



UK Visas and Immigration

Guidance



National pay scales for eligible healthcare occupation codes

Updated 22 July 2025

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This publication is available at <https://www.gov.uk/government/publications/national-pay-scales-for-eligible-healthcare-jobs/national-pay-scales-for-eligible-healthcare-occupation-codes>



Minimum annual salary ('going rate') for healthcare jobs on the [list of eligible health and education public sector jobs](https://www.gov.uk/government/publications/skilled-worker-visa-eligible-healthcare-and-education-jobs) (<https://www.gov.uk/government/publications/skilled-worker-visa-eligible-healthcare-and-education-jobs>).

Organised by area of the UK and pay band.

Occupations paid by NHS bands

Sources:

- [Pay scales for 2024/25 - NHS Employers](https://www.nhsemployers.org/articles/pay-scales-202425) (<https://www.nhsemployers.org/articles/pay-scales-202425>)
- [England agenda for change](https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates) (<https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates>)
- [Scotland agenda for change](https://www.msg.scot.nhs.uk/wp-content/uploads/PCSAFC2022-03-Pay-for-Agenda-for-Change-Staff.pdf) (<https://www.msg.scot.nhs.uk/wp-content/uploads/PCSAFC2022-03-Pay-for-Agenda-for-Change-Staff.pdf>)
- [Wales agenda for change](https://www.nhs.wales/files/pc-resources/afcw-032022-pay-award/) (<https://www.nhs.wales/files/pc-resources/afcw-032022-pay-award/>)
- [Northern Ireland agenda for change](https://jobs.hscni.net/Information/8/pay-bands-in-health-social-care) (<https://jobs.hscni.net/Information/8/pay-bands-in-health-social-care>)

Based on a 37.5-hour week, 37 in Scotland, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

These bands apply to the following Higher Skilled healthcare occupation codes:

- 2221 Physiotherapists
- 2222 Occupational therapists
- 2223 Speech and language therapists
- 2224 Psychotherapists and cognitive behaviour therapists

- 2225 Clinical psychologists
- 2226 Other psychologists
- 2229 Therapy professionals not elsewhere classified
- 2231 Midwifery nurses
- 2232 Registered community nurses
- 2233 Registered specialist nurses
- 2234 Registered nurse practitioners
- 2235 Registered mental health nurses
- 2236 Registered children's nurses
- 2237 Other registered nursing professionals
- 2251 Pharmacists
- 2252 Optometrists
- 2254 Medical radiographers
- 2255 Paramedics
- 2256 Podiatrists
- 2259 Other health professionals not elsewhere classified
- 2461 Social workers



These bands also apply to the following Medium Skilled healthcare occupation codes:

- 3213 Medical and dental technicians
- 3219 Health associate professionals not elsewhere classified
- 6131 Nursing auxiliaries and assistants
- 6132 Ambulance staff (excluding paramedics)



- 6133 Dental nurses

Medium Skilled occupations are not eligible for the Global Business Mobility or Scale-up routes. Skilled Worker applications can only be made if it is to extend permission granted under the rules in force before 22 July 2025 or the job is on the [Immigration Salary List](https://www.gov.uk/government/publications/skilled-worker-visa-immigration-salary-list) (<https://www.gov.uk/government/publications/skilled-worker-visa-immigration-salary-list>) or the Temporary Shortage List.

Band or equivalent	England	Scotland	Wales	Northern Ireland
Band 3	£24,071	£26,869	£24,433	£22,816
Band 4	£26,530	£29,116	£26,928	£25,147
Band 5	£29,970	£31,892	£30,420	£28,407
Band 6	£37,338	£39,912	£37,898	£35,392
Band 7	£46,148	£48,788	£46,840	£43,742
Band 8a	£53,755	£60,126	£54,550	£50,952
Band 8b	£62,215	£70,986	£63,150	£58,972
Band 8c	£74,290	£83,837	£75,405	£70,417
Band 8d	£88,168	£99,534	£89,491	£83,571
Band 9	£105,385	£117,732	£106,967	£99,891

Medical practitioners (doctors) - England

Source: [NHS Employers Pay and Conditions Circular MD-5-2024 \(nhsemployers.org\)](https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff)
(<https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff>)

Occupation code: 2211 Generalist medical practitioners and 2212 Specialist medical practitioners.

