

Guidance note *supplement*

Doctors' pay: current pay levels

Contents	Page
1 Doctors in the NHS employed under national agreements	i
1.1 Hospital doctors	i
a) Career grades	i
i) consultants (including consultants in public health medicine)	
- Section A: consultants working under the pre-2003 contract in England, Scotland and Northern Ireland	
- Section B: consultants in Wales as of 1.4.04	
- Section C: consultants first appointed before 31.10.03 (England) or 1.4.04 (Scotland and Northern Ireland) who have transferred to the new 2003 contract	
- Section D: consultants first appointed after 31.10.03 in England, and 1.4.04 in Scotland and Northern Ireland	
- Section E: locum consultants under the new 2003 contract in England, Scotland and Northern Ireland	
- Section F: on-call availability supplement	
ii) associate specialists	
iii) staff doctors	
b) Doctors in the training grades	x
c) Clinical assistants	xi
d) Special hospitals staff	xi
e) Locums	xi

Contents	Page
1.2 General practitioners	xii
a) GMS contractors	xii
b) Hospital practitioners	xiii
c) Clinical assistants	xiii
d) Course organisers/GP tutors	xiii
e) GP hospital beds	xiv
1.3 GP registrars	xiv
1.4 Salaried doctors employed by primary care organisations	xiv
1.5 Ophthalmic medical practitioners	xiv
NHS sight tests	xiv
1.6 Public health doctors	xv
a) Career grades	xv
b) Trainees in public health medicine	xvi
1.7 Community health doctors	xvi
1.8 Clinical excellence awards, discretionary points and distinction awards	xvii
1.9 London weighting	xix
2 Medical academic and research staff	xix
2.1 Clinical academic staff	xix
a) Honorary consultant contract holders	xix
b) Staff not holding honorary consultant contract	xix
c) London weighting	xix

Contents	Page
2.2 Non-clinical academic staff	xix
2.3 Medical Research Council Staff	xx
3 Other doctors affected by DDRB award	xxi
3.1 Armed forces doctors	xxi
a) Higher medical management pay spine	xxi
b) Consultant cadre: accredited	xxi
c) MO non-accredited	xxi
d) General medical practitioners (qualified)	xxi
e) Non-accredited medical officers	xxii
f) Medical cadets	xxii
g) Additional payments	xxii
3.2 Civilian medical practitioners	xxii
3.3 Occupational physicians (whole-time)	xxiii
3.4 Pharmaceutical physicians	xxiii
3.5 Prison medical officers (part-time)	xxiii
4 Prison medical officers (full-time)	xxiv

Current pay levels effective: 1 April 2004

(except where otherwise indicated)

Notes

- Rates given are per annum, unless otherwise indicated.
- Fees and allowances for part-time medical work are given in the BMA's guidance note *Fees for part-time medical services* and the fees guidance schedules, which are available from local BMA offices.
- The source of information is included where possible. References are given to Health Circulars in England but the rates of pay for those working under national agreements apply throughout the UK and similar circulars are issued in Scotland, Northern Ireland and Wales. Local BMA offices have relevant reference copies.
- The supplement will be updated again as further information becomes available; some 2004 rates are still under negotiation, or not yet available, in which case the latest available rate at the time of going to press is given.
- The information given in the version of this supplement that is on the BMA website (www.bma.org.uk) may be more up to date than the information given here.

Doctor's pay - supplement

1 Doctors in the NHS employed under national agreements

1.1 Hospital doctors (wef 1.4.04)

a) Career grades

i) Consultants (regardless of specialty) (whole-time)

Section A: consultants working under the pre-2003 contract in England, Scotland and Northern Ireland

Basic salary scale

Scale point	£
Minimum	55,699
1	59,753
2	63,807
3	67,861
4	72,483

Up to 8 discretionary points of £2,927 each may be awarded in addition to the scale maximum.

	£
Daytime intensity supplement	1,143

Note: This is payable in full on completing three years service as a consultant. After two years 50 per cent is payable.

