

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**



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

An Roinn

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

www.dhsspsni.gov.uk

**Chief Executive of each HPSS
organisation¹**

For information:

Director of Finance
Director of Human Resources
Director of Medical Services
Director of Public Health
Director of Dental Services
of each body

Room D.1, Castle Buildings,
Stormont Estate,
BELFAST
BT4 3SR

Tel: 028 9052 2344

Fax: 028 9052 2912

eMail: p&e@dhsspsni.gov.uk

Circular HSS (TC8) 4/2006

Our Reference: **BC 488/06**

10 August 2006

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 circular includes:

- uplifts to national salary scales for 2006/07;
- uplifts to fees and allowances;
- GP Registrar supplements;
- uplifts for salaried GPs;
- arrangements for trainees on Foundation programmes (FT1, FT2) including those undertaking placements in general practice.

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.

Summary

2. In conformity with similar action in Great Britain and following consultation with local representatives of the professions, this circular authorises changes with effect from 1 April 2006 in the national pay and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service. Please aim to implement the new awards as soon as possible.

Agreement

3. The Department has determined, in accordance with Article 89 of and paragraph 12 of Part II of Schedule 1 to the Health and Personal Social Services (Northern Ireland) Order 1972 and paragraph 6(1) of the Schedule to the Health and Personal Social Services (Northern Ireland) (Special Agencies) Order 1990, the new rates of remuneration set out in Annexe A and the amendments to the terms and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service contained in Annexes B and C.

Local Pay

4. A number of HSS Trusts adopted the system of transitional local pay for hospital consultants set out in HSS (TC8) 2/95. Increases for 2006/2007 should be negotiated locally, taking into account the settlement for staff on national terms and conditions of service.

Uplifts to national salary scales for 2006/07

5. The uplifts to salary scales from 1 April 2006 are:
 - Doctors in training will receive a 2.2 per cent uplift;
 - Staff and Associate Specialist group of doctors will receive a 2.4 per cent uplift;
 - Consultants will receive a staged award of a 1 per cent increase from 1 April, which will rise to 2.2 per cent from 1 November 2006.
6. A further pay circular containing the revised national consultant salary scales, fees and allowances from 1 November 2006 will be issued in due course.

Uplift to fees and allowances

7. The uplifts to fees and allowances set out in this letter vary between 1 per cent and 2.4 per cent, in line with the uplifts to salary scales for different staff groups. Where a particular fee or allowance is payable to more than one staff group, the uplift has been set at the highest applicable rate.

GP Registrars

8. The GP Registrar supplement for doctors entering GPR VTS from hospital training grades will remain at 65% of basic pay for 2006/7. The supplement is payable only to GPRs on a pay point of a training grade; separate provision is made for doctors entering VTS from other backgrounds.

Salaried GPs

9. The salary range for salaried GPs has been increased by 2.2 per cent. The salary range for 2006/07 is therefore: £50,332 to £76,462.

Foundation programmes

10. Doctors on Foundation training programmes are to be called Foundation House Officer 1 and Foundation House Officer 2. New pay scales for FT1 and FT2 will be published soon. Until these are available, on first appointment to FT1 trainees should normally be placed on the minimum of the PRHO scale; on first appointment to FT2 trainees should normally be placed on the minimum of the SHO scale subject to accreditation of equivalent service at that or a higher grade.

Foundation trainees in general practice placements

11. Trainees on Foundation programmes (FT1, FT2) undertaking placements in general practice should be paid under the normal provisions of their host trust contract of employment and banded according to their hours of work, on-call and out-of-hours duties.

Effect of amendments

12. The revised national rates and charges in the pages attached as annex A to this pay circular replace those notified in Circular HSS (TC8) 2/2005 and will take effect from 1 April 2006.
13. The revised allowances and salary points for 2006/7 are calculated on the basis of a cumulative uplift on 2003/4 baseline figures to maintain relativity,

and may therefore differ slightly from figures calculated by applying the uplift to 2005/6 figures.

Enquiries

14. 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

15. 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, appearing to read 'Alan Preston', with a long horizontal flourish extending to the right.

