

Advance Letter DOS 1/2006

Office of the Chief Dental Officer
11th Floor
New Kings Beam House
22 Upper Ground
London SE1 9BW

15 May 2006

Gateway [6424]

To Chief Executives for action:

Strategic Health Authorities
Primary Care Trusts
NHS Trusts

For information:

Finance Directors
HR Directors
Directors of Public Health
SHA Dental Leads
Consultants in Dental Public Health
Postgraduate Dental Deans/Directors
Dental Public Health Training Programme Directors

Dear Chief Executive

PAY AND ALLOWANCES FOR DENTAL PUBLIC HEALTH STAFF

Summary

1. This circular informs NHS employers of the changes with effect from 1 April 2006 in the national pay, allowances and conditions of service of dental public health staff including those appointed to Director of Public Health posts in PCTs.
2. The circular provides details of:
 - uplifts to national salary scales for 2006/07;
 - uplifts to fees and allowances.
 - changes to the terms and conditions of service of dental public health staff on old conditions of service relating to the management of poor performance.
3. Employers are reminded that existing dental public health consultants may currently be employed on one of three sets of terms and conditions of service (TCS):
 - the 2003 consultant contract.

- TCS fully aligned to the “old” combined TCS for hospital medical and dental staff and doctors in public health medicine. See AL(DOS)3/2003 for further details.
- the original TCS for dental public health staff (the “Red Book” or Handbook of Terms and Conditions of Service for Administrative and Community Clinical Dental Officers of Health Authorities (1987), as amended).

All new consultant appointments in dental public health should be made on the 2003 consultant contract.

UPLIFTS TO NATIONAL SALARY SCALES, FEES AND ALLOWANCES – Key Points

Uplifts to national salary scales for 2006/07

4. The uplifts to salary scales from 1st April 2006 are:
 - trainees in dental public health will receive a 2.2% uplift;
 - consultants will receive a staged award of a 1% increase from 1st April 2006 which will rise to 2.2% from 1st November 2006.
5. A further Advance Letter containing the revised national consultant salary scales, fees and allowances from 1st November 2006 will be issued in due course.

Increases to London weighting allowances

6. There is no increase to the 2005/06 rates for both non-resident and resident staff.

Uplift to fees and allowances

7. The uplifts to fees and allowances set out in this letter vary between 1 per cent and 2.4 per cent, in line with the uplifts to salary scales for different staff groups. Where a particular fee or allowance is payable to more than one staff group, the uplift has been set at the highest applicable rate.

Maintaining high professional standards in the modern NHS.

8. A new disciplinary framework has been agreed for employed medical and dental staff to replace the previous processes based on circular HC(90)9, the “paragraph 190” appeals procedure and the “Three Wise Men” procedure under circular HC(82)13. The first two parts of the framework were initially published under cover of HSC 2003/012. The remaining three parts of the framework, and Directions ¹ to employing bodies, were published in February 2005. The complete framework and the Directions are available at the Department of Health website www.dh.gov.uk .
9. The framework included revised arrangements for the termination of employment replacing the above processes and also replacing that contained in HM(61)112 which, although cancelled by HC(90)9 had still been held to apply to dental public health staff on old terms and conditions of service. The revised termination arrangements applied immediately to dental public health staff on the new consultant contract and to trainees but was not implemented for existing consultants who had chosen to retain their old terms and conditions of service. This Advance Letter corrects that position, with effect from 1st April 2006

¹ Directions on Disciplinary Procedures 2005.

10. A new paragraph 189 setting out revised arrangements for termination of employment of those existing dental public health staff who had chosen to retain old terms of service has been inserted into the Handbook of Terms and Conditions of Service (the "Red Book") and is reproduced at Annex B to this Advance Letter. Paragraph 190 of those Terms of Service is cancelled.

Agreement

11. The Secretary of State has approved the revised rates of remuneration set out in the attached replacement pages and incorporated in the staff handbook and the 2003 consultant contract handbook. Current versions of these are held on the Department of Health website at www.dh.gov.uk.