Out of hours intensity supplement

England and Scotland:

	£
Band 1 (low intensity)	861
Band 2 (medium intensity)	1,717
Band 3 (high intensity)	2,568

Notes:

1. Consultants are also eligible for distinction awards (or clinical excellence awards from 1.4.04 see para 1.8 below).
2. Maximum part-time consultants have the same NHS commitment but receive 10/11 of whole-time salary; but there are no restrictions on private practice, unlike whole-timers who are limited to 10 per cent of NHS earnings.
3. Part-time consultants are paid pro rata.

4. Consultants may be contracted for temporary additional notional half days (NHDs) to undertake work which is not part of their normal contract. Additionally they may receive up to one, or where such duties are particularly onerous, up to two NHDs:
- i) as a clinical tutor, or
 - ii) for management duties in medical audit, as a clinical director, or in leadership of the resource management initiative.

Section B: consultants in Wales as of 1.4.04

Amendments to the consultant contract in Wales were made with effect from 1 December 2003.

Basic salary scale

Scale point	£
Minimum	65,032
1	67,133
2	70,648
3	74,730
4	79,391
5	82,049
6	84,712

Consultants in Wales who transfer to the new contract will move to the same number point on the scale they were on under the old contract. For example, a consultant on the minimum level on the old consultant salary scale who transfers to the new contract will transfer to the minimum level on the new scale.

Consultants already on point 4 of the former pay scale at 1 December 2003 will move to the new point 5 on 1 December 2004 and new point 6 a year after that.

Out of hours banding payments (pa)	
Band 1 (low intensity)	£1,982
Band 2 (medium intensity)	£3,964
Band 3 (high intensity)	£5,946

Commitment awards and clinical excellence awards (CEAs)
Commitment awards replace the discretionary points system in Wales. There are eight commitment awards each having a value of £2,927 and on 1 December 2003, those consultants in receipt of discretionary points had them converted into the equivalent number of commitment awards. In addition, consultants will be eligible to apply for national clinical excellence awards, payable from 1 April 2004 (see para 1.8).

Section C: consultants first appointed before 31.10.03 (England) or 1.4.04 (Scotland and Northern Ireland) who have transferred to the new 2003 contract

Definition of seniority

For consultants first appointed before 31 October 2003, both salary on commencement and eligibility for subsequent pay thresholds will depend on their seniority. Seniority is to be calculated as the sum of the number of whole years completed as an NHS consultant, plus the point on the salary scale when appointed (on a scale of 1 to 5), plus any additional credited seniority (in whole years). Table 1 sets out basic salary scales and progression through pay thresholds for consultants with a standard 10 programmed activity (PA) contract. Additional PAs are paid at 1/10 of basic salary including local clinical excellence awards (CEAs) or discretionary points.

Notes:

1. Consultants will also be eligible for on-call availability supplements (see section F)
2. There are some differences with regard to terminology and seniority and transfer arrangements in Scotland. Please check the website (www.bma.org.uk) or contact your local BMA office for further details.

Table 1: salaries and thresholds

Seniority		Salary (at 2004-05 rates)
30+	Salary on transfer to new contract	£80,717
	1 year after transfer	£85,780
	2 years after transfer	£90,838
21-29	Salary on transfer	£75,654
	1 year after transfer	£80,717
	2 years after transfer	£85,780
	3 years after transfer	£90,838
20	Salary on transfer	£75,654
	1 year after transfer	£80,717
	3 years after transfer	£85,780
	4 years after transfer	£90,838
19	Salary on transfer	£75,654
	1 year after transfer	£80,717
	3 years after transfer	£85,780
	5 years after transfer	£90,838

Doctors' pay - supplement

Seniority		Salary (at 2004-05 rates)
18	Salary on transfer 2 years after transfer 3 years after transfer 5 years after transfer	£75,654 £80,717 £85,780 £90,838
17	Salary on transfer 2 years after transfer 4 years after transfer 6 years after transfer	£75,654 £80,717 £85,780 £90,838
16	Salary on transfer 3 years after transfer 4 years after transfer 7 years after transfer	£75,654 £80,717 £85,780 £90,838
15	Salary on transfer 3 years after transfer 4 years after transfer 8 years after transfer	£75,654 £80,717 £85,780 £90,838
14	Salary on transfer 3 years after transfer 5 years after transfer 9 years after transfer	£75,654 £80,717 £85,780 £90,838
13	Salary on transfer 3 years after transfer 5 years after transfer 10 years after transfer	£75,654 £80,717 £85,780 £90,838
12	Salary on transfer 3 years after transfer 6 years after transfer 11 years after transfer	£75,654 £80,717 £85,780 £90,838
11	Salary on transfer 4 years after transfer 7 years after transfer 12 years after transfer	£75,654 £80,717 £85,780 £90,838
10	Salary on transfer 4 years after transfer 8 years after transfer 13 years after transfer	£75,654 £80,717 £85,780 £90,838
9	Salary on transfer 4 years after transfer 9 years after transfer 14 years after transfer	£75,654 £80,717 £85,780 £90,838

