## 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)2015/1** shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on **19 March 2015** with effect from 1 April 2015.

**SHIRLEY ROGERS**  
**NHSScotland Workforce Director**  
Scottish Government  
St Andrew's House  
EDINBURGH  
EH1 3DG  
**19 March 2015**

**The changes, which are set out in the attached Annexes, give effect to the recommendations of the Review Body on Doctors' and Dentists' Remuneration to the extent that those recommendations have been accepted by the Cabinet Secretary for Health and Wellbeing.**

- ANNEX A:** Rates of pay effective from 1 April 2015 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 2015 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 2015 for doctors covered by the 2008 specialty doctor (Scotland) and associate specialist (Scotland) contracts updating their respective terms and conditions of service.
- ANNEX F:** Rates of pay effective from 1 April 2015 for Associate Adviser/Assistant Directors.
- ANNEX G:** Rates of pay effective from 1 April 2015 for the three main pay bands for the Public Dental Service updating Annex A to the terms and conditions of Service.
- ANNEX H:** Uplifts to other rates of pay, fees and allowances from 1 April 2015.

**As stated in Paragraph 5 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 2015, 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 2015, 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 2015, 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:** GP Specialty Registrars (GPStR) from 1 April 2015, updating Banding Supplements from Section E of NHS Circular: PCS(GPR)2009/1.
- TABLE 5:** Locum Tenens Appointments – hourly and weekly rates

**CONSULTANTS****RATES OF PAY EFFECTIVE FROM 1 APRIL 2015****PAY ARRANGEMENTS FOR NEW CONSULTANTS**

<b>Seniority Point</b>	<b>Pay Point</b>	<b>Salary 2015</b>
1	1	76,761
2	2	79,165
3	3	81,568
4	4	83,972
5	5	86,369
6	5	86,369
7	5	86,369
8	5	86,369
9	5	86,369
10	6	92,078
11	6	92,078
12	6	92,078
13	6	92,078
14	6	92,078
15	7	97,787
16	7	97,787
17	7	97,787
18	7	97,787
19	7	97,787
20	8	103,490

**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 2015-16 rates

<b>Seniority (years) as at 1 April 2003</b>	<b>Current Salaries/ Interval (years)</b>	<b>Basic Salary (2015)</b>
<b>11+</b>	From 1 April 2015	£103,490
<b>10</b>	From 1 April 2015 1	£97,787 £103,490
<b>9</b>	From 1 April 2015 2	£97,787 £103,490
<b>6, 7, 8</b>	From 1 April 2015 3	£97,787 £103,490
<b>4, 5</b>	From 1 April 2015 4	£97,787 £103,490
<b>3</b>	From 1 April 2015 5	£97,787 £103,490
<b>2</b>	From 1 April 2015 1 5	£92,078 £97,787 £103,490
<b>1</b>	From 1 April 2015 * 2 5	£92,078 £97,787 £103,490

\* (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 PARAGRAPHS 14.2.7 TO 14.2.9.**

**APPENDIX 3: RATES OF PAY - TABLE 7**

**7(a) Salary Upon Transfer (based on 2015-16 rates)**

<b>Spine Point</b>	<b>Seniority (years )</b>	<b>Starting Salary £</b>
0	1	76,761
1	2	77,360
2	3	77,960
3	4	78,565
4 (<1 year @ max)	5	83,972
4 (+1 year @ max)	6	85,170
4 (+ 2 - 24 years @ max)	7-29	86,369
4 (>25 years @ max)	30+	92,078



