To: Chief Executives / Directors of Human Resources 
Health Authorities 
NHS Trusts 

Eich cyf. Your ref
Ein cyf. Our ref

31 December 2002

Dear Colleague

PAY AND CONDITIONS OF SERVICE OF HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE

THIS LETTER INCLUDES:

A. INCREASES TO JUNIOR DOCTOR NATIONAL SALARY SCALES FOR 2002/03 AS A RESULT OF CHANGES TO THE SUPPLEMENT MULTIPLIER.

B. PAY ANOMALIES ON PROMOTION - SHO TO SpR.

Summary

1. This letter authorises changes with effect from 1 December 2002 to the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service.

2. This letter authorises changes to the incremental date on promotion for those Senior House Officers who are financially disadvantaged on promotion to Specialist Registrar.
Approval

3. A copy of the formal approval is attached.

A. INCREASES TO NATIONAL SALARY SCALES FOR 2002/03

Agreement

4. The Welsh Assembly Government has approved the revised rates of remuneration set out in the attached replacement pages.

Pay Arrangements

5. The junior doctors’ new contract and pay system, which came into effect on 1 December 2000 replaced payment for additional duty hours with new banding supplements for doctors in training grades, these multipliers being implemented in three stages. The final changes to the banding multipliers take effect from 1 December 2002. Further details of the contract and the implementation of the banding multipliers are given in AL(MD)W1/01, WHC 2000/96 and accompanying guidance.

6. The revised national rates in the replacement page attached as Annex A to this Advance Letter replace those notified in AL(MD)W1/02 and will take effect from 1 December 2002.

B. PAY ANOMALIES ON PROMOTION - SHO TO SpR

7. Following discussion in the Joint Negotiating Committee (Juniors) for Hospital, Medical and Dental Staff, agreement has been reached on a mechanism to prevent those Senior House Officers who under existing rules would be financially disadvantaged on promotion to Specialist Registrar grade from being so affected.

8. This advance letter instructs employing authorities to take necessary action when promoting Senior House Officers to Specialist Registrar posts. An additional paragraph 133.c.c. is attached as Annex B to this letter and is incorporated in the Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service, published by the Department of Health at http://www.doh.gov.uk/hrinthenhs/doctorstermsandconditions/index.htm.

9. This instruction will apply to practitioners in Senior House Officer posts on points 3, 4 or 5 of the SHO scale MN21 following promotion to Specialist Registrar posts.

10. Employing authorities should ensure that, in determining the starting salary on promotion for such a practitioner, the existing provisions of paragraph 133(a) will apply, except that:

- if the practitioner has served for less than 5 months on the SHO scale point, the practitioner will move to the appropriate point on the SpR scale as determined by paragraph 133, and will take as their new incremental date for pay purposes the date of promotion.
- if the practitioner has served for 5 months or more on the SHO scale point, the practitioner will move to the appropriate point on the SpR scale as determined by paragraph 133, but will retain their existing incremental date for pay purposes.

ACTION

11. Employers are required to pay the national salaries effective from 1 December 2002.

12. The changes in respect of incremental dates are effective from 1 August 2002. Employers should ensure that practitioners promoted since that date to whom these provisions apply should have their incremental date adjusted and all necessary consequential action taken.

FURTHER COPIES

13. Copies of this letter can be obtained from the HOWIS website at www.howis.wales.nhs.uk.

14. Employers are asked to make their own arrangements for obtaining any extra copies they may require.

ENQUIRIES

15. Any enquiries which cannot be resolved locally should be directed by the employer to Gwenda Davies, NHS Wales Employment Policy Branch at the address above, telephone (029) 2082 5231 or by e-mail to gwenda.davies@wales.gsi.gov.uk.

Employees should direct personal enquiries to their employer.

Yours faithfully

STEPHEN REDMOND
Human Resources Director
The Welsh Assembly Government in exercise of powers under regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) Regulations 1991 (SI 1991 No 481) and under paragraph 11 of Schedule 3 to the National Health Service Act 1977 hereby approves the agreement of the Joint Negotiating Committee for Hospital Medical and Dental Staff and the Joint Negotiating Body for Doctors in Public Health Medicine and the Community Health Service as set out in the revised Handbook of Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service and attached herewith as AL(MD)W6/02.

Signed by authority of the
Welsh Assembly Government

STEPHEN REDMOND
Human Resources Director

31 December 2002
# Annex A

## Total Salaries for Full-Time Training Posts from 1 December 2002

<table>
<thead>
<tr>
<th>Grade</th>
<th>Point</th>
<th>Basic Salary</th>
<th>Band 1C 20%</th>
<th>Band 1B 40%</th>
<th>Bands 1A &amp; 2B 50%</th>
<th>Band 2A 80%</th>
<th>Band 3 100%</th>
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<tr>
<td><strong>Pre-Registration House Officer</strong></td>
<td>Min</td>
<td>18,585</td>
<td>22,302</td>
<td>26,019</td>
<td>27,878</td>
<td>33,453</td>
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<td>19,780</td>
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<td>27,692</td>
<td>29,670</td>
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<td>2</td>
<td>20,975</td>
<td>25,170</td>
<td>29,365</td>
<td>31,463</td>
<td>37,755</td>
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<tr>
<td><strong>Senior House Officer</strong></td>
<td>Min</td>
<td>23,190</td>
<td>27,828</td>
<td>32,466</td>
<td>34,785</td>
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<td>24,745</td>
<td>29,694</td>
<td>34,643</td>
<td>37,118</td>
<td>44,541</td>
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<tr>
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<td>2</td>
<td>26,300</td>
<td>31,560</td>
<td>36,820</td>
<td>39,450</td>
<td>47,340</td>
<td>52,600</td>
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<td>27,855</td>
<td>33,426</td>
<td>38,997</td>
<td>41,783</td>
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<td>29,410</td>
<td>35,292</td>
<td>41,174</td>
<td>44,115</td>
<td>52,938</td>
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<td>30,965</td>
<td>37,158</td>
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<td>46,448</td>
<td>55,737</td>
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<td>32,520</td>
<td>39,024</td>
<td>45,528</td>
<td>48,780</td>
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<td><strong>Specialist Registrar</strong></td>
<td>Min</td>
<td>25,920</td>
<td>31,104</td>
<td>36,288</td>
<td>38,880</td>
<td>46,656</td>
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<td>PHM Trainee in Registrar, SpR and SR grades</td>
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<td>36,190</td>
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<td>52,885</td>
<td>56,663</td>
<td>67,995</td>
<td>75,550</td>
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ANNEX B

AMENDMENTS TO TERMS AND CONDITIONS OF SERVICE FOR HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE

Paragraph 133 shall be amended to read:

Promotion Increase

133.a. Subject to sub-paragraph b. below, where practitioners have been paid in their previous regular appointment at a rate of salary higher than or equal to the rate at which they would (were it not for this provision) be paid on taking up their new appointment, then their starting salary in the new appointment shall be fixed at the point in the scale next above that previous rate, or at the maximum if that previous rate were higher.

b. Where the previous appointment was as a part-time medical or dental officer under paragraph 94 or 105, sub-paragraph a. shall apply only where that appointment has been held for twelve months or more.

c. Where a practitioner in their previous appointment has been paid on one of points 3, 4 or 5 of the Senior House Officer scale for a period of five months or more immediately prior to promotion to Specialist Registrar their starting salary shall be determined as under sub-paragraph a. above and they shall retain their existing incremental date.