Doctor's pay - supplement

Seniority		Salary (at 2004-05 rates)
8	Salary on transfer 5 years after transfer 10 years after transfer 15 years after transfer	£75,654 £80,717 £85,780 £90,838
7	Salary on transfer 5 years after transfer 10 years after transfer 15 years after transfer	£75,654 £80,717 £85,780 £90,838
6	Salary on transfer 1 year after transfer 5 years after transfer 10 years after transfer 15 years after transfer	£74,591 £75,654 £80,717 £85,780 £90,838
5	Salary on transfer 1 year after transfer 2 years after transfer 6 years after transfer 11 years after transfer 16 years after transfer	£73,528 £74,591 £75,654 £80,717 £85,780 £90,838
4	Salary on transfer 1 year after transfer 2 years after transfer 3 years after transfer 6 years after transfer 11 years after transfer 16 years after transfer	£68,733 £71,396 £73,528 £75,654 £80,717 £85,780 £90,838
3	Salary on transfer 1 year after transfer 2 years after transfer 3 years after transfer 7 years after transfer 12 years after transfer 17 years after transfer	£68,196 £70,328 £73,528 £75,654 £80,717 £85,780 £90,838
2	Salary on transfer 1 year after transfer 2 years after transfer 3 years after transfer 8 years after transfer 13 years after transfer 18 years after transfer	£67,664 £69,264 £73,528 £75,654 £80,717 £85,780 £90,838

Doctors' pay - supplement

Seniority		Salary (at 2004-05 rates)
1	Salary on transfer	£67,133
	1 year after transfer	£68,196
	2 years after transfer	£71,396
	3 years after transfer	£73,528
	4 years after transfer	£75,654
	9 years after transfer	£80,717
	14 years after transfer	£85,780
	19 years after transfer	£90,838

Note: The basic salary for full-time consultants who have previously held a maximum part-time NHS consultant contract will be phased in over three years. In the first year, basic salary will be their previous level of salary (including the annual pay uplift to which they would have been entitled had they remained on that contract) plus a third of the difference between this and the level of salary to which they would be entitled if they had previously held a whole time or part time NHS contract. In the third year basic salary will be 2/3 of the difference. The full target salary will be payable in the third year. These arrangements do not apply in Scotland.

Up to 8 discretionary points of £2,927 each may be awarded in addition to the basic salary.

In England, from April 2004 a new scheme of clinical excellence awards was introduced to replace discretionary points and distinction awards.

Section D: consultants first appointed after 31.10.03 in England, and 1.4.04 in Scotland and Northern Ireland

Only the new contract will apply to new appointments after 31.12.03. Additional PAs are paid at 1/10 of basic salary including local CEAs or discretionary points.

Note: Consultants will also be eligible for on-call availability supplements (see section F)

Doctor's pay - supplement

Table 2: pay thresholds

Threshold	Period before eligibility for threshold	Basic salary (full time) (2004-05)
1	N/A (normal starting salary)	£67,133
2	one year	£69,264
3	one year	£71,396
4	one year	£73,528
5	one year	£75,654
6	five years	£80,717
7	five years	£85,780
8	five years	£90,838

Section E: locum consultants under the new 2003 contract in England, Scotland and Northern Ireland

In England, all locum appointments after 31 October 2003 will be under the terms of the new 2003 contract.

Locum consultants who have not at any time held a substantive consultant post shall be remunerated at the equivalent rate to the first point on the salary scale as set out in table 2.

Locum consultants who hold a substantive consultant post and will continue to hold such a post beyond the tenure of the locum post shall be remunerated at a rate consistent with their current pay threshold including any distinction award, discretionary points or clinical excellence awards. (These are not included in Scotland.)