## APPENDIX 3: RATES OF PAY - TABLE 7 (cont)

## 7(b) Subsequent Pay Progression based on 2015-16 rates

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

Seniority (Years)	Interval (Years)	Basic Salary £	Seniority (Years)	Interval (Years)	Basic Salary £	Seniority (Years)	Interval (Years)	Basic Salary £
30+	1	97,787	13	3	92,078	4	1	81,568
	1	103,490		2	97,787		1	83,972
21 – 29	1	92,078		5	103,490		1	86,369
	1	97,787	12	3	92,078		3	92,078
	1	103,490		3	97,787		5	97,787
20	1	92,078		5	103,490	5	103,490	
	2	97,787	11	4	92,078	3	1	*80,364
	1	103,490		3	97,787		1	83,972
19	1	92,078		5	103,490		1	86,369
	2	97,787	10	4	92,078		4	92,078
	2	103,490		4	97,787		5	97,787
18	2	92,078		5	103,490	5	103,490	
	1	97,787	9	4	92,078	2	1	79,165
	2	103,490		5	97,787		1	83,972
17	2	92,078		5	103,490		1	86,369
	2	97,787	7-8	5	92,078		5	92,078
	2	103,490		5	97,787		5	97,787
16	3	92,078		5	103,490	5	103,490	
	1	97,787	6	1	86,369	1	1	*77,960
	3	103,490		4	92,078		1	81,568
15	3	92,078		5	97,787		1	83,972
	1	97,787	5	103,490	1		86,369	
	4	103,490	5	1	*85,170		5	92,078
14	3	92,078		1	86,369	5	97,787	
	2	97,787		4	92,078	5	103,490	
	4	103,490		5	97,787	5	103,490	

\* 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 2015

## HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS AND DENTISTS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE IN SCOTLAND

## BASIC RATES OF PAY PER ANNUM

Grade	Minimum (rate of pay where there is no scale)	Incremental points												
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>	11 <sup>th</sup>	12 <sup>th</sup>	13 <sup>th</sup>
Consultant (pre-2004 contract)	63,733	68,293	72,855	77,415	82,616									
Associate Specialist (pre-2008 contract)	38,836	42,950	47,062	51,175	55,289	59,402	64,833	69,541	71,495*	74,043*	76,592*	79,140*	81,689*	84,240*
Staff Grade Practitioner (pre-1997 contract)	35,133	37,923	40,711	43,500	46,289	49,078	51,867	54,655						
Staff Grade Practitioner (1997 contract) <sup>1</sup>	35,133	37,923	40,711	43,500	46,289	49,573	51,867#	54,655#	57,444#	60,234#	63,022#	65,812#		
Specialty Registrar (Full)	30,605	32,478	35,093	36,675	38,582	40,491	42,399	44,307^	46,215^	48,123^				
Specialty Registrar (Fixed Term)	30,605	32,478	35,093	36,675	38,582	40,491								
Specialty Registrar (Core Training)	30,605	32,478	35,093	36,675	38,582	40,491								
Specialist Registrar	31,931	33,512	35,093	36,675	38,582	40,491	42,399	44,307^	46,215^	48,123^				
GP Specialty Registrars (SHO)	28,782	30,664	32,546	34,429	36,311	38,193	40,075							
(SpR)	31,931	33,512	35,093	36,675	38,582	40,491	42,399	44,307	46,215	48,123				
(StR)	30,605	32,478	35,093	36,675	38,582	40,491	42,399	44,307	46,215	48,123				
Senior House Officer	28,782	30,664	32,546	34,429	36,311	38,193^	40,075^							
Foundation House Officer 2	28,782	30,664	32,546											
Foundation House Officer 1	23,205	24,654	26,102											

Notes

<sup>1</sup> 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 2015  
DOCTORS COVERED BY THE 2008 SPECIALTY DOCTOR (SCOTLAND)  
AND ASSOCIATE SPECIALIST (SCOTLAND) CONTRACTS**

<b>Pay Point</b>	<b>Specialty Doctor £</b>	<b>Associate Specialist £</b>	<b>Pay Progression Point</b>
<b>0</b>	37,923	53,169	1 year
<b>1</b>	41,165	57,444	1 year
<b>2</b>	45,381	61,716	1 year
<b>3</b>	47,640	67,359	1 year
<b>4</b>	50,895	72,251	1 year
<b>Threshold 1</b>			
<b>5</b>	54,138	74,280	2 years
<b>6</b>	57,453	76,928	2 years
<b>7</b>	60,770	79,576	2 years
<b>Threshold 2</b>			
<b>8</b>	64,086	82,224	3 years
<b>9</b>	67,402	84,871	3 years
<b>10</b>	70,718	87,521	N/A