Effect of amendments

12. The revised national rates and charges in the pages attached as Annex A to this Advance Letter replace those notified in AL(DOS)1/2005 and will take effect from 1 April 2006.
13. The revised allowances and salary points for 2006/07 are calculated on the basis of a cumulative uplift on 2003/04 baseline figures to maintain relativity, and may therefore differ slightly from figures calculated by applying the uplift to 2005/06 figures.

Action

14. The revised national salaries, fees, allowances and changes to terms of service for some dental public health staff apply in full with effect from 1 April 2006. Please implement and, where appropriate, backdate the new awards as soon as possible.

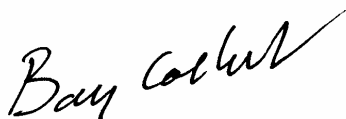
Enquiries

15. Employees should direct personal enquiries to their employer.
16. Employers should direct enquiries about the content of this letter to the Office of the Chief Dental Officer, Department of Health, by e-mail to CDO@dh.gsi.gov.uk

Further copies

17. Copies of this letter can be obtained from the Department of Health website at www.dh.gov.uk/letters
18. Copies of previous Advance Letters from 1995 onwards may also be obtained from the Department of Health website at the address above.

Yours faithfully



Dr Barry Cockcroft
Acting Chief Dental Officer (England)

AL (DOS) 1/2006

The Secretary of State has approved the agreement reached between the Department of Health and the profession in the Joint Negotiating Forum as set out in the attached pages.

The Secretary of State for Health also hereby approves the said agreement with effect from 1 April 2006 in exercise of his powers under regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) Regulations 1991 (SI 1991 No 481).

Signed by authority of the
Secretary of State for Health

A handwritten signature in black ink, appearing to read 'Ben Dyson', with a stylized flourish at the end.

Ben Dyson
Head of Dental and Ophthalmic Services

15 May 2006

ANNEX A: SECTION 1: BASIC RATES OF PAY PER ANNUM, Effective from 1 April 2006

TERMS AND CONDITIONS OF SERVICE OF DENTAL PUBLIC HEALTH STAFF

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2003 Consultant Contract		1	2	3	4	5	6	7	8						
Consultant appointed on or after 31 October 2003	LC72	£69,991	£72,213	£74,436	£76,658	£78,875	£84,154	£89,432	£94,706						
Consultant appointed before 31 October 2003	LC51	See Section 2: Table 1 (attached) for updated transitional salary scales.													
Existing / Old Terms and Conditions		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Either Old Contract)	LC01/LC10¹	57,944	62,161	66,378	70,595	75,404									
Specialist Registrar	LF25	28,930	30,395	31,860	33,325	35,092	36,860	38,628	40,395 ⁹	42,163 ⁹	43,931 ⁹				
Senior House Officer	LF21	25,882	27,617	29,352	31,087	32,822	34,557 ⁹	36,292 ⁹							

(NB: Endnotes appear on page 18)

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Basic Salary for Consultants appointed before 31 October 2003 – Transitional arrangements (See Schedule 13 of Terms and Conditions - Consultants 2003)

Table 1: Salary on Commencement (Transitional arrangements)

Seniority at Transfer		Basic salary ⁶ (2006/07 Rates)
30+	Salary on transfer to the new contract	£84,154
	1 year after transfer	£89,432
	2 years after transfer	£94,706
21-29	Salary on transfer	£78,875
	1 year after transfer	£84,154
	2 years after transfer	£89,432
	3 years after transfer	£94,706
20	Salary on transfer	£78,875
	1 year after transfer	£84,154
	3 years after transfer	£89,432
	4 years after transfer	£94,706
19	Salary on transfer	£78,875
	1 year after transfer	£84,154
	3 years after transfer	£89,432
	5 years after transfer	£94,706
18	Salary on transfer	£78,875
	2 years after transfer	£84,154
	3 years after transfer	£89,432
	5 years after transfer	£94,706
17	Salary on transfer	£78,875
	2 years after transfer	£84,154
	4 years after transfer	£89,432
	6 years after transfer	£94,706
16	Salary on transfer	£78,875
	3 years after transfer	£84,154
	4 years after transfer	£89,432
	7 years after transfer	£94,706
15	Salary on transfer	£78,875
	3 years after transfer	£84,154
	4 years after transfer	£89,432
	8 years after transfer	£94,706
14	Salary on transfer	£78,875
	3 years after transfer	£84,154
	5 years after transfer	£89,432
	9 years after transfer	£94,706
13	Salary on transfer	£78,875
	3 years after transfer	£84,154
	5 years after transfer	£89,432
	10 years after transfer	£94,706
12	Salary on transfer	£78,875
	3 years after transfer	£84,154
	6 years after transfer	£89,432
	11 years after transfer	£94,706
11	Salary on transfer	£78,875
	4 years after transfer	£84,154
	7 years after transfer	£89,432
	12 years after transfer	£94,706

**ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES**

Seniority at Transfer		Basic salary (2005/06 Rates)
10	Salary on transfer	£78,875
	4 years after transfer	£84,154
	8 years after transfer	£89,432
	13 years after transfer	£94,706
9	Salary on transfer	£78,875
	4 years after transfer	£84,154
	9 years after transfer	£89,432
	14 years after transfer	£94,706
8	Salary on transfer	£78,875
	5 years after transfer	£84,154
	10 years after transfer	£89,432
	15 years after transfer	£94,706
7	Salary on transfer	£78,875
	5 years after transfer	£84,154
	10 years after transfer	£89,432
	15 years after transfer	£94,706
6	Salary on transfer	£77,766
	1 year after transfer	£78,875
	5 years after transfer	£84,154
	10 years after transfer	£89,432
	15 years after transfer	£94,706
5	Salary on transfer *	£76,658
	1 year after transfer	£77,766
	2 years after transfer	£78,875
	6 years after transfer	£84,154
	11 years after transfer	£89,432
	16 years after transfer	£94,706
4	Salary on transfer	£71,659
	1 year after transfer	£74,436
	2 years after transfer	£76,658
	3 years after transfer	£78,875
	6 years after transfer	£84,154
	11 years after transfer	£89,432
	16 years after transfer	£94,706
3	Salary on transfer *	£71,099
	1 year after transfer	£73,322
	2 years after transfer	£76,658
	3 years after transfer	£78,875
	7 years after transfer	£84,154
	12 years after transfer	£89,432
	17 years after transfer	£94,706
2	Salary on transfer	£70,545
	1 year after transfer	£72,213
	2 years after transfer	£76,658
	3 years after transfer	£78,875
	8 years after transfer	£84,154
	13 years after transfer	£89,432
	18 years after transfer	£94,706
1	Salary on transfer *	£69,991
	1 year after transfer	£71,099
	2 years after transfer	£74,436
	3 years after transfer	£76,658
	4 years after transfer	£78,875
	9 years after transfer	£84,154
	14 years after transfer	£89,432
	19 years after transfer	£94,706

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

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Table 2: Pay progression for consultants appointed on or after 31st October 2003

Threshold	Years completed as a consultant	Basic salary 2006/7	Period before eligibility for next threshold
1	0	£69,991	1 year
2	1	£72,213	1 year
3	2	£74,436	1 year
4	3	£76,658	1 year
5	4	£78,875	5 years
	5	£78,875	4 years
	6	£78,875	3 years
	7	£78,875	2 years
	8	£78,875	1 year
6	9	£84,154	5 years
	10	£84,154	4 years
	11	£84,154	3 years
	12	£84,154	2 years
	13	£84,154	1 year
7	14	£89,432	5 years
	15	£89,432	4 years
	16	£89,432	3 years
	17	£89,432	2 years
	18	£89,432	1 year
8	19	£94,706	-

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Additional supplement for PCT Directors of Public Health (Chief Officer Supplement) who are consultants in dental public health.

Table 2: Value of supplement (either contract)

Supplement Band ¹⁰	Minimum	Maximum	Exceptional Maximum
Band B	£4,886	£9,783	£12,619
Band C	£4,085	£8,142	£9,783
Band D	£3,256	£6,511	£8,142

(NB: Table 2 shows the value of the Director of Public Health supplement to be added to salary).