ALAN PRESTON
Deputy Director of Human Resources

[Pay Circular (MD) 5/2006]

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 April 2006 (unless otherwise stated) NB - Endnotes 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	69,991	72,213	74,436	76,658	78,875	84,154	89,432	94,706						
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)	M027¹	57,944	62,161	66,378	70,595	75,404									
Associate Specialist	M080	34,977	38,788	42,598	46,408	50,219	54,029	59,061	63,422	65,232 ²	67,593 ²	69,954 ²	72,315 ²	74,676 ²	77,039 ²
Staff Grade Practitioner	M210¹	31,547	34,131	36,714	39,298	41,882	44,465	47,049	49,632						
Staff Grade Practitioner	M211/M212³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212	M212	M212
		31,547	34,131	36,714	39,298	41,882	44,924	47,049 ⁴	49,632 ⁴	52,216	54,800 ⁴	57,383 ⁴	59,968 ⁴		
SCMO	¹	43,059	45,741	48,422	51,103	53,785	56,466	59,147	61,829						
CMO	¹	30,179	31,867	33,555	35,243	36,931	38,619	40,307	41,996						
Senior Registrar	M0100¹	33,325	35,092	36,860	38,628	40,395 ⁵	42,163 ⁵	43,931 ⁵							
Registrar	M0120¹	28,930	30,395	31,860	33,325	35,092									
Specialist Registrar	M101	28,930	30,395	31,860	33,325	35,092	36,860	38,628	40,395 ^{5,1}	42,163 ⁵	43,931 ⁵				
Senior House Officer	M0140	25,882	27,617	29,352	31,087	32,822	34,557	36,292							
House Officer	M0180	20,741	22,076	23,411											
PRHO	M0180	20,741	22,076												
Hospital practitioners/session	M0200-204	4,218	4,462	4,706	4,951	5,195	5,439	5,683							

ANNEX A: SECTION 2
CONSULTANT PAY AND ALLOWANCES

Table 1

Basic salary for consultants appointed before 15 January 2004

Pay Scale	Seniority	Pay Threshold	Basic salary (2006/07)	Years after transfer before threshold level changes
M430	30+	7	£84,154	Salary on transfer
		8	£89,432	1 year after transfer
			£94,706	2 years after transfer
M421	21-29	6	£78,875	Salary on transfer
		7	£84,154	1 year after transfer
		8	£89,432	2 years after transfer
M420	20	6	£84,154	Salary on transfer
		7	£89,432	1 year after transfer
		8	£94,706	3 years after transfer
M419	19	6	£78,875	Salary on transfer
		7	£84,154	1 year after transfer
		8	£89,432	3 years after transfer
M418	18	6	£94,706	5 years after transfer
		7	£84,154	1 year after transfer
		8	£89,432	3 years after transfer
M417	17	6	£78,875	Salary on transfer
		7	£84,154	2 years after transfer
		8	£89,432	4 years after transfer
M416	16	6	£94,706	6 years after transfer
		7	£84,154	3 years after transfer
		8	£89,432	4 years after transfer
M415	15	6	£94,706	7 years after transfer
		7	£84,154	3 years after transfer
		8	£89,432	4 years after transfer
M414	14	6	£94,706	8 years after transfer
		7	£84,154	3 years after transfer
		8	£89,432	5 years after transfer
M413	13	6	£94,706	9 years after transfer
		7	£84,154	3 years after transfer
		8	£89,432	5 years after transfer
			£94,706	10 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2006/07)	Years after transfer before threshold level changes
M412	12		£78,875	Salary on transfer
		6	£84,154	3 years after transfer
		7	£89,432	6 years after transfer
		8	£94,706	11 years after transfer
M411	11		£78,875	Salary on transfer
		6	£84,154	4 years after transfer
		7	£89,432	7 years after transfer
		8	£94,706	12 years after transfer
M410	10		£78,875	Salary on transfer
		6	£84,154	4 years after transfer
		7	£89,432	8 years after transfer
		8	£94,706	13 years after transfer
M409	9		£78,875	Salary on transfer
		6	£84,154	4 years after transfer
		7	£89,432	9 years after transfer
		8	£94,706	14 years after transfer
M408	8		£78,875	Salary on transfer
		6	£84,154	5 years after transfer
		7	£89,432	10 years after transfer
		8	£94,706	15 years after transfer
M407	7		£78,875	Salary on transfer
		6	£84,154	5 years after transfer
		7	£89,432	10 years after transfer
		8	£94,706	15 years after transfer
M406	6		£77,766	Salary on transfer
		5	£78,875	1 year after transfer
		6	£84,154	5 years after transfer
		7	£89,432	10 years after transfer
		8	£94,706	15 years after transfer
M405	5		£76,658*	Salary on transfer
		*	£77,766	1 year after transfer
		5	£78,875	2 years after transfer
		6	£84,154	6 years after transfer
		7	£89,432	11 years after transfer
		8	£94,706	16 years after transfer
M404	4		£71,659	Salary on transfer
		3	£74,436	1 year after transfer
		4	£76,658	2 years after transfer
		5	£78,875	3 years after transfer
		6	£84,154	6 years after transfer
		7	£89,432	11 years after transfer
		8	£94,706	16 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2006/07)	Years after transfer before threshold level changes
M403	3	*	£71,099*	Salary on transfer
		4	£73,322	1 year after transfer
		5	£76,658	2 years after transfer
		6	£78,875	3 years after transfer
		7	£84,154	7 years after transfer
		8	£89,432	12 years after transfer
		8	£94,706	17 years after transfer
M402	2	2	£70,545	Salary on transfer
		4	£72,213	1 year after transfer
		5	£76,658	2 years after transfer
		6	£78,875	3 years after transfer
		7	£84,154	8 years after transfer
		8	£89,432	13 years after transfer
		8	£94,706	18 years after transfer
M401	1	*	£69,991*	Salary on transfer
		3	£71,099	1 year after transfer
		4	£74,436	2 years after transfer
		5	£76,658	3 years after transfer
		6	£78,875	4 years after transfer
		7	£84,154	9 years after transfer
		8	£89,432	14 years after transfer
8	£94,706	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		£12,619	£18,317	
Band B (Eastern Board)	M006	£4,886	£9,783	£12,619
Band C		£4,085	£8,142	£9,783
Band D (Northern, Southern and Western Boards)	M007	£3,256	£6,511	£8,142