Locum consultants who do not currently hold, but have previously held, a substantive consultant post shall be remunerated at a rate consistent with their most recent pay threshold as a substantive consultant.

Where a doctor has completed 12 months' locum service, he or she will be eligible for pay progression.

Note: Locums will also be eligible for on-call availability supplements (see section F)

Section F: on-call availability supplement

Consultants on an on-call rota will be entitled to an on-call supplement payment. The level of payment is set out in the table below. Whether a consultant’s on-call work is categorised as A or B depends on the type of calls received. The two categories are:

- Category A: this applies where the consultant is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations
- Category B: this applies where the consultant can typically respond by giving telephone advice and/or by returning to work later.

Table 3

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High frequency: 1 in 1 to 1 in 4	8.0%	3.0%
Medium frequency: 1 in 5 to 1 in 8	5.0%	2.0%
Low frequency: 1 in 9 or less frequent	3.0%	1.0%

ii) Associate specialists

Basic salary scale

Scale point	£
Minimum	33,090
1	36,695
2	40,300
3	43,905
4	47,510
5	51,114
6	55,874
7	60,000

Doctor's pay - supplement

Discretionary points	£
1	61,713
2	63,947
3	66,180
4	68,414
5	70,648
6	72,882

Temporary NHD: 1/11 basic whole-time salary, pa.

Notes:

1. Salary scale is given for whole-time commitment. Associate specialists are not entitled to overtime but receive temporary NHDs to recognise additional workload.
2. A separate BMA guidance note on the associate specialist grade gives further details – available from local BMA offices.

iii) Staff doctors

	Pre 1997 contract	Post 1997 contract
Scale point	£	£
Minimum	29,845	29,845
1	32,289	32,289
2	34,734	34,734
3	37,178	37,178
4	39,622	39,622
5	42,066	42,500
6	44,511	44,511*
7	46,955	46,955*
8		49,399*
9		51,843*
10		54,288*
11		56,732*

per temporary session – 1/10 appropriate basic salary

per additional session – 1/10 basic salary per annum

Notes:

1. * denotes discretionary points
2. A separate BMA guidance note on the staff grade gives more details – available from local BMA offices.

Doctors' pay - supplement

b) **Doctors in the training grades**

i) Salary for basic 40 hours (£):

Scale point	Specialist registrar	Senior house officer	House officer	PRHO
Minimum	27,483	24,587	19,703	19,703
1	28,875	26,235	20,972	20,972
2	30,266	27,884	22,240	-
3	31,658	29,532	-	-
4	33,337	31,180	-	-
5	35,016	32,829	-	-
6	36,695	34,477	-	-
7	38,374	-	-	-
8	40,053	-	-	-
9	41,733	-	-	-

Notes:

1. Training grade doctors employed in NHS trusts must be paid in accordance with **national** agreements.
2. Doctors still in the registrar grade are paid on the first five points of the SpR and those still in the senior registrar grade are paid on the top seven points of the SpR scale.

ii) **Banding supplements**

Juniors are now paid a supplement on top of their basic salary according to their out of hours work. The supplement is priced as a proportion of basic salary. Total salary is a multiple of the basic salary. In the table below the basic salary = 1.

Bands	Dec 2000	Dec 2001	Dec 2002
Band 3	1.62 (62%)	1.7 (70%)	2.0 (100%)
Band 2A	1.5 (50%)	1.6 (60%)	1.8 (80%)
Band 2B	1.42 (42%)	1.42 (42%)	1.5 (50%)
Band 1A	1.42 (42%)	1.42 (42%)	1.5 (50%)
Band 1B	1.3 (30%)	1.3 (30%)	1.4 (40%)
Band 1C	1.2 (20%)	1.2 (20%)	1.2 (20%)
Band FA	1.25 (25%)	1.25 (25%)	1.25 (25%)
Band FB	1.05 (5%)	1.05 (5%)	1.05 (5%)
Band FC	Hours of duty/40 x full base salary	Hours of duty/40 x full base salary	Hours of duty/40 x full base salary

Note: For further information see the *Junior doctors handbook*.

Doctor's pay - supplement

c) **Clinical assistants** (part-time non-GP) £ pa

Per weekly notional half-day 4,078

Note: Appointment under paragraph 94 of the hospital terms of service – maximum 5 notional half days.