Table 3

Clinical Excellence Awards for Consultants ¹¹ (any contract)	Awarded by Local Committees		Awarded by ACCEA	
	Level 1	£2,817		
Level 2	£5,634			
Level 3	£8,451			
Level 4	£11,268			
Level 5	£14,085			
Level 6	£16,902			
Level 7	£22,536			
Level 8	£28,170			
Level 9	£33,804	Level 9 (Bronze)	£33,804	
		Level 10 (Silver)	£44,437	
		Level 11 (Gold)	£55,546	
		Level 12 (Platinum)	£72,210	

Table 4

Discretionary Points for Consultants (any contract)	Pay Scale Code	1	2	3	4	5	6	7	8
	MC10/KC10		£3,052	£6,104	£9,156	£12,208	£15,260	£18,312	£21,364

Table 5

Distinction Awards for Consultants (either contract)	Level of Award	
	A+ awards	£72,299
A awards	£53,278	
B awards	£30,446	

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Table 6

Intensity Supplements for Consultants (old contracts only)	Banding	
	Daytime Intensity Supplement (paid yearly)	£1,189
	Out of Hours Intensity (paid yearly):	
	Band 1 (low intensity)	£896
	Band 2 (medium intensity)	£1,787
	Band 3 (high intensity)	£2,672

**ANNEX A: SECTION 3: TABLE 1
DENTAL PUBLIC HEALTH STAFF IN TRAINING**

Total salaries for full-time training posts¹² from 1 April 2006

Grade	Point	Basic salary (£)	+ 20% Band 1C (£)	+ 40% Band 1B (£)	+ 50% Band 1A & 2B (£)	+ 80% Band 2A (£)	+ 100% Band 3 (£)
SHO	Min	£25,882	£31,059	£36,235	£38,823	£46,588	£51,764
SHO	1	£27,617	£33,141	£38,664	£41,426	£49,711	£55,234
SHO	2	£29,352	£35,223	£41,093	£44,028	£52,834	£58,704
SHO	3	£31,087	£37,305	£43,522	£46,631	£55,957	£62,174
SHO	4	£32,822	£39,387	£45,951	£49,233	£59,080	£65,644
SHO	5 ⁹	£34,557	£41,469	£48,380	£51,836	£62,203	£69,114
SHO	6 ⁹	£36,292	£43,551	£50,809	£54,438	£65,326	£72,584
SpR	Min	£28,930	£34,716	£40,502	£43,395	£52,074	£57,860
SpR	1	£30,395	£36,474	£42,553	£45,593	£54,711	£60,790
SpR	2	£31,860	£38,232	£44,604	£47,790	£57,348	£63,720
SpR	3	£33,325	£39,990	£46,655	£49,988	£59,985	£66,650
SpR	4	£35,092	£42,111	£49,129	£52,638	£63,166	£70,184
SpR	5	£36,860	£44,232	£51,604	£55,290	£66,348	£73,720
SpR	6	£38,628	£46,354	£54,080	£57,942	£69,531	£77,256
SpR	7 ⁹	£40,395	£48,474	£56,553	£60,593	£72,711	£80,790
SpR	8 ⁹	£42,163	£50,596	£59,029	£63,245	£75,894	£84,326
SpR	9 ⁹	£43,931	£52,718	£61,504	£65,897	£79,076	£87,862

ANNEX A: SECTION 3: TABLE 2
DENTAL PUBLIC HEALTH STAFF IN TRAINING

Total salaries for flexible trainee¹² working less than 40 hours per week (pre-June 2005 Pay Arrangements)¹³

Grade		Basic salary (£)	+5% Band FB (£)	+25% Band FA (£)
SHO	Min	£25,882	£27,177	£32,353
SHO	1	£27,617	£28,998	£34,522
SHO	2	£29,352	£30,820	£36,690
SHO	3	£31,087	£32,642	£38,859
SHO	4	£32,822	£34,464	£41,028
SHO	5 ⁹	£34,557	£36,285	£43,197
SHO	6 ⁹	£36,292	£38,107	£45,365
SpR	Min	£28,930	£30,377	£36,163
SpR	1	£30,395	£31,915	£37,994
SpR	2	£31,860	£33,453	£39,825
SpR	3	£33,325	£34,992	£41,657
SpR	4	£35,092	£36,847	£43,865
SpR	5	£36,860	£38,703	£46,075
SpR	6	£38,628	£40,560	£48,285
SpR	7 ⁹	£40,395	£42,415	£50,494
SpR	8 ⁹	£42,163	£44,272	£52,704
SpR	9 ⁹	£43,931	£46,128	£54,914