**RATES OF PAY EFFECTIVE FROM 1 APRIL 2015**  
**ASSOCIATE ADVISER/ASSISTANT DIRECTOR PAY SCALES**

<b>Grade</b>	<b>Annual Whole Time Salary*</b>	<b>Sessional Rate per Annum (based on tenths)**</b>
	<b>£</b>	<b>£</b>
<b>Associate Advisers</b>		
Introductory Year	83,451	8,346
AA01	86,929	8,693
AA02	89,823	8,982
AA03	93,304	9,330
<b>Assistant Directors</b>		
AD01	96,201	9,620
AD02	99,098	9,910
AD03	102,576	10,258

**\*Based on salary scales effective as at 1 April 2015**

**\*\* 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 2015  
PUBLIC DENTAL SERVICE**

**1. PUBLIC DENTAL SERVICE**

1. The salary scales in the Table below supersede those detailed in NHS Circular PCS(DD) 2014/2

**Public Dental Service pay scales from 1 April 2015**

		<b>Pay Point</b>	<b>Pay Scale</b>
<b>Band A</b>	<b>Dental Officer</b>	1	£38,861
		2	£43,179
		3	£49,656
		4	£52,894
		5	£56,133
		6	£58,291
<b>Band B</b>	<b>Senior Dental Officer</b>	7	£60,451
		8	£62,609
		9	£65,847
		10	£67,467
		11	£69,087
		12	£70,705
<b>Band C</b>	<b>Assistant Clinical Director</b>	13	£72,325
		14	£74,483
		15	£76,642
	<b>Specialist Dental Officer</b>	13	£72,325
		14	£74,483
		15	£76,642
		16	£78,801
	<b>Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)</b>	13	£72,325
		14	£74,483
		15	£76,642
		16*	£78,801
		17*	£80,960
	18*	£83,119	

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

2. Sessional fees are increased with effect from 1 April 2015 as detailed below:

<b>Grade</b>	Hourly Rates Payable from 1 April 2015 £
Dental Officer	29.26
Senior Dental Officer	38.81
Dental Surgeon employed as part-time hospital consultant	47.89

3. 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 2015**

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**

<b>Payment Per Session Per Annum</b>	
Minimum	Point I
£5797	£6210

**BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS**

	Minimum	1	2	3	4	5	6
Hospital Practitioner	£4,644	£4,913	£5,183	£5,452	£5,721	£5,989	£6,258

**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

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

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

## GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	678
91(a)	Payment for provision of a casualty service:	
	higher rate:	8344
	lower rate:	4172
	12 hours per day Mon-Fri	2983
91(b)	Payment for each notional half-day of clinical work per week:	4746
"	Payment for one hour or less of clinical work per week:	1264
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2528
93	Payment for each casualty seen, where number is less than 200 per annum	27.26

## Banding Supplements\*

Practitioners in Training Grades: Specialist Registrar, Specialty Registrar, Senior House Officer 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	2.0

\*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:

£4,746 a year per weekly notional half-day up to a maximum of £42,710 a year (i.e. 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	£1,264 a year
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£2,528 a year

**PAYMENT FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE**

£25.70 per hour or part of an hour with a maximum of £77.12 per session (ie 3 times the hourly rate).

**LOCUM TENENS APPOINTMENTS**

	£	£
	Rate per week	Rate per notional half-day or session
Speciality Doctor	870.40	87.04
Associate Specialist (2008)	1183.60	118.36
Part-time Medical Officer or General Dental Practitioner		91.01
Hospital Practitioner		104.55
Staff Grade	861.00	86.10

**LOCUM TENENS APPOINTMENTS (cont)****Foundation House Officer, Senior House Officer, Specialist Registrar, Specialty 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:

£5,318.86 per annum.

