

SECTION 1: Resident Doctors and Resident Dentists (2002 contract)

Grade	Step	Pay scale Code	25/26 DDRB uplift - 4% + £750
Foundation House Officer 1	1	M220	35,704
	2		37,733
	3		39,758
Foundation House Officer 2	1	M230	43,510
	2		46,142
	3		48,779
Specialty Registrar (FT)	1	M240	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179
Specialty Registrar (Full)	1	M241	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179
	7		62,862
	8		65,546
	9		68,230
	10		70,914
Specialty Registrar (CT/DCT)	1	M242	46,274
	2		48,910
	3		52,585
	4		54,812
	5		57,495
	6		60,179

Note: M241 Steps 8-10 to be awarded automatically except in cases of unsatisfactory

SECTION 2: Specialty Doctor (2021 contract) basic pay

Specialty Doctor Pay Scale effective from 1 April 2025

Pay Code	Year of experience	Pay point	Basic Salary
M315	1	1	61,542
	2		61,542
	3		61,542
	4	2	70,901
	5		70,901
	6		70,901
	7	3	79,038
	8		79,038
	9		79,038
	10	4	87,486
	11		87,486
	12		87,486
	13	5 – top	99,216
	14		99,216
	15		99,216
	16		99,216
	17		99,216
	18		99,216

SECTION 3: Specialist (2021 contract) basic pay

Specialist Grade Pay Scale effective from 1 April 2025

Pay Code	Pay Point	Year of experience	Basic Salary
M390	1	1	100,870
		2	100,870
		3	100,870
	2	4	104,816
		5	104,816
		6	104,816
	3 - top	7	111,442

SECTION 4: Consultant (2004 contract) basic salary and allowances

Basic rates of pay per annum effective from 1 April 2025

Pay Code	Pay point	Basic Salary £	
M400	1	110,681	Threshold One
	2	110,681	
	3	110,681	
	4	116,193	Threshold Two
	5	119,501	Threshold Three
	6	119,501	
	7	119,501	
	8	119,501	
	9	131,076	Threshold Four
	10	131,076	
	11	131,076	
	12	131,076	
	13	131,076	
	14	131,076	Threshold Five
	15	145,517	
	16	145,517	
	17	145,517	
	18	145,517	
	19	145,517	
	20	145,517	

SECTION 6: Salaried Dental and Community Dental Staff

Salaried Dental Staff pay Scale effective from 1 April 2025

GRADE	Band	Pay Code	Pay Point	Basic Salary £
Salaried Dentist	1	M025	1	48,218
			2	52,118
			3	56,017
			4	59,920
			5	63,820
			6	67,718
			7	71,622*
			8	75,522*
Senior Salaried Dentist	2	M024	1	68,900
			2	74,354
			3	79,806
			4	85,258
			5	90,711
			6	91,915*
			7	93,114*
Assistant Clinical Director Salaried Dentist	3	M018	1	91,557
			2	92,973
			3	94,388
			4	95,807
			5	97,222*
			6	98,639*
Clinical Director salaried Dentist	4	M011	1	91,557
			2	92,973
			3	94,388
			4	95,807
			5	97,222
			6	98,639
			7	100,057
			8	101,499
			9	102,917*
			10	104,332*

*Performance based increments

Community Dental Service (2015 contract)

Community Dental pay scales with effect from 1 April 2025

Grade	Pay Code	Pay Point	Value £
Community Dental Officer	M431	1	52,536
		2	58,373
		3	67,128
		4	71,505
		5	75,881
		6	78,798
Senior Community Dental Officer	M432	1	81,721
		2	84,638
		3	89,014
		4	91,202
		5	93,395
		6	95,581
Assistant Community Dental Clinical Director	M433	1	97,769
		2	100,686
		3	103,606
Specialist Community Dentist	M434	1	97,769
		2	100,686
		3	103,606
		4	106,524
Community Dental Clinical Director	M435	1	97,769
		2	100,686
		3	103,606
		4	106,524
		5	109,444

SECTION 7: Hospital Practitioner

Hospital Practitioner pay scales with effect from 1 April 2025

Grade	Pay Code	Pay Point	Value
Hospital Practitioner	M200 – M204	1	6,280
		2	6,644
		3	7,009
		4	7,372
		5	7,735
		6	8,098
		7	8,462

SECTION 9: Pay for grades closed to new entrants

These are closed pay scales. The information is included for practitioners who were placed on these scales prior to them being closed. No further practitioners should be placed on these pay scales.

Specialty Doctor 2008 contract (Closed to new entrants from April 2021)

Specialty Doctor 2008 contract pay scales effective from 1 April 2025

Step	Pay Code	Period before eligibility for next pay point	Basic Salary
1	M215 - 01	1 year	53,563
2	M215 - 02	1 year	58,013
3	M215 - 03	1 year	63,794
4	M215 - 04	1 year	66,892
5	M215 - 05	1 year	71,358
Threshold 1			
6	M215 - 06	2 years	75,807
	M215 - 07	1 year	75,807
7	M215 - 08	2 years	80,354
	M215 - 09	1 year	80,354
8	M215 - 10	2 years	84,903
	M215 - 11	1 year	84,903
Threshold 2			
9	M215 - 12	3 years	89,451
	M215 - 13	2 years	89,451
	M215 - 14	1 year	89,451
10	M215 - 15	3 years	94,001
	M215 - 16	2 years	94,001
	M215 - 17	1 year	94,001
11	M215 - 18	Final	98,549

Associate Specialist 2008 contract (Closed to new entrants from April 2021)

Associate Specialist 2008 contract pay scales effective from 1 April 2025

Step	Pay Code	Period before eligibility for next pay point	Basic Salary
1	M090 - 01	1 year	74,477
2	M090 - 02	1 year	80,340
3	M090 - 03	1 year	86,201
4	M090 - 04	1 year	93,942
5	M090 - 05	1 year	100,649
Threshold 1			
6	M090 - 06	2 years	103,434
	M090 - 07	1 year	103,434
7	M090 - 08	2 years	107,067
	M090 - 09	1 year	107,067
8	M090 - 10	2 years	110,698
	M090 - 11	1 year	110,698
Threshold 2			
9	M090 - 12	3 years	114,331
	M090 - 13	2 years	114,331
	M090 - 14	1 year	114,331
10	M090 - 15	3 years	117,961
	M090 - 16	2 years	117,961
	M090 - 17	1 year	117,961
11	M090 - 18	Final	121,599

Associate Specialist pre 2008 contract (closed grade)

Associate Specialist pre 2008 contract pay scales effective from 1 April 2025

Step	Pay Code	Basic Salary
1	M080	54,818
2		60,458
3		66,100
4		71,743
5		77,383
6		83,025
7		90,478
8		96,935
9		99,615
10		103,109
11		106,607
12		110,104
13		113,598
14		117,097

Note: Steps 9

- 14

Discretionary point – guidance on the application of discretionary points for associate specialists in contained in HSS (TC8) 14/9

Staff Grade practitioner pre 2008 contract (closed grade)

Staff Grade practitioner pre 2008 contract pay scales effective from 1 April 2025

Step	Pay Code	Basic Salary
1	M211	49,738
2		53,562
3		57,388
4		61,215
5		65,040
6		69,545
1	M212	72,691
2		76,515
3		80,342
4		84,167
5		87,993
6		91,821

Note: this pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in HSS (TC8) 1/98

Note: Steps 7 – 12 – Optional points, guidance on the application of optional points for staff grades is contained in HSS (TC8) 1/98