**ANNEX A: SECTION 3: TABLE 3
DENTAL PUBLIC HEALTH STAFF IN TRAINING**

Dental Public Health staff in training - flexible Trainees Post June 2005 pay arrangements 10

SHO							
Basic							
Point	0	1	2	3	4	5	6
F5	12,941	13,809	14,676	15,544	16,411	17,279	18,146
F6	15,530	16,571	17,612	18,653	19,694	20,735	21,776
F7	18,118	19,332	20,547	21,761	22,976	24,190	25,405
F8	20,706	22,094	23,482	24,870	26,258	27,646	29,034
F9	23,294	24,856	26,417	27,979	29,540	31,102	32,663
FC (20% supplement)							
	0	1	2	3	4	5	6
F5	15,530	16,571	17,612	18,653	19,694	20,735	21,776
F6	18,636	19,886	21,135	22,384	23,633	24,882	26,132
F7	21,742	23,199	24,657	26,114	27,572	29,028	30,486
F8	24,848	26,513	28,179	29,844	31,510	33,176	34,841
F9	27,953	29,828	31,701	33,575	35,448	37,323	39,196
FB (40% supplement)							
	0	1	2	3	4	5	6
F5	18,118	19,333	20,547	21,762	22,976	24,191	25,405
F6	21,742	23,200	24,657	26,115	27,572	29,029	30,487
F7	25,366	27,065	28,766	30,466	32,167	33,866	35,567
F8	28,989	30,932	32,875	34,818	36,762	38,705	40,648
F9	32,612	34,799	36,984	39,171	41,356	43,543	45,729
FA (50% supplement)							
	0	1	2	3	4	5	6
F5	19,412	20,714	22,014	23,316	24,617	25,919	27,219
F6	23,295	24,857	26,418	27,980	29,541	31,103	32,664
F7	27,177	28,998	30,821	32,642	34,464	36,285	38,108
F8	31,059	33,141	35,223	37,305	39,387	41,469	43,551
F9	34,941	37,284	39,626	41,969	44,310	46,653	48,995

SpR										
Basic										
Point	0	1	2	3	4	5	6	7	8	9
F5	14,465	15,198	15,930	16,663	17,546	18,430	19,314	20,198	21,082	21,966
F6	17,358	18,237	19,116	19,995	21,056	22,116	23,177	24,237	25,298	26,359
F7	20,251	21,277	22,302	23,328	24,565	25,802	27,040	28,277	29,515	30,752
F8	23,144	24,316	25,488	26,660	28,074	29,488	30,903	32,316	33,731	35,145
F9	26,037	27,356	28,674	29,993	31,583	33,174	34,766	36,356	37,947	39,538
FC (20% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	17,358	18,238	19,116	19,996	21,056	22,116	23,177	24,238	25,299	26,360
F6	20,830	21,885	22,940	23,994	25,268	26,540	27,813	29,085	30,358	31,631
F7	24,302	25,533	26,763	27,994	29,478	30,963	32,448	33,933	35,418	36,903
F8	27,773	29,180	30,586	31,992	33,689	35,386	37,084	38,780	40,478	42,174
F9	31,245	32,828	34,409	35,992	37,900	39,809	41,720	43,628	45,537	47,446
FB (40% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	20,251	21,278	22,302	23,329	24,565	25,802	27,040	28,278	29,515	30,753
F6	24,302	25,532	26,763	27,993	29,479	30,963	32,448	33,932	35,418	36,903
F7	28,352	29,788	31,223	32,660	34,391	36,123	37,856	39,588	41,321	43,053
F8	32,402	34,043	35,684	37,324	39,304	41,284	43,265	45,243	47,224	49,203
F9	36,452	38,299	40,144	41,991	44,217	46,444	48,673	50,899	53,126	55,354
FA (50% supplement)										
	0	1	2	3	4	5	6	7	8	9
F5	21,698	22,797	23,895	24,995	26,319	27,645	28,971	30,297	31,623	32,949
F6	26,037	27,356	28,674	29,993	31,584	33,174	34,766	36,356	37,947	39,539
F7	30,377	31,916	33,453	34,992	36,848	38,703	40,560	42,416	44,273	46,128
F8	34,716	36,474	38,232	39,990	42,111	44,232	46,355	48,474	50,597	52,718
F9	39,056	41,034	43,011	44,990	47,375	49,761	52,149	54,534	56,921	59,307