(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		£88,023	£93,721	
Band B	M006 ¹	£80,290	£85,187	£88,023
Band C		£79,489	£83,546	£85,187
Band D	M007 ¹	£78,660	£81,915	£83,546

(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	£2,817
	Step 2	£5,634
	Step 3	£8,451
	Step 4	£11,268
	Step 5	£14,085
	Step 6	£16,902
	Step 7	£22,536
	Step 8	£28,170
	Step 9	£33,804
Awarded by CEAC	Step 10	£44,437
	Step 11	£55,546
	Step 12	£72,210

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

1	2	3	4	5	6	7	8
£3,052	£6,104	£9,156	£12,208	£15,260	£18,312	£21,364	£24,416

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

Level of Award	Value
A+ awards	£72,299
A awards	£53,278
B awards	£30,446

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

Banding	Value
Daytime Intensity Supplement (paid yearly)	£1,189
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£896
Band 2 (medium intensity)	£1,787
Band 3 (high intensity)	£2,672

ANNEX A: SECTION 3
PUBLIC HEALTH PAY AND ALLOWANCES

PROTECTED SALARY SCALE

Table 1: EMERGENCY ROTA ALLOWANCE (CMO/SCMO) (Para 25)

Number of Duties	Rate per half year (£)
4-11	169
12-17	338
18-23	507
24-29	676
30-35	845
36-41	1,014
42-47	1,183
48-53	1,352
54-59	1,521
60-65	1,690
66-71	1,859
72 or more	2,028

