

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**



Department of
**Health, Social Service
and Public Safety**

www.dhsspsni.gov.uk

AN ROINN

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O

**Poustie, Resydènter Heisin
an Fowk Siccar**

**Chief Executive of each HSC Trusts
HSS Boards¹**

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Circular HSS (TC8) 8/2007

Our Reference: BC75/07

5th December 2007

Dear Colleague

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

1. The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 November 2007. Please implement and, where necessary, backdate the new awards as soon as possible.

Action

2. Where the increases in pay and fees and allowances for 2007/08, if paid in full, were greater than a 1.5% increase they were staged with 1.5% of the award being paid from 1 April 2007. Where necessary this should be increased to the full award from 1 November 2007. Pay Circular HSS(TC8) 2/2007 contains

¹ Health and Social Services Boards, HSS Trusts, the Central Services Agency (CSA) the Health Promotion Agency, the Northern Ireland Medical Physics Agency, the Northern Ireland Guardian Ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing and Midwifery, Northern Ireland Social Care Council, the Northern Ireland Medical and Dental Training Agency and the Northern Ireland Health and Personal Social Services Regulation and Improvement Authority.

more information on the staging of the 2007/08 award. This circular provides details on the pay rates and fees and allowances to be paid from 1 November 2007.

GP Registrars

3. The allowances for GP Specialist Registrars will be amended with effect from 1 November 2007 to reflect the second part of the pay award. This will be implemented separately through a Direction issued by the Department and scales subsequently published on the Department's website at www.dhsspsni.gov.uk

Salaried GPs

4. In April 2007 the top point of the salary range for GPs employed by Primary Care Organisations (PCOs) was increased by £1,000. The bottom point of the salary range was uplifted by 1.5%. As of 1 November 2007 the bottom point of the scale will be increased so the cumulative increase including that implemented in April is £1,000. The salary range from 1 November 2007 is therefore £51,332 to £77,462.

Effect of amendments

5. The revised national salaries, fees and allowances given in annex A to this pay circular replace those notified in Pay Circular HSS(TC8) 2/2007 and will take effect from 1 November 2007.
6. The revised allowances and salary points for 2007/08 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 2006/07 figures.

Documentation

7. For ease of reference, Annex A to this circular incorporates those tables and rates previously issued with Pay Circular HSS (TC8) 2/2007 which have remained unchanged.
8. Employers may therefore wish to substitute this amended Annex A for that issued under cover of Pay Circular HSS (TC8) 2/2007.

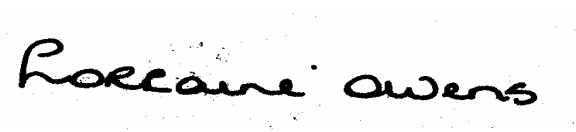
Enquiries

9. Employees should direct personal enquiries to their employer. Any enquiries that cannot be resolved locally should be directed to Pay and Employment Unit or by email to: p&e@dhsspsni.gov.uk.

Further copies

10. Copies of this circular can be obtained from the Department's website at www.dhsspsni.gov.uk

Yours sincerely

A handwritten signature in black ink that reads "Lorraine Owens". The signature is written in a cursive style and is enclosed within a faint, light-colored rectangular border.

LORRAINE OWENS
Acting Deputy Director of Human Resources

ANNEX A SECTION 1

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

BASIC RATES OF PAY PER ANNUM effective from 1 November 2007 (unless otherwise stated) NB – End notes appear at section 9 of Annex A

