

Grŵp Iechyd a Gwasanaethau Cymdeithasol
Health and Social Services Group



Llywodraeth Cymru
Welsh Government

Chief Executives – NHS Health Boards/Trusts
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts
Directors of Finance – NHS Health Boards/Trusts
Director of NHS Wales Employers

Our Ref: Pay Letter M&D(W) 04/2024 (v2)

28 June 2024

Dear Colleague

Summary:

This pay circular informs employers of the pay arrangements applicable from 1 April 2023 for doctors and dentists in training employed on national terms and conditions in Wales.

Please note this pay circular has been reissued to include basic pay for trainees working Less Than Full Time (LTFT) Annex B Section 2a. It also includes closed grades applicable to juniors in Wales under Annex A.

Action:

The new pay arrangements and pay codes contained herein will become effective from 1 April 2023, and will apply to juniors doctors.

An overall 12.4% pay award back dated to the 1 April 2023 including the 5% pay award already implemented for 2023/24.

1. **Employees** must direct personal enquiries to their employer through their local payroll or workforce teams, Welsh Government can not advise on individuals' personal circumstances.

2. **Employers** should direct enquiries to HSSWorkforceOD@gov.wales
3. Copies of this circular can be downloaded from the [HOWIS](#) website.

Yours sincerely



Emma Coles

**Deputy Director Workforce and Organisational Development
Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol
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Annex A

Basic rates of pay per annum, effective from 1 April 2023

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09
Specialty Registrar (Full)	MN37	£40,397	£42,866	£46,319	£48,409	£50,923	£53,443	£55,961	£58,480	£60,997	£63,518
Specialty Registrar (Core Training)	MN39	£40,397	£42,866	£46,319	£48,409	£50,923	£53,443				
Specialty Registrar (Fixed Term)	MN35	£40,397	£42,866	£46,319	£48,409	£50,923	£53,443				
Dental Core Training	MN21	£37,989	£40,475	£42,958	£45,443	£47,926	£50,411	£52,895			
Foundation House Officer 2	MN15*	£37,804	£40,277	£42,747							
Foundation House Officer 1	MN13*	£30,478	£32,381	£34,285							

Annex A

Basic rates of pay per annum, effective from 1 April 2023, for closed grades

Terms and Conditions of Service of Hospital and Public Health Medical and Dental Staff and Community Doctors

N.B. Shaded areas below denote closed pay scales

Grade	Pay Scale Code	Min	01	02	03	04	05	06	07	08	09	10	11	12	13
Associate Specialist	MC01 ¹	£52,012	£57,523	£63,028	£68,539	£74,046	£79,555	£86,828	£93,133	£95,750	£99,162	£102,574	£105,988	£109,402	£112,820
Staff Grade Practitioner	MH01 ¹	£47,056	£50,791	£54,526	£58,259	£61,996	£65,728	£69,465	£73,199						
		MH03	MH03	MH03	MH03	MH03	MH03	MH05	MH05	MH05	MH05	MH05	MH05		
Staff Grade Practitioner	MH03 / 05 ^{1/3}	£47,056	£50,791	£54,526	£58,259	£61,996	£65,728	£69,465	£73,199	£76,934	£80,669	£84,402	£88,138		
Specialty Registrar	MN25 ¹	£42,146	£44,233	£46,318	£48,407	£50,924	£53,442	£55,962	£58,479	£60,997	£63,517				
Hospital Practitioners/Session	MD01-41 ¹	£6,132	£6,488	£6,846	£7,200	£7,555	£7,909	£8,263							

Annex B: Section 2a

Basic pay for Less than Full Time (LTFT) trainees

Guidance on the pay system for Less than Full Time (LTFT) trainees can be found at: <http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-termsand-conditions/junior-doctors-dentists-gp-registrars/less-than-full-time-training>

Grade	F Number	Min	1	2	3	4	5	6	7	8	9
Foundation Doctor Year 1 (MT57)	F5	£15,239	£16,191	£17,143	-	-	-	-	-	-	-
	F6	£18,287	£19,429	£20,571	-	-	-	-	-	-	-
	F7	£21,335	£22,667	£24,000	-	-	-	-	-	-	-
	F8	£24,383	£25,905	£27,428	-	-	-	-	-	-	-
	F9	£27,431	£29,143	£30,857	-	-	-	-	-	-	-
Foundation Doctor Year 2 (MT58)	F5	£18,902	£20,139	£21,374	-	-	-	-	-	-	-
	F6	£22,683	£24,167	£25,649	-	-	-	-	-	-	-
	F7	£26,463	£28,194	£29,923	-	-	-	-	-	-	-
	F8	£30,244	£32,222	£34,198	-	-	-	-	-	-	-
	F9	£34,024	£36,250	£38,473	-	-	-	-	-	-	-
Specialty Registrar full (MT59)	F5	£20,199	£21,433	£23,160	£24,205	£25,462	£26,722	£27,981	£29,240*	£30,499*	£31,759
	F6	£24,239	£25,720	£27,792	£29,046	£30,554	£32,066	£33,577	£35,088*	£36,599*	£38,111*
	F7	£28,278	£30,007	£32,424	£33,887	£35,647	£37,411	£39,173	£40,936*	£42,698*	£44,463*
	F8	£32,318	£34,293	£37,056	£38,728	£40,739	£42,755	£44,769	£46,784*	£48,798*	£50,815*

	F9	£36,358	£38,580	£41,688	£43,569	£45,831	£48,099	£50,365	£52,632*	£54,898*	£57,167*
Specialty Registrar Core Training and Fixed Term (MT59)	F5	£20,199	£21,433	£23,160	£24,205	£25,462	£26,717	-	-	-	-
	F6	£24,239	£25,720	£27,792	£29,046	£30,554	£32,060	-	-	-	-
	F7	£28,278	£30,007	£32,424	£33,887	£35,647	£37,404	-	-	-	-
	F8	£32,318	£34,293	£37,056	£38,728	£40,739	£42,747	-	-	-	-
	F9	£36,358	£38,580	£41,688	£43,569	£45,831	£48,090	-	-	-	-
Dental Core Training (MT53)	F5	£18,995	£20,238	£21,479	£22,717	£23,963	£25,206*	£26,448*	-	-	-
	F6	£22,794	£24,285	£25,775	£27,260	£28,756	£30,247*	£31,737*	-	-	-
	F7	£26,593	£28,333	£30,071	£31,804	£33,549	£35,288*	£37,027*	-	-	-
	F8	£30,392	£32,380	£34,367	£36,347	£38,341	£40,329*	£42,316*	-	-	-
	F9	£34,191	£36,428	£38,663	£40,890	£43,134	£45,370*	£47,606*	-	-	-

*To be awarded automatically except in cases of unsatisfactory performance, see AL(MD)7/98.