

Annex A: Section 2: Consultant (2003 contract) basic salary and allowances

Consultant (2003 contract)

Threshold	Years completed as a consultant	Period before eligibility for next threshold	Value (£)	Pay scale code	
				Substantive	Locum
1	0	3 years	113,565	YC72 Point 00	YC73 Point 00
	1	2 years	113,565	YC72 Point 01	YC73 Point 01
	2	1 year	113,565	YC72 Point 02	YC73 Point 02
2a	3	1 year	120,249	YC72 Point 03	YC73 Point 03
2b	4	4 years	123,672	YC72 Point 04	YC73 Point 04
	5	3 years	123,672	YC72 Point 05	YC73 Point 05
	6	2 years	123,672	YC72 Point 06	YC73 Point 06
	7	1 year	123,672	YC72 Point 07	YC73 Point 07
3	8	6 years	135,645	YC72 Point 08	YC73 Point 08
	9	5 years	135,645	YC72 Point 09	YC73 Point 09
	10	4 years	135,645	YC72 Point 10	YC73 Point 10
	11	3 years	135,645	YC72 Point 11	YC73 Point 11
	12	2 years	135,645	YC72 Point 12	YC73 Point 12
	13	1 year	135,645	YC72 Point 13	YC73 Point 13
4	14	-	150,569	YC72 Point 14	YC73 Point 14
	15	-	150,569	YC72 Point 15	YC73 Point 15
	16	-	150,569	YC72 Point 16	YC73 Point 16
	17	-	150,569	YC72 Point 17	YC73 Point 17
	18	-	150,569	YC72 Point 18	YC73 Point 18
	19	-	150,569	YC72 Point 19	YC73 Point 19

Applicable ESR pay codes for this group of staff also include YC, YM, YK, and YL.

National Clinical Impact Awards

The national Clinical Impact Awards scheme, previously known as the national Clinical Excellence Awards, has been reformed. Further information on the reforms can be found at [Gov.uk](https://www.gov.uk). National Clinical Impact Awards (CIAs), effective from 1 April 2022.

National Clinical Impact Awards

Awarded by ACCIA	
Level	Value (£)
1	21,000
2	31,500
3	42,000

Annex A: Section 4: Specialist basic pay

Specialist pay scale

Pay Scale Code	Years of Experience	Value (£)
MC70-01	0	104,401
MC70-02	1	104,401
MC70-03	2	104,401
MC70-04	3	108,484
MC70-05	4	108,484
MC70-06	5	108,484
MC70-07	6	115,341

Annex A: Section 5: Salaried GP

Salaried GP salary range

Range	Value (£)
Minimum	78,699
Maximum	118,759

GP Educators pay scale

Point	Grade	Description	Indicator	Value (£)
GP00	KP01	Preparatory year course organiser or tutor	Contribution to backfill service provision in general practice	117,904
GP01	KP02	Established course organiser or tutor	Standard scale point for VTS course organisers, GP tutors and primary care tutors	122,819
GP02	KP03		Advanced point for special responsibilities and lead roles in developing new initiatives	126,908
GP03	KP04	Associate adviser, associate director, associate postgraduate dean	Standard scale point for associate directors, associate advisers. Period of maintenance work plus person professional development	131,827
GP04	KP05		Established lead work and lead on new initiatives	135,917
GP05	KP06		Lead role on national organisations that enhance deanery performance	140,011
GP06	KP07	Deputy director	Leadership role, sharing some director duties, footprint extends beyond the deanery, and wider than education management	144,926

Annex A: Section 3: Specialty Doctor (2021 contract) basic pay

Specialty Doctor pay scale

Pay Scale Code	Years of Experience	Value (£)
MC75-01	0	63,696
MC75-02	1	63,696
MC75-03	2	63,696
MC75-04	3	73,383
MC75-05	4	73,383
MC75-06	5	73,383
MC75-07	6	81,804
MC75-08	7	81,804
MC75-09	8	81,804
Threshold		
MC75-10	9	90,548
MC75-11	10	90,548
MC75-12	11	90,548
MC75-13	12	102,689
MC75-14	13	102,689
MC75-15	14	102,689
MC75-16	15	102,689
MC75-17	16	102,689
MC75-18	17	102,689

Annex A: Section 8: Pay for grades closed to new entrants

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 grade codes.

Succeeded by 2016 TCS	Grade code (1)	Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Foundation Doctor Year 1	MN13	35,309	37,305	39,301											
Foundation Doctor Year 2	MN15	42,995	45,588	48,182											
Specialty Registrar (Core training)	MN39	45,715	48,309	51,931	54,121	56,763	59,406								
Specialty Registrar (FT) (2)	MN35	45,715	48,309	51,931	54,121	56,763	59,406								
Specialty Registrar (full)	MN37	45,715	48,309	51,931	54,121	56,763	59,406	62,049	64,690**	67,333**	69,976**				
Dental Core Training (1)	MN21/KA01/LF21	N/A (3)	45,588	48,182	50,776	53,369	55,963	58,557							
Specialist Registrar	MN25/KA31/LF25	47,551	49,741	51,931	54,121	56,763	59,406	62,049	64,690**	67,333**	69,976**				
Consultant pre 2003	MC21/KC11/LC01/LC10	88,733	95,082	101,433	107,782	115,023									
Associate Specialist pre 2008	MC01	56,466	62,278	68,089	73,899	79,711	85,522	93,196	99,847	102,608*	106,208*	109,809*	113,410*	117,011*	120,614*
Staff Grade	MH01	51,235	55,176	59,115	63,056	66,997	70,936	74,877	78,816						
Staff Grade (2)	MH03/05	MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
SCMO	KB11	68,792	72,882	76,971	81,060	85,150	89,239	93,327	97,418						
CMO	KB01	49,149	51,723	54,297	56,872	59,446	62,020	64,595	67,171						
Hospital Practitioner	MD01-41	6,707	7,087	7,469	7,848	8,228	8,608	8,987							

*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 - guidance is contained in 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.

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

Doctors in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Foundation Doctor Year 1	FY1	MF01	1	40,190
Foundation Doctor Year 2	FY2	MF02	2	45,994
Specialty Registrar (StR) (Core Training)	CT1	MC51	3	54,499
	CT2	MC52		
	CT3	MC53	4	67,325
	CT4	MC54	4	67,325
Specialty Registrar (StR) (Run-Through Training) / Specialty Registrar (StR) (Higher-Training) / Specialist Registrar (SpR)	ST1 / SpR1	MS01	3	54,499
	ST2 / SpR2	MS02		
	ST3 / SpR3	MS03	4	67,325
	ST4 / SpR4	MS04		
	ST5 / SpR5	MS05		
	ST6 / SpR6	MS06	5	76,582
	ST7 / SpR7	MS07		
	ST8 / SpR8	MS08		

Dentists* in training basic pay

Grade	Stage of training	Grade code	Nodal point	Value (£)
Dental Core Training	CT1	MC51	3	54,499
	CT2	MC52		
	CT3	MC53	4	67,325
Dental Specialty Training (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).	ST1	MS11	4	67,325
	ST2	MS12		
	ST3	MS13		
	ST4	MS14	5	76,582
	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.

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.