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2004 Consultant Contract		1	2	3	4	5	6	7	8						
Period spent on each threshold		(1 year)	(1 year)	(1 year)	(1 year)	(5 years)	(5 years)	(5 years)	(Final)						
Consultant appointed on or after 15 January 2004	M400	71,822	74,071	76,320	78,569	80,812	86,153	91,495	96,831						
Consultant appointed before 15 January 2004		See Section 2: Table 1													
		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Old Contract)	M027 ¹	59,632	63,899	68,167	72,434	77,300									
Associate Specialist	M080	35,977	39,788	43,598	47,408	51,219	55,029	60,061	64,422	66,232 ²	68,593 ²	70,954 ²	73,315 ²	75,676 ²	78,039 ²
Staff Grade Practitioner	M210 ¹	32,547	35,131	37,714	40,298	42,882	45,465	48,049	50,632						
Staff Grade Practitioner	M211/M212 ³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212	M212	
		32,547	35,131	37,714	40,298	42,882	45,924	48,049 ⁴	50,632 ⁴	53,216 ⁴	55,800 ⁴	58,383 ⁴	60,968 ⁴		
SCMO	¹	44,059	46,741	49,422	52,103	54,785	57,466	60,147	62,829						
CMO	¹	31,179	32,867	34,555	36,243	37,931	39,619	41,307	42,996						
Specialty Registrar (full)	M241	28,352	30,087	32,510	33,975	35,742	37,510	39,278	41,045 ⁵	42,813 ⁵	44,581 ⁵				
Specialty Registrar (FT)	M240	28,352	30,087	32,510	33,975	35,742	37,510								
Specialist Registrar	M101	29,580	31,045	32,510	33,975	35,742	37,510	39,278	41,045 ⁵	42,813 ⁵	44,581 ⁵				
Senior House Officer	M0140	26,532	28,267	30,002	31,737	33,472	35,207 ⁵	36,942 ⁵							
House Officer	M0180	21,391	22,726	24,061											
PRHO	M0180	21,391	22,726												
Foundation House Officer 2	M230	26,532	28,267	30,002											
Foundation House Officer 1	M220	21,391	22,726	24,061											
Hospital practitioners/session	M0200-204	4,302	4,551	4,801	5,050	5,299	5,548	5,797							

Circular HSS (TC8) 8 /2007 (rates from 1.11.07)

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 NOVEMBER 2007

Annex A

Basic salary for consultants appointed before 15 January 2004

Table 1

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M430	30+		£86,153	Salary on transfer
		7	£91,495	1 year after transfer
		8	£96,831	2 years after transfer
M421	21-29		£80,812	Salary on transfer
		6	£86,153	1 year after transfer
		7	£91,495	2 years after transfer
		8	£96,831	3 years after transfer
M420	20		£80,812	Salary on transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
		8	£96,831	4 years after transfer
M419	19		£80,812	Salary on transfer
		6	£86,153	1 year after transfer
		7	£91,495	3 years after transfer
		8	£96,831	5 years after transfer
M418	18		£80,812	Salary on transfer
		6	£86,153	2 years after transfer
		7	£91,495	3 years after transfer
		8	£96,831	5 years after transfer
M417	17		£80,812	Salary on transfer
		6	£86,153	2 years after transfer
		7	£91,495	4 years after transfer
		8	£96,831	6 years after transfer
M416	16		£80,812	Salary on transfer
		6	£86,153	3 years after transfer
		7	£91,495	4 years after transfer
		8	£96,831	7 years after transfer
M415	15		£80,812	Salary on transfer
		6	£86,153	3 years after transfer
		7	£91,495	4 years after transfer
		8	£96,831	8 years after transfer
M414	14		£80,812	Salary on transfer
		6	£86,153	3 years after transfer
		7	£91,495	5 years after transfer
		8	£96,831	9 years after transfer
M413	13		£80,812	Salary on transfer
		6	£86,153	3 years after transfer
		7	£91,495	5 years after transfer
		8	£96,831	10 years after transfer
M412	12		£80,812	Salary on transfer
		6	£86,153	3 years after transfer
		7	£91,495	6 years after transfer
		8	£96,831	11 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M411	11	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	7 years after transfer
			£96,831	12 years after transfer
M410	10	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	8 years after transfer
			£96,831	13 years after transfer
M409	9	6	£80,812	Salary on transfer
		7	£86,153	4 years after transfer
		8	£91,495	9 years after transfer
			£96,831	14 years after transfer
M408	8	6	£80,812	Salary on transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M407	7	6	£80,812	Salary on transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M406	6	5	£79,690	Salary on transfer
		6	£80,812	1 year after transfer
		7	£86,153	5 years after transfer
		8	£91,495	10 years after transfer
			£96,831	15 years after transfer
M405	5	*	£78,569	Salary on transfer
		5	£79,690	1 year after transfer
		6	£80,812	2 years after transfer
		7	£86,153	6 years after transfer
		8	£91,495	11 years after transfer
			£96,831	16 years after transfer
M404	4	3	£73,510	Salary on transfer
		4	£76,320	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		7	£86,153	6 years after transfer
		8	£91,495	11 years after transfer
			£96,831	16 years after transfer

Circular HSS (TC8) 8/2007 (rates from 1.11.07)