ANNEX A: SECTION 4: TABLE 1

DOCTORS IN TRAINING

Total salaries for full-time training posts⁸ from 1 April 2006

Grade	Point	Basic salary	Banding Supplement				
			+20% Band 1C	+40% Band 1B	+50% Band 1A&2B	+80% Band 2A	+100% Band 3
PRHO	Min	20,741	24,890	29,038	31,112	37,334	41,482
PRHO	1	22,076	26,492	30,907	33,114	39,737	44,152
PRHO	2	23,411	28,094	32,776	35,117	42,140	46,822
SHO	Min	25,882	31,059	36,235	38,823	46,588	51,764
SHO	1	27,617	33,141	38,664	41,426	49,711	55,234
SHO	2	29,352	35,223	41,093	44,028	52,834	58,704
SHO	3	31,087	37,305	43,522	46,631	55,957	62,174
SHO	4	32,822	39,387	45,951	49,233	59,080	65,644
SHO	5 ⁵	34,557	41,469	48,380	51,836	62,203	69,114
SHO	6 ⁵	36,292	43,551	50,809	54,438	65,326	72,584
SpR	Min	28,930	34,716	40,502	43,395	52,074	57,860
SpR	1	30,395	36,474	42,553	45,593	54,711	60,790
SpR	2	31,860	38,232	44,604	47,790	57,348	63,720
SpR	3	33,325	39,990	46,655	49,988	59,985	66,650
SpR	4	35,092	42,111	49,129	52,638	63,166	70,184
SpR	5	36,860	44,232	51,604	55,290	66,348	73,720
SpR	6	38,628	46,354	54,080	57,942	69,531	77,256
SpR	7 ⁵	40,395	48,474	56,553	60,593	72,711	80,790
SpR	8 ⁵	42,163	50,596	59,029	63,245	75,894	84,326
SpR	9 ⁵	43,931	52,718	61,504	65,897	79,076	87,862

ANNEX A: SECTION 4: TABLE 2

DOCTORS IN TRAINING

Total salaries for flexible trainees⁹ working less than 40 hours per week⁸ from 1 April 2006
(Pre June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement	
			+ 5% Band FB	+ 25% Band FA
PRHO	Min	20,741	21,779	25,927
PRHO	1	22,076	23,180	27,595
PRHO	2	23,411	24,582	29,264
SHO	Min	25,882	27,177	32,353
SHO	1	27,617	28,998	34,522
SHO	2	29,352	30,820	36,690
SHO	3	31,087	32,642	38,859
SHO	4	32,822	34,464	41,028
SHO	5 ⁵	34,557	36,285	43,197
SHO	6 ⁵	36,292	38,107	45,365
SpR	Min	28,930	30,377	36,163
SpR	1	30,395	31,915	37,994
SpR	2	31,860	33,453	39,825
SpR	3	33,325	34,992	41,657
SpR	4	35,092	36,847	43,865
SpR	5	36,860	38,703	46,075
SpR	6	38,628	40,560	48,285
SpR	7 ⁵	40,395	42,415	50,494
SpR	8 ⁵	42,163	44,272	52,704
SpR	9 ⁵	43,931	46,128	54,914

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	Min	20,741	10,371	15,557	14,520	12,446
PRHO	1	22,076	11,038	16,557	15,454	13,246
PRHO	2	23,411	11,706	17,559	16,389	14,048
SHO	Min	25,882	12,941	19,412	18,118	15,530
SHO	1	27,617	13,809	20,714	19,333	16,571
SHO	2	29,352	14,676	22,014	20,547	17,612
SHO	3	31,087	15,544	23,316	21,762	18,653
SHO	4	32,822	16,411	24,617	22,976	19,694
SHO	5 ⁵	34,557	17,279	25,919	24,191	20,735
SHO	6 ⁵	36,292	18,146	27,219	25,405	21,776
SpR	Min	28,930	14,465	21,698	20,251	17,358
SpR	1	30,395	15,198	22,797	21,278	18,238
SpR	2	31,860	15,930	23,895	22,302	19,116
SpR	3	33,325	16,663	24,995	23,329	19,996
SpR	4	35,092	17,546	26,319	24,565	21,056
SpR	5	36,860	18,430	27,645	25,802	22,116
SpR	6	38,628	19,314	28,971	27,040	23,177
SpR	7 ⁵	40,395	20,198	30,297	28,278	24,238
SpR	8 ⁵	42,163	21,082	31,623	29,515	25,299
SpR	9 ⁵	43,931	21,966	32,949	30,753	26,360