[Source: AL(MD)1/04]

d) **Special hospitals staff**

The Special Hospitals Service Authority was wound up on 1 April 1996. Each special hospital is responsible for its own pay scales.

e) **Locums** (wef 1.4.04)

i) Career grades	per week	per NHD
Consultants	£	£
retired, previously on scale max (old contract)	1,394.25	126.75
other consultants (old contract)	1,258.95	114.45
Associate specialists/SHMO	876.59	79.69
Hospital practitioners		89.05
Clinical assistants		78.88
		per session
Staff doctors	712.80	71.28

ii) **Doctors in the training grades**

House officer, senior house officer, specialist registrar, registrar and senior 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 shift 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*

Doctors' pay - supplement

Band	Working arrangement	Supplement
LL	Covering a post for one week or more	The basic weekly rate shown for band LL is calculated as [40 x (basic grade hourly rate) x 1.2]. The banding multiplier, where applicable, is then applied to this figure.

Note: * Mid-point of the grade salary scale.

Hourly rates (£): Bands LA, LB, LC

	Basic hourly rate	LC	LB	LA
HO	10.06	14.08	15.09	18.11
SHO	14.17	19.84	21.26	25.51
SpR	16.39	22.95	24.59	29.50

Weekly rates (£): Band LL

	Basic wkly rate	1C	1B	1A	2B	2A	3
	x1	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
HO	482.88	579.46	676.03	724.32	724.32	869.18	965.76
SHO	680.16	816.19	952.22	1,020.24	1,020.24	1,224.29	1,360.32
SpR	786.72	944.06	1,101.41	1,180.08	1,180.08	1,416.10	1,573.44

Note: Junior doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointment for Training (LAT) are excluded from this arrangement.

[Source: AL(MD)1/04]

1.2 General practitioners (wef 1.4.04)

a) GMS contractors

Following the introduction of the new GMS contract on 1 April 2004, the system by which GPs are paid has changed completely. The Statement of fees and allowances (SFA) has been replaced by the Statement of financial entitlements (SFE), which can be found on the Department of Health website, together with other documentation relating to the new GP contract at www.dh.gov.uk

Doctor's pay - supplement

The sections of the SFA which related to GP practice premises are now covered in the National Health Service (General Medical Services – Premises Costs) (England) Directions 2004 – and their equivalent in the other countries of the UK. The English Directions are available on the Department of Health website (www.dh.gov.uk), and the Welsh, Scottish and Northern Irish versions on the websites of the health departments of the devolved administrations.

The BMA has produced a series of guidance notes on the new GMS contract, which can be accessed on the GP section of the BMA website (www.bma.org.uk).

b) **Hospital practitioners**

Per weekly notional half day	£ pa
Minimum	3,990
1	4,221
2	4,453
3	4,684
4	4,915
5	5,146
6	5,377

Note: Maximum 5 notional half days

[Source: AL(MD)1/04]

c) **Clinical assistants** (part-time GPs in hospitals) £

Per weekly notional half day	4,078
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Note: Appointments under paragraph 94 of the hospital terms of service – maximum 9 notional half days.

[Source: AL(MD)1/04]

d) **Course organisers/GP tutors** (wef 1.10.03) £ pa

Preparatory year	72,000
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Note: There is no maximum number of sessions, but the usual number of sessions varies from 1-3

[Source: DoH letter (3.2.04) to postgraduate deans, directors of postgraduate general practice education and deanery business managers]

e) **GP hospital beds**

A ‘staff fund’ is created by employing authorities for each hospital where medical services are provided by general practitioners taking full clinical responsibility for their patients. The fund is shared among GP staff as they themselves determine. Payments are made into the fund for:

- eligible bed in the hospital,
- the provision of a casualty service where GPs have beds under their control, or GPs organising the service themselves.

Note: For levels of payment see *Fees guidance schedule 3* of the BMA’s *Fees for part-time medical services*, available from local BMA offices.

1.3 **GP registrars**

Salary is related to last junior hospital post or hospital consultant post plus a 65 per cent supplement, and London weighting (see para 1.9).