Pay Scale	Seniority	Pay Threshold	Basic salary (2007/08)	Years after transfer before threshold level changes
M403	3	*	£72,944	Salary on transfer
		4	£75,193	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		7	£86,153	7 years after transfer
		8	£91,495	12 years after transfer
M402	2	2	£96,831	17 years after transfer
		2	£72,383	Salary on transfer
		4	£74,071	1 year after transfer
		5	£78,569	2 years after transfer
		6	£80,812	3 years after transfer
		8	£86,153	8 years after transfer
M401	1	7	£91,495	13 years after transfer
		8	£96,831	18 years after transfer
		*	£71,822	Salary on transfer
		3	£72,944	1 year after transfer
		4	£76,320	2 years after transfer
		5	£78,569	3 years after transfer
6	£80,812	4 years after transfer		
7	£86,153	9 years after transfer		
8	£91,495	14 years after transfer		
8	£96,831	19 years after transfer		

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

Additional supplement for Directors of Public Health (Chief Officer Supplement)

Table 2: Value of supplement (either contract)⁶

Supplement Band ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£13,024	£18,906	
Band B (Eastern Board)	M006	£5,043	£10,097	£13,024
Band C		£4,216	£8,403	£10,097
Band D (Northern, Southern and Western Boards)	M007	£3,361	£6,721	£8,403

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

Table 3: Total salary for DPH's on old contract (with additional supplement included)

Supplement Band ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£90,324	£96,206	
Band B	M006 ¹	£82,343	£87,397	£90,324
Band C		£81,516	£85,703	£87,397
Band D	M007 ¹	£80,661	£84,021	£85,703

(NB: Table 3 shows the value of the Director of Public Health supplement added to the maximum of the old consultant salary scale. **These total values are not to be used for consultants on the 2004 consultant contract**).

Table 4: Clinical Excellence Awards (consultants on either contract)⁷

Awarded by Local Committee	Step 1	£2,850
	Step 2	£5,700
	Step 3	£8,550
	Step 4	£11,400
	Step 5	£14,250
	Step 6	£17,100
	Step 7	£22,800
	Step 8	£28,500
	Step 9	£34,200
Awarded by NICEAC	Step 10	£44,965
	Step 11	£56,206
	Step 12	£73,068

Table 5: Consultant Discretionary Points (consultants on either contract)

1	2	3	4	5	6	7	8
£3,088	£6,176	£9,264	£12,352	£15,440	£18,528	£21,616	£24,704

Table 6: Distinction and Meritorious Service Awards (consultants on either contract)

Level of Award	Value
A+ awards	£73,158
A awards	£53,911
B awards	£30,808

Table 7: Intensity Supplements for Consultants (old contract only)

Banding	Value
Daytime Intensity Supplement (paid yearly)	£1,228
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£925
Band 2 (medium intensity)	£1,844
Band 3 (high intensity)	£2,757

ANNEX A: SECTION 3
PUBLIC HEALTH PAY AND ALLOWANCES

PROTECTED SALARY SCALE

EMERGENCY ROTA ALLOWANCE (CMO/SCMO) (Para 25)

Number of Duties	Rate per half year (£)
4-11	172
12-17	344
18-23	516
24-29	688
30-35	860
36-41	1,032
42-47	1,204
48-53	1,376
54-59	1,548
60-65	1,720
66-71	1,892
72 or more	2,064

StR (FT)	Min	28,352	34,023	39,693	42,528	51,034	56,704
StR (FT)	1	30,087	36,105	42,122	45,131	54,157	60,174
StR (FT)	2	32,510	39,012	45,514	48,765	58,518	65,020
StR (FT)	3	33,975	40,770	47,565	50,963	61,155	67,950
StR (FT)	4	35,742	42,891	50,039	53,613	64,336	71,484
StR (FT)	5	37,510	45,012	52,514	56,265	67,518	75,020

ANNEX A: SECTION 4: TABLE 2

DOCTORS IN TRAINING

**Total salaries for flexible trainees⁹ working less than 40 hours per week⁸
(Pre June 2005 pay arrangements)**

Grade	Point	Basic salary £	Banding supplement	
			+ 5% Band FB £	+ 25% Band FA £
PRHO	Min	21,391	22,461	26,739
PRHO	1	22,726	23,863	28,408
PRHO	2	24,061	25,265	30,077
SHO	Min	26,532	27,859	33,165
SHO	1	28,267	29,681	35,334
SHO	2	30,002	31,503	37,503
SHO	3	31,737	33,324	39,672
SHO	4	33,472	35,146	41,840
SHO	5 ⁵	35,207	36,968	44,009
SHO	6 ⁵	36,942	38,790	46,178
SpR	Min	29,580	31,059	36,975
SpR	1	31,045	32,598	38,807
SpR	2	32,510	34,136	40,638
SpR	3	33,975	35,674	42,469
SpR	4	35,742	37,530	44,678
SpR	5	37,510	39,386	46,888
SpR	6	39,278	41,242	49,098
SpR	7 ⁵	41,045	43,098	51,307
SpR	8 ⁵	42,813	44,954	53,517
SpR	9 ⁵	44,581	46,811	55,727