Band F6

Grade		Basic salary	Band F6 Salary	Band FA (50%)	Band FB (40%)	Band FC (20%)
PRHO	Min	20,741	12,445	18,668	17,423	14,934
PRHO	1	22,076	13,246	19,869	18,545	15,896
PRHO	2	23,411	14,047	21,071	19,666	16,857
SHO	Min	25,882	15,530	23,295	21,742	18,636
SHO	1	27,617	16,571	24,857	23,200	19,886
SHO	2	29,352	17,612	26,418	24,657	21,135
SHO	3	31,087	18,653	27,980	26,115	22,384
SHO	4	32,822	19,694	29,541	27,572	23,633
SHO	5 ⁵	34,557	20,735	31,103	29,029	24,882
SHO	6 ⁵	36,292	21,776	32,664	30,487	26,132

Band F6 contd

SpR	Min	28,930	17,358	26,037	24,302	20,830
SpR	1	30,395	18,237	27,356	25,532	21,885
SpR	2	31,860	19,116	28,674	26,763	22,940
SpR	3	33,325	19,995	29,993	27,993	23,994
SpR	4	35,092	21,056	31,584	29,479	25,268
SpR	5	36,860	22,116	33,174	30,963	26,540
SpR	6	38,628	23,177	34,766	32,448	27,813
SpR	7 ⁵	40,395	24,237	36,356	33,932	29,085
SpR	8 ⁵	42,163	25,298	37,947	35,418	30,358
SpR	9 ⁵	43,931	26,359	39,539	36,903	31,631

Band F7

Grade		Basic salary	Band F7 Salary	Band FA (50%)	Band FB (40%)	Band FC (20%)
-------	--	--------------	----------------	---------------	---------------	---------------

PRHO	Min	20,741	14,519	21,779	20,327	17,423
PRHO	1	22,076	15,454	23,181	21,636	18,545
PRHO	2	23,411	16,338	24,582	22,944	19,666

SHO	Min	25,882	18,118	27,177	25,366	21,742
SHO	1	27,617	19,332	28,998	27,065	23,199
SHO	2	29,352	20,547	30,821	28,766	24,657
SHO	3	31,087	21,761	32,642	30,466	26,114
SHO	4	32,822	22,976	34,464	32,167	27,572
SHO	5 ⁵	34,557	24,190	36,285	33,866	29,028
SHO	6 ⁵	36,292	25,405	38,108	35,567	30,486

SpR	Min	28,930	20,251	30,377	28,352	24,302
SpR	1	30,395	21,277	31,916	29,788	25,533
SpR	2	31,860	22,302	33,453	31,223	26,763
SpR	3	33,325	23,328	34,992	32,660	27,994
SpR	4	35,092	24,565	36,848	34,391	29,478
SpR	5	36,860	25,802	38,703	36,123	30,963
SpR	6	38,628	27,040	40,560	37,856	32,448
SpR	7 ⁵	40,395	28,277	42,416	39,588	33,933
SpR	8 ⁵	42,163	29,515	44,273	41,321	35,418
SpR	9 ⁵	43,931	30,752	46,128	43,053	36,903

Band F8

Grade		Basic salary	Band F8 Salary	Band FA (50%)	Band FB (40%)	Band FC (20%)
-------	--	--------------	----------------	---------------	---------------	---------------

PRHO	Min	20,741	16,593	24,890	23,231	19,912
PRHO	1	22,076	17,661	26,492	24,726	21,194
PRHO	2	23,411	18,729	28,094	26,221	22,475

Band F8 contd

SHO	Min	25,882	20,706	31,059	28,989	24,848
SHO	1	27,617	22,094	33,141	30,932	26,513
SHO	2	29,352	23,482	35,223	32,875	28,179
SHO	3	31,087	24,870	37,505	34,818	29,844
SHO	4	32,822	26,258	39,387	36,762	31,510
SHO	5 ⁵	34,557	27,646	41,469	38,705	33,176
SHO	6 ⁵	36,292	29,034	43,551	40,648	34,841

SpR	Min	28,930	23,144	34,716	32,402	27,773
SpR	1	30,395	24,316	36,474	34,043	29,180
SpR	2	31,860	25,488	38,232	35,684	30,586
SpR	3	33,325	26,660	39,990	37,324	31,992
SpR	4	35,092	28,074	42,111	39,304	33,689
SpR	5	36,860	29,488	44,232	41,284	35,386
SpR	6	38,628	30,903	46,355	43,265	37,084
SpR	7 ⁵	40,395	32,316	48,474	45,243	38,780
SpR	8 ⁵	42,163	33,731	50,597	47,224	40,478
SpR	9 ⁵	43,931	35,145	52,718	49,203	42,174