Based on a 40-hour week, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.



Medical professionals on the NHS junior doctor contract

Job	Going rate
Foundation year 1 (F1) and equivalent	£36,616
Foundation year 2 (F2) and equivalent	£42,008
Specialty registrar (StR) at ST/CT1-2 and equivalent	£49,909
Specialty registrar (StR) at CT/ST3 and above	£61,825



Other medical professionals

Job	Going rate
Specialty doctor and equivalent	£59,175
Salaried General practitioner (GP) and equivalent	£73,113
Specialist doctor and equivalent	£96,990
Consultant and equivalent	£105,504



Medical practitioners (doctors) - Scotland

Source: [NHS Pay and Conditions Circular: PCS\(DD\)2024/01](https://www.publications.scot.nhs.uk/files/pcs2023-dd-01.pdf) (<https://www.publications.scot.nhs.uk/files/pcs2023-dd-01.pdf>)

Occupation code: 2211 Generalist medical practitioners and 2212 Specialist medical practitioners.

Based on a 40-hour week, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.



Medical professionals on the NHS junior doctor contract

Job	Going rate
Foundation year 1 (F1) and equivalent	£34,500

Job	Going rate
Foundation year 2 (F2) and equivalent	£42,794
Specialty registrar (StR)	£45,504

Other medical professionals

Job	Going rate
Specialty doctor and equivalent	£47,905
Salaried General practitioner (GP) and equivalent	£74,192
Consultant and equivalent	£107,144

Medical practitioners (doctors) - Wales

Source: [Welsh Government Pay Circular M&D\(W\) 07/2024 \(v4\) \(https://www.nhs.wales/files/pc-resources/m-d-w-06-2023-pay-award-for-2023-24-v4/\)](https://www.nhs.wales/files/pc-resources/m-d-w-06-2023-pay-award-for-2023-24-v4/)

Occupation code: 2211 Generalist medical practitioners and 2212 Specialist medical practitioners.

Based on a 40-hour week, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

Medical professionals on the NHS junior doctor contract

Job	Going rate
Foundation year 1 (F1) and equivalent	£33,307
Foundation year 2 (F2) and equivalent	£41,073
Specialty registrar (StR) at ST/CT1-2 and equivalent	£43,821
Specialty registrar (StR) at CT/ST3 and above	£43,821



Other medical professionals

Job	Going rate
Specialty doctor and equivalent	£59,727
Salaried General practitioner (GP) and equivalent	£76,079
Consultant and equivalent	£106,000 (37.5 hour week)



Medical practitioners (doctors) - Northern Ireland

Source: [Workforce policy guidance - HSC \(TC8\) 01/2024 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award \(https://www.health-ni.gov.uk/sites/default/files/publications/health/doh-hsc-tc8-03-2022.PDF\)](https://www.health-ni.gov.uk/sites/default/files/publications/health/doh-hsc-tc8-03-2022.PDF)

Occupation code: 2211 Generalist medical practitioners and 2212 Specialist medical practitioners.

Based on a 40-hour week, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.



Medical professionals on the NHS junior doctor contract

Job	Going rate
Foundation year 1 (F1) and equivalent	£29,566
Foundation year 2 (F2) and equivalent	£36,371
Specialty registrar (StR) at ST/CT1-2 and equivalent	£38,780
Specialty registrar (StR) at CT/ST3 and above	£44,283



Other medical professionals

Job	Going rate
Specialty doctor (new 2021 contract) and equivalent	£52,530
Salaried General practitioner (GP) and equivalent	£69,974
Specialist (new 2021 contract) and equivalent	£83,945
Consultant and equivalent	£94,127



Dental practitioners (dentists) - England

Source: [NHS Employers Pay and Conditions Circular MD-5-2024 \(nhsemployers.org\)](https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff)
[\(https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff\)](https://www.nhsemployers.org/articles/pay-and-conditions-circulars-medical-and-dental-staff)



Occupation code: 2253 Dental practitioners.