ANNEX A: SECTION 4: TABLE 3

DOCTORS IN TRAINING

Total salaries for flexible trainees working less than 40 hours per week – post June 2005 pay arrangements (See circular HSS (TC8) 1/2005)¹⁰

Band F5

Grade		Basic salary £	Band F5 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,391	10,696	16,044	14,975	12,836
PRHO/FHO1	1	22,726	11,363	17,045	15,909	13,636
PRHO/FHO1	2	24,061	12,031*	18,047*	16,844*	14,438*
FHO2	Min	26,532	13,266	19,899	18,573	15,920
FHO2	1	28,267	14,134	21,201	19,788	16,961
FHO2	2	30,002	15,001	22,502	21,002	18,002
SHO	Min	26,532	13,266	19,899	18,573	15,920
SHO	1	28,267	14,134	21,201	19,788	16,961
SHO	2	30,002	15,001	22,502	21,002	18,002
SHO	3	31,737	15,869	23,804	22,217	19,043
SHO	4	33,472	16,736	25,104	23,431	20,084
SHO	5 ⁵	35,207	17,604	26,406	24,646	21,125
SHO	6 ⁵	36,942	18,471	27,707	25,860	22,166
SpR	Min	29,580	14,790	22,185	20,706	17,748
SpR	1	31,045	15,523	23,285	21,733	18,628
SpR	2	32,510	16,255	24,383	22,757	19,506
SpR	3	33,975	16,988	25,482	23,784	20,386
SpR	4	35,742	17,871	26,807	25,020	21,446
SpR	5	37,510	18,755	28,133	26,257	22,506
SpR	6	39,278	19,639	29,459	27,495	23,567
SpR	7 ⁵	41,045	20,523	30,785	28,733	24,628
SpR	8 ⁵	42,813	21,407	32,111	29,970	25,689
SpR	9 ⁵	44,581	22,291	33,437	31,208	26,750
StR	Min	28,352	14,176	21,264	19,847	17,012
StR	1	30,087	15,044	22,566	21,062	18,053
StR	2	32,510	16,255	24,383	22,757	19,506
StR	3	33,975	16,988	25,482	23,784	20,386
StR	4	35,742	17,871	26,807	25,020	21,446
StR	5	37,510	18,755	28,133	26,257	22,506
StR	6	39,278	19,639	29,459	27,495	23,567
StR	7	41,045	20,523	30,785	28,733	24,628
StR	8	42,813	21,407	32,111	29,970	25,689
StR	9	44,581	22,291	33,437	31,208	26,750
StR (FT)	Min	28,352	14,176	21,264	19,847	17,012
StR (FT)	1	30,087	15,044	22,566	21,062	18,053
StR (FT)	2	32,510	16,255	24,383	22,757	19,506
StR (FT)	3	33,975	16,988	25,482	23,784	20,386
StR (FT)	4	35,742	17,871	26,807	25,020	21,446
StR (FT)	5	37,510	18,755	28,133	26,257	22,506

Band F6

Grade		Basic salary £	Band F6 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	21,391	12,835	19,253	17,969	15,402
PRHO/FHO1	1	22,726	13,636	20,454	19,091	16,364
PRHO/FHO1	2	24,061	14,437*	21,656*	20,212*	17,325*

FHO2	Min	26,532	15,920	23,880	22,288	19,104
FHO2	1	28,267	16,961	25,442	23,746	20,354
FHO2	2	30,002	18,002	27,003	25,203	21,603

SHO	Min	26,532	15,920	23,880	22,288	19,104
SHO	1	28,267	16,961	25,442	23,746	20,354
SHO	2	30,002	18,002	27,003	25,203	21,603
SHO	3	31,737	19,043	28,565	26,661	22,852
SHO	4	33,472	20,084	30,126	28,118	24,101
SHO	5 ⁵	35,207	21,125	31,688	29,575	25,350
SHO	6 ⁵	36,942	22,166	33,249	31,033	26,600

SpR	Min	29,580	17,748	26,622	24,848	21,298
SpR	1	31,045	18,627	27,941	26,078	22,353
SpR	2	32,510	19,506	29,259	27,309	23,408
SpR	3	33,975	20,385	30,578	28,539	24,462
SpR	4	35,742	21,446	32,169	30,025	25,736
SpR	5	37,510	22,506	33,759	31,509	27,008
SpR	6	39,278	23,567	35,351	32,994	28,281
SpR	7 ⁵	41,045	24,627	36,941	34,478	29,553
SpR	8 ⁵	42,813	25,688	38,532	35,964	30,826
SpR	9 ⁵	44,581	26,749	40,124	37,449	32,099