1.4 **Salaried doctors employed by primary care organisations**

The minimum salary range for GPs employed by a GMS practice or a primary care organisation (PCO) has been recommended by the Doctors and Dentists Review Body (DDRB) and agreed by the government. The basic minimum salary range in 2004-2005 is £47,710 to £72,478. GMS and PCO employed salaried GPs must not be paid less than this range, but can be paid more and there is no upper limit. Your exact salary is a matter for negotiation between yourself and your employing authority (ie the practice or PCO). You may wish to seek advice on the negotiating process from your LMC and/or your local BMA office.

1.5 **Ophthalmic medical practitioners**

NHS sight tests	£
i) NHS paid – gross sight test fee	
wef 1.4.03	17.26
wef 1.4.04	17.82
wef 1.4.05	18.39
ii) Domiciliary visiting fee	£
standard fee	
wef 1.4.03	30.39
wef 1.4.04	31.37
wef 1.4.05	32.38

Note: The fee payable for each subsequent patient after first two at the same location is £7.61 (wef 1.4.03), £7.86 (wef 1.4.04), £8.11 (wef 1.4.05).

[Source: DoH letter 1.4.04]

Doctor's pay - supplement

1.6 Public health doctors

a) **Career grades**

- i) Consultant in public health medicine

Consultants in public health medicine are employed on the same terms of service and pay as hospital consultants (see para 1.1 above)

- ii) Directors of public health:

Maximum of basic consultant scale (plus any discretionary points)
plus a supplement depending on job weight.

Value of supplement (either contract)

Supplement band	Minimum	Maximum	Exceptional maximum
Band A	£12,104	£17,569	
Band B	£4,687	£9,384	£12,104
Band C	£3,918	£7,809	£9,384
Band D	£3,123	£6,246	£7,809

Total salary for DPHs on old contract (with additional supplement included)

Regional DPH (Band A) between £84,587 and £90,052

District DPH/CAMO

Band	Min	Max	Exceptional maximum
B	£77,170	£81,867	£84,587
C	£76,401	£80,292	£81,867
D	£75,606	£78,729	£80,292

Note: DPHs and consultants are also eligible for distinction awards (see para 1.8).

[Source: HSG(92)12 and AL(MD)1/04]

Doctors’ pay - supplement

b) **Trainees in public health medicine**

- i) Specialist registrar
(For details on out of hours supplements see para 1.1 (b) (ii))

Scale point	£
Minimum	27,483
1	28,875
2	30,266
3	31,658
4	33,337
5	35,016
6	36,695
7	38,374
8	40,053
9	41,733

- ii) Senior house officer
(For details on out of hours supplements see para 1.1 (b) (ii))

Scale point	£
Minimum	24,587
1	26,235
2	27,884
3	29,532
4	31,180
5	32,829
6	34,477

[Source: AL(MD)1/04]

1.7 **Community health doctors** (wef 1.4.04)

a) **Senior clinical medical officer**

Scale point	£
Minimum	40,736
1	43,273
2	45,810
3	48,347
4	50,883
5	53,420
6	55,957
7	58,493

Doctor's pay - supplement

b) Clinical medical officer

Scale point	£
Minimum	28,551
1	30,148
2	31,745
3	33,342
4	34,939
5	36,536
6	38,133
7	39,730

c) Emergency rota allowances

- per half year depending on number of duties, on a scale ranging from 4 – 72 or more duties £160 – 1,920

Notes:

1. These allowances are assessed and paid twice a year to doctors who act as medical officers for environmental health or communicable disease control.
2. A 'duty' is 1 night, Saturday, Sunday or bank holiday.

[Source: AL(MD)1/04]

1.8 Clinical excellence awards, discretionary points and distinction awards (wef 1.4.04)

From 1.4.04 the discretionary points and distinction awards system will be replaced by clinical excellence awards (CEAs). Existing discretionary points or distinction award holders will retain their awards/points until they successfully apply for a CEA. Discretionary points and distinction awards will continue to be updated annually by the DDRB.