The fees for lectures have been amended and the rates from 1 April 2015 are set out below:

<b>Fees applicable to consultants</b>	
For <u>consultants</u> lecturing on a <u>professional subject</u> to medical and dental staff (paragraph 9.3.2, section 8 of TCS)	£78.16
<b>Fees applicable for lectures to nurses and other non-medical and non-dental staff</b>	
For lectures given by: <ul style="list-style-type: none"> <li>• Consultants (applicable only to consultants for work undertaken out with programmed activities.)</li> <li>• Chief Administrative Dental Officers* ( (PDS Band C)</li> </ul>	£61.08
For lectures given by: <ul style="list-style-type: none"> <li>•Clinical Dental Officers*</li> <li>•Associate Specialists</li> <li>•Specialty Doctors</li> <li>•Specialist Registrars</li> <li>•Specialty Registrars at incremental point 3 or above</li> <li>•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.</li> <li>•Hospital Practitioners</li> </ul>	£48.89
Other medical and dental staff not mentioned elsewhere	£35.92

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

**DOMICILIARY CONSULTATIONS**

The domiciliary consultation fees shall be as follows:

Standard rate	£85.05
Intermediate rate	£42.10
Lower rate	£21.08

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be: £252.59

**EXCEPTIONAL CONSULTATION**

The fee payable to a consultant shall be: £157.72

The fee payable to a general practitioner under paragraph 157 is: £52.58

**RADIOLOGY AND PATHOLOGY TESTS**

The fee payable under paragraph 32b of the Terms and Conditions of Service shall be £3.75

**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) shall be:

Combined fee for completion of Form BP1	£128.40
For re-examination (provided previous form BP1	£109.71

**CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF PUBLIC HEALTH: SUPPLEMENTS**

	Minimum	Maximum	Exceptional Maximum
	£	£	£
<b>Band B</b>	<b>Areas of 450,000 population and over</b>		
	5,390	10,792	13,920
<b>Band C</b>	<b>Areas of 250,000 to 449,999 population</b>		
	4,506	8,981	10,792
<b>Band D</b>	<b>Areas of 50,000 to 249,999 population</b>		
	3,593	7,184	8,981
<b>Island Health Boards</b>	1,872	3,711	

**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	187
12-17	374
18-23	561
24-29	748
30-35	935
36-41	1122
42-47	1309
48-53	1496
54-59	1683
60-65	1870
66-71	2057
72 or more	2244

**FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE****FAMILY PLANNING FEES – pre 2004 consultant contract only**

The fees for family planning work are increased with effect from 1 April 2015 as follows:

		Operating Fee	Anaesthetist's Fee	
i.	Fee per case of male sterilisation performed			
	a.	as a separate procedure	£122.37	£60.38
	b.	during the course of another procedure	£82.72	£40.02
ii.	Fee per case of female sterilisation performed			
	a.	as a separate procedure	£165.44	£80.80
	b.	during the course of another procedure	£110.66	£53.83
iii.	Fee for the reversal of male sterilisation		£188.14	£94.01
iv.	Fee for the reversal of female sterilisation		£263.17	£131.86
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device)			
	a.	as a separate procedure	£82.72	£60.38
	b.	during the course of another procedure	£54.73	£40.02
	c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	£263.17	£131.86
vi.	Examination and report on pathological specimens referred in connection with NHS family planning cases		Case	£22.65
vii.	Radiological services provided in connection with NHS family planning cases		Case	£22.65
viii.	Notional half-day special family planning session		Session	£140.69

**OTHER FEES****PERIPHERAL ALLOWANCES Effective from 1 April 2015**

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.

<b>2015</b>
£2,511.39
£1,882.09
£1,251.28

**ADVISORY APPOINTMENTS COMMITTEE**

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

£131.78 for a whole day and

£65.90 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: £109.86