StR	Min	28,352	17,012	25,518	23,817	20,415
StR	1	30,087	18,053	27,080	25,275	21,664
StR	2	32,510	19,506	29,259	27,309	23,408
StR	3	33,975	20,385	30,578	28,539	24,462
StR	4	35,742	21,446	32,169	30,025	25,736
StR	5	37,510	22,506	33,759	31,509	27,008
StR	6	39,278	23,567	35,351	32,994	28,281
StR	7	41,045	24,627	36,941	34,478	29,553
StR	8	42,813	25,688	38,532	35,964	30,826
StR	9	44,581	26,749	40,124	37,449	32,099

StR (FT)	Min	28,352	17,012	25,518	23,817	20,415
StR (FT)	1	30,087	18,053	27,080	25,275	21,664
StR (FT)	2	32,510	19,506	29,259	27,309	23,408
StR (FT)	3	33,975	20,385	30,578	28,539	24,462
StR (FT)	4	35,742	21,446	32,169	30,025	25,736
StR (FT)	5	37,510	22,506	33,759	31,509	27,008

Band F7

Grade		Basic salary £	Band F7 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,391	14,974	22,461	20,964	17,969
PRHO/FHO1	1	22,726	15,909	23,864	22,273	19,091
PRHO/FHO1	2	24,061	16,843*	25,265*	23,581*	20,212*
FHO2	Min	26,532	18,573	27,860	26,003	22,288
FHO2	1	28,267	19,787	29,681	27,702	23,745
FHO2	2	30,002	21,002	31,503	29,403	25,203
SHO	Min	26,532	18,573	27,860	26,003	22,288
SHO	1	28,267	19,787	29,681	27,702	23,745
SHO	2	30,002	21,002	31,503	29,403	25,203
SHO	3	31,737	22,216	33,324	31,103	26,660
SHO	4	33,472	23,431	35,147	32,804	28,118
SHO	5 ⁵	35,207	24,645	36,968	34,503	29,574
SHO	6 ⁵	36,942	25,860	38,790	36,204	31,032
SpR	Min	29,580	20,706	31,059	28,989	24,848
SpR	1	31,045	21,732	32,598	30,425	26,079
SpR	2	32,510	22,757	34,136	31,860	27,309
SpR	3	33,975	23,783	35,675	33,297	28,540
SpR	4	35,742	25,020	37,530	35,028	30,024
SpR	5	37,510	26,257	39,386	36,760	31,509
SpR	6	39,278	27,495	41,243	38,493	32,994
SpR	7 ⁵	41,045	28,732	43,098	40,225	34,479
SpR	8 ⁵	42,813	29,970	44,955	41,958	35,964
SpR	9 ⁵	44,581	31,207	46,811	43,690	37,449
StR	Min	28,352	19,847	29,771	27,786	23,817
StR	1	30,087	21,061	31,592	29,486	25,274
StR	2	32,510	22,757	34,136	31,860	27,309
StR	3	33,975	23,783	35,675	33,297	28,540
StR	4	35,742	25,020	37,530	35,028	30,024
StR	5	37,510	26,257	39,386	36,760	31,509
StR	6	39,278	27,495	41,243	38,493	32,994
StR	7	41,045	28,732	43,098	40,225	34,479
StR	8	42,813	29,970	44,955	41,958	35,964
StR	9	44,581	31,207	46,811	43,690	37,449
StR (FT)	Min	28,352	19,847	29,771	27,786	23,817
StR (FT)	1	30,087	21,061	31,592	29,486	25,274
StR (FT)	2	32,510	22,757	34,136	31,860	27,309
StR (FT)	3	33,975	23,783	35,675	33,297	28,540
StR (FT)	4	35,742	25,020	37,530	35,028	30,024
SrR (FT)	5	37,510	26,257	39,386	36,760	31,509