Clinical excellence awards

Local awards	£
Level 1	2,702
Level 2	5,404
Level 3	8,106
Level 4	10,808
Level 5	13,510
Level 6	16,212
Level 7	21,616
Level 8	27,020
Level 9	32,424

Doctors' pay - supplement

National awards		
		£
Level 9	Bronze	32,424
Level 10	Silver	42,622
Level 11	Gold	53,278
Level 12	Platinum	69,261

The financial value of discretionary points and distinction awards is set out below:

Discretionary points

	£
1	2,927
2	5,854
3	8,781
4	11,708
5	14,635
6	17,562
7	20,489
8	23,416

Distinction awards

Type	Amount
	£
B	29,203
A	51,102
A+	69,347

Notes:

1. Hospital consultants and consultants in public health medicine are eligible for distinction awards in addition to their salaries. Distinction award holders forfeit any discretionary points that may have been awarded.
2. In England, from April 2004 a new scheme of clinical excellence awards was introduced to replace discretionary points and distinction awards. The national element of the scheme will apply in Wales as well.
3. In Scotland, distinction awards and discretionary points continue.
4. In Northern Ireland, discussions are ongoing in respect of distinction awards and discretionary points.

[Source: AL(MD)1/04, EL(96)92]

Doctor's pay - supplement

1.9	London weighting	Non-resident	Resident
		£	£
	London zone (wef 1.4.04)	2,098	584
	Extra-territorially managed units (wef 1.7.79)	527	147
	Fringe zone (wef 1.7.81)	149	38

[Source: AL(MD)1/04; SF1 para 1, schedule 1 for GP registrars]

2 **Medical academic and research staff**

2.1 **Clinical academic staff** (wef 1.4.04)

a) Honorary consultant contract holders (old contract)	£	£
	min	max
Lecturers/senior lecturers/readers	55,699	72,483
Professors (maximum)		72,483

Note: Clinical academic staff are eligible for distinction awards, or clinical excellence awards from 1.4.04, on the same basis as NHS staff (see para 1.8).

b) Staff not holding honorary consultant contract	£	£
	min	max
Lecturers	27,483	47,510
Senior lecturers/readers	43,905	62,499

[Source: UCEA circular 2004]

c) **London weighting**

These rates are likely to be on a par with NHS London weighting allowances.
For further information, please consult your human resources department.

2.2	Non-clinical academic staff (wef 1.8.03)	£	£
		min	max
a) Lecturer	Grade A	22,954	26,327
	Grade B	27,174	34,838
	(discretionary)		(to 38,923)
	Senior lecturer	36,464	41,333
	(discretionary)		(to 44,549)
	Professor (minimum)		42,246

Doctors' pay - supplement

	£
b) London weighting	2,219

[Source: JNCHEs employer's final offer 2003/04]

Non-clinical academic staff (wef 1.8.04)		£	£
		min	max
a) Lecturer	Grade A	23,643	27,116
	Grade B	27,989	35,883
	(discretionary)		(to 40,091)
	Senior lecturer	37,558	42,573
	(discretionary)		(to 45,885)
	Professor (minimum)		43,513

	£
b) London weighting	2,297
	(subject to confirmation)

[Source: JNCHEs employer's final offer 2003/04]

2.3 **Medical Research Council Staff** (wef 1.8.03)

The MRC has a pay and grading system as follows:	£	£
	min	max
Pay band 1	50,000	
Pay band 2	41,500	92,812
Pay band 3	33,906	41,497
Pay band 4	24,138	30,945

Note: The bands include a guaranteed progression point, set at 10 per cent over the minimum.

A clinical recruitment and retention allowance has been introduced for MRC clinical academic staff with a UK NHS honorary clinical contract at the following rates:

	£	£
	First level	Max
There is no CRRA for pay band 1		
Pay band 2	4,031	16,125
Pay band 3	1,507	12,059
Pay band 4	1,583	7,915

Note: MRC salary scales are revised on 1 August each year.

Doctor's pay - supplement

London weighting	
	£
Inner London Allowance (ILA)	2,661
Intermediate London	1,330
Central London supplement (paid in addition to ILA) £1,000 per annum, paid monthly in arrears.	

Notes:

- 1. Distinction awards are also payable in line with those in the NHS.
- 2. The 2004 rates for medical academic and research staff have not yet been agreed in Northern Ireland.