**ANNEX A: SECTION 4
OTHER FEES, CHARGES AND ALLOWANCES**

Nature of fee	Charge or allowance		
	Payable for each:	Rate (£)	
		Non-resident staff	Resident staff
London Weighting:		(£)	(£)
London Zone from 1 April 2006	year	2,162	602
Extra-territorially managed Units from 1 July 1979		527	147
Fringe Zone 1 July 1981		149	38

Nature of fee	Charge or allowance	
	Payable for each	Rate (£)
Fees for lectures to nurses, etc		
Consultants	lecture	£55.38
Specialist Registrars at incremental point 3 or above.	"	£44.40
Other grades	"	£32.73
Lecture fee for Postgraduate Medical or Dental Education	"	£70.98

ANNEX A: SECTION 5
TRANSPORT ALLOWANCES: DENTAL PUBLIC HEALTH STAFF ON 2003
CONTRACT OR TCS ALIGNED WITH THOSE OF HOSPITAL MEDICAL AND
DENTAL STAFF/DOCTORS IN PUBLIC HEALTH MEDICINE

TRANSPORT FEES AND ALLOWANCES¹⁶

Mileage Allowance

1 Public transport rate: 23p per mile.

2 Regular user rates:

Motor cars with three or four wheels:¹⁷

Engine capacity	(cc)	501 to 1000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Lump sum	(£)	399.00	475.00	580.00	580.00
Up to 9,000 miles	(p)	27.00	33.50	40.00	40.00
9,001 - 15,000 miles	(p)	16.50	19.70	22.70	25.50
Thereafter	(p)	16.20	18.30	20.50	20.50

3 Standard rates:

Motor cars with three or four wheels:

Engine capacity	(cc)	501 to 1,000	1,001 to 1,500	1,501 to 2,000	Over 2,000
Up to 3,500 miles	(p)	34.0	43.0	53.0	53.0
3,501 - 9,000 miles	(p)	23.0	28.2	33.5	41.0
9,001 - 15,000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4 Other motor vehicles:¹⁸

Engine capacity	(cc)	Up to 125	Over 125		
Up to 5,000 miles	(p)	16.2	25.3		
Over 5,000 miles	(p)	6.1	9.0		

5 Passenger allowance:

Each passenger: 2 p per mile

6 Pedal cycles: 6.2p per mile

Crown Cars: Private Use¹⁹

A	The current rates of:		£
.	Road Fund Licence	e.g.	155
	Insurance for Private Use ²⁰ (National call-off contract)	e.g.	88
	Including cover for private use:	e.g.	128
	Handling charge		95

B Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

$$\frac{\left(\text{Cost of Contract Hire at maximum quoted mileage} \right) - \left(\text{Cost of Contract Hire at minimum quoted mileage} \right)}{1000}$$

Plus total excess costs for non-base vehicle, where appropriate.
 Plus VAT on total charge to practitioner (A+B).

**ANNEX A: SECTION 6
LOCUM TENENS APPOINTMENTS**

Consultant										
Locum consultants should be employed on the new (2003) contract. Basic salary for individual locum consultants can be found using Schedule 22 of the Terms and Conditions ²¹ , and the consultant placed on the appropriate point of the scale of annual salaries below.										
Code	0	1	2	3	4	5	6	7	8	9
M C73-0	£69,991	£70,545	£71,099	£71,659	£72,213	£73,322	£74,436	£76,658	£77,766	£78,875
MC73-1	£84,154	£89,432	£94,706							

Senior House Officer and Specialist Registrar :

	Rate (£): Per Week	Rate (£) : Per notional half day
Associate Specialist	926.64	84.24
Part-time Medical or Dental Officer (paragraphs 94 -105)		82.66
Hospital Practitioner		94.94
Staff Grade	778.43	77.85

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ²²
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ²²
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ²²
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²³

Hourly Rates (£) : Bands LA, LB, LC				
	Basic Hourly Rate	LC	LB	LA
SHO	14.91	20.88	22.37	26.84
SpR	17.25	24.15	25.88	31.05