Band F8

Grade		Basic salary £	Band F8 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,391	17,113	25,670	23,959	20,536
PRHO/FHO1	1	22,726	18,181	27,272	25,454	21,818
PRHO/FHO1	2	24,061	19,249*	28,874*	26,949*	23,099*
FHO2	Min	26,532	21,226	31,839	29,717	25,472
FHO2	1	28,267	22,614	33,921	31,660	27,137
FHO2	2	30,002	24,002	36,003	33,603	28,803
SHO	Min	26,532	21,226	31,839	29,717	25,472
SHO	1	28,267	22,614	33,921	31,660	27,137
SHO	2	30,002	24,002	36,003	33,603	28,803
SHO	3	31,737	25,390	38,085	35,546	30,468
SHO	4	33,472	26,778	40,167	37,490	32,134
SHO	5 ⁵	35,207	28,166	42,249	39,433	33,800
SHO	6 ⁵	36,942	29,554	44,331	41,376	35,465
SpR	Min	29,580	23,664	35,496	33,130	28,397
SpR	1	31,045	24,836	37,254	34,771	29,804
SpR	2	32,510	26,008	39,012	36,412	31,210
SpR	3	33,975	27,180	40,770	38,052	32,616
SpR	4	35,742	28,594	42,891	40,032	34,313
SpR	5	37,510	30,008	45,012	42,012	36,010
SpR	6	39,278	31,423	47,135	43,993	37,708
SpR	7 ⁵	41,045	32,836	49,254	45,971	39,404
SpR	8 ⁵	42,813	34,251	51,377	47,952	41,102
SpR	9 ⁵	44,581	35,665	53,498	49,931	42,798
StR	Min	28,352	22,682	34,023	31,755	27,219
StR	1	30,087	24,070	36,105	33,698	28,884
StR	2	32,510	26,008	39,012	36,412	31,210
StR	3	33,975	27,180	40,770	38,052	32,616
StR	4	35,742	28,594	42,891	40,032	34,313
StR	5	37,510	30,008	45,012	42,012	36,010
StR	6	39,278	31,423	47,135	43,993	37,708
StR	7	41,045	32,836	49,254	45,971	39,404
StR	8	42,813	34,251	51,377	47,952	41,102
StR	9	44,581	35,665	53,498	49,931	42,798
StR (FT)	Min	28,352	22,682	34,023	31,755	27,219
StR (FT)	1	30,087	24,070	36,105	33,698	28,884
StR (FT)	2	32,510	26,008	39,012	36,412	31,210
StR (FT)	3	33,975	27,180	40,770	38,052	32,616
StR (FT)	4	35,742	28,594	42,891	40,032	34,313
StR (FT)	5	37,510	30,008	45,012	42,012	36,010

Band F9

Grade		Basic salary £	Band F9 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,391	19,252	28,878	26,953	23,103
PRHO/FHO1	1	22,726	20,454	30,681	28,636	24,545
PRHO/FHO1	2	24,061	21,655*	32,483*	30,317*	25,986*
FHO2	Min	26,532	23,879	35,819	33,431	28,655
FHO2	1	28,267	25,441	38,162	35,618	30,530
FHO2	2	30,002	27,002	40,503	37,803	32,403
SHO	Min	26,532	23,879	35,819	33,431	28,655
SHO	1	28,267	25,441	38,162	35,618	30,530
SHO	2	30,002	27,002	40,503	37,803	32,403
SHO	3	31,737	28,564	42,846	39,990	34,277
SHO	4	33,472	30,125	45,188	42,175	36,150
SHO	5 ⁵	35,207	31,687	47,531	44,362	38,025
SHO	6 ⁵	36,942	33,248	49,872	46,548	39,898
SpR	Min	29,580	26,622	39,933	37,271	31,947
SpR	1	31,045	27,941	41,912	39,118	33,530
SpR	2	32,510	29,259	43,889	40,963	35,111
SpR	3	33,975	30,578	45,867	42,810	36,694
SpR	4	35,742	32,168	48,252	45,036	38,602
SpR	5	37,510	33,759	50,639	47,263	40,511
SpR	6	39,278	35,351	53,027	49,492	42,422
SpR	7 ⁵	41,045	36,941	55,412	51,718	44,330
SpR	8 ⁵	42,813	38,532	57,798	53,945	46,239
SpR	9 ⁵	44,581	40,123	60,185	56,173	48,148
StR	Min	28,352	25,517	38,276	35,724	30,621
StR	1	30,087	27,079	40,619	37,911	32,495
StR	2	32,510	29,259	43,889	40,963	35,111
StR	3	33,975	30,578	45,867	42,810	36,694
StR	4	35,742	32,168	48,252	45,036	38,602
StR	5	37,510	33,759	50,639	47,263	40,511
StR	6	39,278	35,351	53,027	49,492	42,422
StR	7	41,045	36,941	55,412	51,718	44,330
StR	8	42,813	38,532	57,798	53,945	46,239
StR	9	44,581	40,123	60,185	56,173	48,148
StR (FT)	Min	28,352	25,517	38,276	35,724	30,621
StR (FT)	1	30,087	27,079	40,619	37,911	32,495
StR (FT)	2	32,510	29,259	43,889	40,963	35,111
StR (FT)	3	33,975	30,578	45,867	42,810	36,694
StR (FT)	4	35,742	32,168	48,252	45,036	38,602
StR (FT)	5	37,510	33,759	50,639	47,263	40,511