Based on the weekly hours stated in the table, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

Job	Going rate	Weekly hours
Dental foundation training and equivalent	£38,472	35-hour week

Job	Going rate	Weekly hours
Dental core training (hospital dental services) and equivalent	£49,909	40-hour week
Dental specialty training and equivalent	£61,825	40-hour week
Band A posts (for example, Community practitioner) and equivalent	£50,512	37.5-hour week
Band B posts (for example, Senior dental officer) and equivalent	£78,573	37.5-hour week
Band C posts (for example, Specialist / managerial posts) and equivalent	£94,007	37.5-hour week
Consultant and equivalent	£105,504	40-hour week



Dental practitioners (dentists) - Scotland

Source: [NHS Pay and Conditions Circular: PCS\(DD\)2024/01](https://www.sehd.scot.nhs.uk/pcs/PCS2023(DD)01.pdf) ([https://www.sehd.scot.nhs.uk/pcs/PCS2023\(DD\)01.pdf](https://www.sehd.scot.nhs.uk/pcs/PCS2023(DD)01.pdf))

Occupation code: 2253 Dental practitioners.



Based on the weekly hours stated in the table, they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

Job	Going rate	Weekly hours
Dental foundation training (hospital dental services), known as Vocational Training in Scotland	£39,603	35-hour week

Job	Going rate	Weekly hours
Dental core training and equivalent	£50,538	40-hour week
Band A posts (for example, Community practitioner) and equivalent	£52,035	40-hour week
Band B posts (for example, Senior dental officer) and equivalent	£80,942	40-hour week
Band C posts (for example, Specialist / managerial posts) and equivalent	£96,841	40-hour week



Dental practitioners (dentists) - Wales

Source: [Welsh Government Pay Circular M&D\(W\) 07/2024 Pay Circular \(v4\) \(https://www.nhs.wales/files/pc-resources/md-w-06-2023-pay-award-for-2023-24-v4/\)](https://www.nhs.wales/files/pc-resources/md-w-06-2023-pay-award-for-2023-24-v4/)

Occupation code: 2253 Dental practitioners.

Based on a 40-hour week - they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.



Job	Going rate
Dental foundation training (hospital dental services) and equivalent	£38,292
Dental core training and equivalent	£41,269
Band A posts (for example, Community practitioner) and equivalent	£50,789

Job	Going rate
Band B posts (for example, Senior dental officer) and equivalent	£79,003
Band C posts (for example, Specialist / managerial posts) and equivalent	£94,525
Consultant and equivalent	£106,000 (37.5 hour week)



Dental practitioners (dentists) - Northern Ireland

Source: [Workforce policy guidance - HSC \(TC8\) 01/2024 - Pay and Conditions of Service for Hospital, Medical and Dental Staff - Pay Award 2023/24 \(https://www.health-ni.gov.uk/sites/default/files/publications/health/doh-hsc-tc8-03-2022.PDF\)](https://www.health-ni.gov.uk/sites/default/files/publications/health/doh-hsc-tc8-03-2022.PDF)

Occupation code: 2253 Dental practitioners.

Based on the weekly hours stated in the table - they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.



Job	Going rate	Weekly hours
Dental foundation year two training (hospital dental services) and equivalent	£36,371	40-hour week
Dental specialty training and equivalent	£38,780	40-hour week
Community dental officer and equivalent	£47,655	37.5-hour week
Senior community dental officer and equivalent	£74,129	37.5-hour week

Job	Going rate	Weekly hours
Specialist community dentist	£88,686	37.5-hour week
Assistant community clinical director	£88,686	37.5-hour week
Community clinical director	£88,686	37.5-hour week



Administrative dentists - Northern Ireland

Based on the weekly hours stated in the table - they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

Job	Going rate	Weekly hours
Dental officer	£43,738	37-hour week
Senior dental officer	£62,500	37-hour week
Assistant clinical director	£83,051	37-hour week
Clinical director	£83,051	37-hour week
Consultant Northern Ireland	£94,127	40-hour week





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