Weekly Rates (£) : Band LL							
Band	Basic Weekly Rate ²³						
	x1	1C	1B	1A	2B	2A	3
		x1.2	x1.4	x1.5	x1.5	x1.8	X2.0
SHO	715.42						
SpR	827.94	858.51	1001.59	1073.13	1073.13	1287.76	1430.84

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

ANNEX A: SECTION 7
MISCELLANEOUS FEES: ALL CONTRACTS

EFFECTIVE FROM 1 April 2005

NOTE: The following fees and allowances do not form part of the Terms and Conditions of Service for Hospital Medical and Dental Staff, and are included in this handbook solely for the convenience of users. For consultants on the new (2003) contract, employers should note the principles in Schedule 13 of the Terms and Conditions governing receipt of additional fees.

i.	Fee for College or Faculty nominee attending a consultant Advisory Appointment Committee	Full day	£119.46
		Half day	£59.73
ii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Annex B to HC(88)37)	Full day	£182.53
		Half day	£91.27

ANNEX A: SECTION 8 EXPLANATORY NOTES

EXPLANATORY NOTES

¹ This is a closed pay scale. The information is included for practitioners who were placed on this scale prior to it being closed. No further practitioners should be placed on this pay scale.

²⁻⁵ Not used.

⁶ Movement through thresholds is dependent upon the consultant's fulfilment of specified criteria. Please refer to Schedule 15 of the terms and conditions of service for further information.

⁷⁻⁸ Not used.

⁹ To be awarded automatically except in cases of unsatisfactory performance. Guidance is contained in AL(MD)7/98.

¹⁰ Payable under both the old contracts and 2003 consultant contract. Further information for the new contract can be found in Schedule 16 Terms and Conditions - Consultants (England) 2003 and for the old consultant contract in HSG (92)12. The LC01 and LC10 scales are now closed payscales, and no further appointments should be made to them.

¹¹ Clinical excellence awards policy framework can be found at

www.dh.gov.uk/assetRoot/04/08/42/35/04084235.pdf

¹² Guidance on the pay system for full-time and flexible trainees can be found in AL(MD)1/01.

¹³ Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.

¹⁴ Paragraph references taken from Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales).

¹⁵ Schedule references taken from Terms and Conditions - Consultants 2003.

¹⁶ For consultants on the 2003 contract see Schedule 21 Terms and Conditions - Consultants 2003.

¹⁷ A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.

¹⁸ Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.

¹⁹ Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

²⁰ Crown Cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road Traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.

²¹ For consultants on the 2003 contract see Schedule 22 Terms and Conditions - Consultants 2003. Weekly locum rates are calculated by working out the appropriate point on the scale (see Schedule 22) dividing the yearly salary amount by 365 and multiplying the daily figure by 7. To calculate the rate per Programmed Activity divide the weekly rate by 10.

²² Calculated using the mid-point of the current salary scale.

²³ The basic weekly rate shown for Band LL is calculated as $[40 \times (\text{basic grade hourly rate}) \times 1.2]$. The banding multiplier, where applicable, is then applied to this figure.

ANNEX B:
MAINTAINING HIGH PROFESSIONAL STANDARDS

Amendment to the handbook of Terms and Conditions of Service of Administrative and Community Clinical Dental Officers of Regional and District Health Authorities (Health Boards)” published in September 1987 and known as the “Red Book”. This amendment applies in England only.

TERMINATION OF EMPLOYMENT (ENGLAND ONLY)

189. Disciplinary Matters.

In England, wherever possible, any issues relating to conduct and capability should be identified and resolved without recourse to formal procedures. However, should an employing authority consider that a practitioner’s conduct and capability may be in breach of the authority’s code of conduct, or that the practitioner’s professional competence has been called into question, the matter will be resolved through the authority’s disciplinary or capability procedures (which will be consistent with the “Maintaining High Professional Standards in the Modern NHS” framework), subject to the appeal arrangements set out in those procedures. Any allegations of misconduct against, or capability concerns about, a dentist in a recognised training grade should be considered initially as a training issue and dealt with via the educational supervisor with close involvement of the postgraduate dental dean from the outset.

190. Termination of employment: Representations against dismissal.

Deleted.