* NOT PRHO

Circular HSS (TC8) 8/2007 (rates from 1.11.07)

ANNEX A: SECTION 5

OTHER FEES, CHARGES AND ALLOWANCES

Paragraph ¹¹ / Schedule ¹²	Nature of fee, charge or allowance	<u>Payable for each</u>	<u>Rate</u> £
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.46
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	4,927.38
	STAFF FUND		
88	Payment for each eligible bed	Year	627
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 7,729 3,865 2,763
91(b)	Payment for each notional half-day of clinical work per week	Year	4,396
91(b)	Payment for one hour or less of clinical work per week:	Year	1,170
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,340
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	25.25
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,396
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	39,564
94 & 105	Where the number of hours per week is not more than 2:		
"	Payment for 1 hour or less	Year	1,170
"	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,340
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	23.81
104	Maximum payment per session (ie three times hourly rate)	Session	71.43
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	78.76
	Intermediate Rate	Item of service	39.38
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	236.28
145/ Sch10	Combined fee for completion of form A655	Item of service	120.13
	For re-examination (provided previous form A655 available)	Item of service	102.64
146	Lower rate	Item of service	19.72

Paragraph¹¹ /Schedule¹²	Nature of fee, charge or allowance	Payable for each	Rate £
155	Exceptional consultation by a consultant	Consultation	147.57
157	Exceptional consultation by a general practitioner	Consultation	48.70
165/ Sch 11	Fees for lectures to nurses, etc:		
	Consultants	Lecture	57.15
	Senior Hospital Medical and Dental Officers, Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, Hospital Practitioners and Practitioners holding appointments under paragraph 94	Lecture	45.29
	Other grades	Lecture	33.25
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	72.40

ANNEX A: SECTION 6
TRANSPORT ALLOWANCES¹³

1. Public transport rate: 23p per mile

2. Regular user rates:

Motor cars with three or four wheels:¹⁴

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump sum	(£)	399.00	475.00	580.00	580.00
Up to 9000 miles	(p)	27.0	33.5	40.0	40.0
9001 – 15000 miles	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3. Standard rates:

Motor cars with three or four wheels

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	34.0	43.0	53.0	53.0
3501 - 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 - 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4. Other motor vehicles:¹⁵

Engine capacity	(cc)	Up to 125	Over 125
Up to 5000 miles	(p)	16.2	25.3
Over 5000 miles	(p)	6.1	9.0

5. Passenger allowance

Each passenger: 2p per mile

6. Pedal cycles: 6.2p per mile

CROWN CARS: Private Use¹⁶

A.	The current rates of:		£
	Road Fund Licence	e.g.	155.00
	Insurance for private use ¹⁷ (National call-off contract)	e.g.	88.00
	Including cover for private use	e.g.	128.00
	Handling charge	e.g.	95.00
B.	Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:		
$\frac{\left(\text{Cost of Contract Hire at } \right) - \left(\text{Cost of Contract hire at } \right)}{1000}$ <p style="text-align: center;">(maximum quoted mileage) (minimum quoted mileage)</p>			
Plus total excess costs for non-base vehicle, where appropriate.			
Plus VAT on total charge to practitioner (A + B)			

ANNEX A: SECTION 7

LOCUM TENENS APPOINTMENTS

	Rate (£): per week	Rate (£): per notional half-day
Locum consultants should be employed on the new 2004 contract. Details on remuneration for locum consultants can be found at Schedule 22 of the Consultant Terms and Conditions of Service (NI) 2004. ¹⁸		
Associate Specialist	945.78	85.98
Part-time Medical or Dental Officer (paras 94-105)	-	84.31
Hospital Practitioner	-	96.85
Staff Grade	797.70	79.77

House Officer, Senior House Officer, Specialist Registrar, Registrar & Senior Registrar:		
Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.8 x basic hourly rate ¹⁹
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.5 x basic hourly rate ¹⁹
LC	Monday to Friday 9am to 5pm for all working patterns	1.4 x basic hourly rate ¹⁹
LL	Covering a post for one week or more	1.2 x total salary (basic salary + banding supplement) ²⁰