[Source: MRC *Staff Bulletin* 332, October 2003]

3 **Other doctors affected by DDRB award**

3.1 **Armed forces doctors**

a) **Higher medical management pay spine**

(Army ranks shown) (wef 1.4.04)	£
Brigadier	105,138 – 111,270
Colonel	93,743 – 104,729

b) **Consultant cadre: accredited**

	£	£
	min	max
Level 1 - 32	61,532	108,080

c) **MO non-accredited**

	£	£
	min	max
Level 1 - 29	56,582	83,859

Note: Figures are rounded to the nearest pound.

d) **General medical practitioners (qualified)**

(Army ranks shown) (wef 1.4.04)	
	£ £
	min max
Level 1 - 32	78,030 – 99,225

Doctors' pay - supplement

e) **Non-accredited medical officers**

(Army ranks shown) (wef 1.4.04)	£	£
	min	max
Captain (level 1 - 5)	47,038	52,388
		£
Lieutenant (pre-registration medical practitioner)		35,606

f) **Medical cadets** (wef 1.4.04)

	£
on appointment	12,881
after 1 year	14,491
after 2 years	16,107

g) **Additional payments**

	£
i) General medical practitioner trainers' pay (wef 1.4.04)	6,800
ii) DMS out-of-hours payment	
A lump sum of £4,500 payable to all DMS junior doctors who were junior doctors throughout the period from 1.4.03 to 31.3.04 and pro rata to those who served as junior doctors for part of that period.	

[Source: *Armed Forces Pay Review Body supplement to the 33rd report, May 2004*]

3.2 **Civilian medical practitioners** £

a) **CMP (for Ministry of Defence)** (wef 1.4.03)

Entry point	54,400
1st scale point	57,290
2nd scale point	60,180
3rd scale point	62,967

b) **Trainers' allowance pa** (wef 1.4.03) 6,590

c) **On-call supplement** (wef 1.4.03)

1 in 1 to 1 in 4	8%
1 in 5 to 1 in 8	5%
1 in 9 or less frequent	3%

[Source: CPM2 letter 5.4.04]

Doctor's pay - supplement

3.3 Occupational physicians (whole-time) (wef 1.4.04) £ £

BMA guidelines are:

Senior occupational physician (minimum)	75,654 – 123,262
Occupational physician (minimum)	67,133 – 75,654
Trainee occupational physician (SpR) (minimum)	31,658 – 41,733

Notes:

1. These rates are published by the BMA's Occupational Health Committee.
See source below.
2. If a doctor is employed on a part-time/sessional basis, then pay and entitlements to benefits should be pro rata to the whole-time salaries.

[Source: *The occupational physician*, supplement 26, available from local BMA offices]

3.4 Pharmaceutical physicians

There are no nationally agreed salary scales for medically qualified staff in the industry: salaries can vary widely according to levels of seniority, size of the company and, to some extent, supply and demand at the time of appointment. Larger companies, in order to remain competitive, devise their salary scales based on surveys conducted across the industry and are therefore market dependent.

In very general terms a doctor joining the industry would expect to receive a salary at least equivalent or in excess of that he/she was earning in the NHS at the time of the job offer.

Note: *The pharmaceutical physician* (from local BMA offices) gives further details.

3.5 Prison medical officers (part-time)

	£	£
	min	max
Part-time medical officer (wef 1.7.01)		
i) Old terms and conditions of service		
Hourly rate (per annum)	1,124 – 1,232	
In charge allowance		2,547
On call allowance (per period)	321 – 2,247	
	(max is for 7 periods)	
ii) New terms and conditions of service		
Whole-time salary	40,800 – 53,597	
On call allowance (per period)	500 – 3,500	
	(max is for 7 periods)	

Doctors' pay - supplement

iii) London weighting
This has been abolished from 1 July 2001 and replaced by a local pay allowance in 3 bands: £800, £1,900 and £3,000.

From 1 January 2002 the rates will be: £900, £2,100 and £3,200.
Assimilation arrangements for PTMOs will ensure that they gain by a minimum of £200.

4	Prison medical officers (full-time)	£	£
		min	max
		Senior medical officer (wef 1.7.01)	
		48,000 – 66,325	
	Medical officer (wef 1.7.01)	44,000 – 57,097	

- Notes:**
- 1. Negotiations are ongoing regarding increases to these rates.
 - 2. For part-time prison medical officers, see paragraph 3.5 above.