Hourly Rates (£) : Bands LA, LB, LC				
	Basic Hourly Rate	LC	LB	LA
HO/FHO1	10.90	15.26	16.35	19.62
FHO2	13.56	18.99	20.34	24.41
SHO	15.22	21.31	22.83	27.40
SpR	17.57	24.60	26.36	31.63
StR	17.57	24.60	26.36	31.63
StR – FTSTA	15.94	22.32	23.91	28.70

Weekly Rates (£) : Band LL							
Band	Basic Weekly Rate ¹⁹	1C	1B	1A	2B	2A	3
	x1	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
HO/FHO 1	523.01	627.62	732.22	784.52	784.52	941.42	1,046.02
FHO2	650.52	780.63	910.73	975.78	975.78	1,170.94	1,301.04
SHO	730.38	876.46	1,022.54	1,095.57	1,095.57	1,314.69	1,460.76
SpR	842.90	1,011.48	1,180.06	1,264.35	1,264.35	1,517.22	1,685.80
StR	842.90	1,011.48	1,180.06	1,264.35	1,264.35	1,517.22	1,685.80
StR FTSTA	765.02	918.03	1,071.03	1,147.53	1,147.53	1,377.04	1,530.04
Junior doctors in Locum Appointments for Service (LAS) posts are to be paid under the banding system above. Junior doctors in Locum Appointments for Training (LAT) posts are excluded from this arrangement.							

ANNEX A: SECTION 8

FAMILY PLANNING FEES AND MISCELLANEOUS

EFFECTIVE FROM 1 NOVEMBER 2007

NOTE: The following fee 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.

1. FAMILY PLANNING FEES				
			Operating Fee £	Anaesthetist's Fee £
	i.	Fee per case of male sterilisation performed		
		a.	as a separate procedure	113.36
		b.	during the course of another procedure	76.63
	ii.	Fee per case of female sterilisation performed		
		a.	as a separate procedure	153.26
		b.	during the course of another procedure	102.51
	iii.	Fee for the reversal of male sterilisation		174.29
	iv.	Fee for the reversal of female sterilisation		243.79
	v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
		a.	as a separate procedure	76.63
		b.	during the course of another procedure	50.70
		c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	243.79
			Payable per	
	vi.	Examination and report on pathological specimens in connection with HPSS family planning cases		Case
	vii.	Radiological services provided in connection with HPSS family planning cases		Case
	viii.	Notional half-day special family planning session		Session

2. MISCELLANEOUS					
	i.	Junior hospital doctors in "peripheral" hospitals		Allowance per year	2,283.98
	ii.	Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.		Full day	123.30
				Half day	61.65
	iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).		Full day	188.39
				Half day	94.20

Circular HSS (TC8) 8/2007 (rates from 1.11.07)

ANNEX A: SECTION 9

EXPLANATORY NOTES

1. 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.
2. Discretionary point - guidance on the application of discretionary points for associate specialists is contained in HSS (TC8) 14/95
3. This pay scale refers to staff grade practitioners employed under the Terms and Conditions outlined in HSS (TC8) 1/98.
4. Optional points - guidance on the application of optional points for staff grades is contained in HSS (TC8) 1/98.
5. To be awarded automatically except in cases of unsatisfactory performance.
6. Payable under both the old contract and 2004 consultant contract. Further information for the new contract can be found in Schedule 16, Consultant Terms and Conditions of Service (NI) 2004 and for the old consultant contract in HSS(TC8) 8/92. The M006 – M007 scales are now closed payscales, and no further appointments should be made to them.
7. Guidance on the Clinical Excellence Awards scheme can be found at: <http://www.dhsspsni.gov.uk/> (health and social services/clinical excellence awards scheme)
8. Guidance on the pay system for full-time and flexible trainees can be found in HSS (TC8) 1/01.
9. Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40.
10. See circular HSS(TC8) 1/2005 – New Moves in Flexible Medical Training.
11. 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.
12. Schedule references taken from Consultant Terms and Conditions of Service (NI) 2004.
13. For consultants on the 2004 contract see Schedule 21, Consultant Terms and Conditions of Service (NI) 2004.
14. A practitioner using a four-wheeled car under 501cc shall be paid at the rates for cars of 501 to 1,000cc engine capacity.
15. Includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.
16. 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.
17. Crown Cars, while used solely on HPSS 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.
18. For consultants on the 2004 contract see Schedule 22, Consultant Terms and Conditions of Service (NI) 2004. 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.
19. Calculated using the mid-point of the current salary scale.
20. The basic weekly rate shown for Band LL is calculated as $[(\text{mid point of the current salary scale} \times 1.2) / 365] \times 7$. The banding multiplier, where applicable, is then applied to this figure.