Band F9

Grade		Basic salary	Band F9 Salary	Band FA (50%)	Band FB (40%)	Band FC (20%)
-------	--	--------------	----------------	---------------	---------------	---------------

PRHO	Min	20,741	18,667	28,001	26,134	22,401
PRHO	1	22,076	19,869	29,804	27,817	23,843
PRHO	2	23,411	21,070	31,605	29,498	25,284

SHO	Min	25,882	23,294	34,941	32,612	27,953
SHO	1	27,617	24,856	37,284	34,799	29,828
SHO	2	29,352	26,417	39,626	36,984	31,701
SHO	3	31,087	27,979	41,969	39,171	33,575
SHO	4	32,822	29,540	44,310	41,356	35,448
SHO	5 ⁵	34,557	31,102	46,653	43,543	37,323
SHO	6 ⁵	36,292	32,663	48,995	45,729	39,196

SpR	Min	28,930	26,037	39,056	36,452	31,245
SpR	1	30,395	27,356	41,034	38,299	32,828
SpR	2	31,860	28,674	43,011	40,144	34,409
SpR	3	33,325	29,993	44,990	41,991	35,992
SpR	4	35,092	31,583	47,375	44,217	37,900
SpR	5	36,860	33,174	49,761	46,444	39,809
SpR	6	38,628	34,766	52,149	48,673	41,720
SpR	7 ⁵	40,395	36,356	54,534	50,899	43,628
SpR	8 ⁵	42,163	37,947	56,921	53,126	45,537
SpR	9 ⁵	43,931	39,538	59,307	55,354	47,446

ANNEX A: SECTION 5

OTHER FEES, CHARGES AND ALLOWANCES

Paragraph ¹¹ / Schedule ¹²	Nature of fee, charge or allowance	<u>Payable for each</u>	Rate £
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.39
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	4,830.76
STAFF FUND			
88	Payment for each eligible bed	Year	615
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 7,578 3,789 2,709
91(b)	Payment for each notional half-day of clinical work per week	Year	4,310
91(b)	Payment for one hour or less of clinical work per week:	Year	1,147
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,294
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	24.76
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,310
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	38,790
94 & 105	Where the number of hours per week is not more than 2:		
“	Payment for 1 hour or less	Year	1,147
“	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,294
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	23.34
104	Maximum payment per session (ie three times hourly rate)	Session	70.02
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	76.32
	Intermediate Rate	Item of service	38.16
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	228.96
145/ Sch10	Combined fee for completion of form A655	Item of service	116.40
	For re-examination (provided previous form A655 available)	Item of service	99.45
146	Lower rate	Item of service	19.11

Paragraph¹¹ /Schedule¹²	Nature of fee, charge or allowance	Payable for each	Rate £
155	Exceptional consultation by a consultant	Consultation	142.98
157	Exceptional consultation by a general practitioner	Consultation	47.74
165/ Sch 11	Fees for lectures to nurses, etc:		
	Consultants	Lecture	55.38
	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	44.40
	Other grades	Lecture	32.60
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	70.98

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	(£)	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	e.g.	88.00
	(National call-off contract) 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:		
$\frac{(\text{Cost of Contract Hire at } \text{maximum quoted mileage}) - (\text{Cost of Contract hire at } \text{minimum quoted mileage})}{1000}$			
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	926.64	84.24
Part-time Medical or Dental Officer (paras 94-105)	-	82.66
Hospital Practitioner	-	94.94
Staff Grade	778.43	77.85

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	10.59	14.83	15.89	19.07
SHO	14.91	20.88	22.37	26.84
SpR	17.25	24.15	25.88	31.05

Band	Basic Weekly Rate ¹⁹	Weekly Rates (£) : Band LL					
		1C	1B	1A	2B	2A	3
	x1	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
HO	508.05	609.66	711.27	762.08	762.08	914.49	1,016.10
SHO	715.42	858.51	1,001.59	1,073.13	1,073.13	1,287.76	1,430.84
SpR	827.94	993.53	1,159.12	1,241.91	1,241.91	1,490.30	1,655.88

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 APRIL 2005

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

The fees for family planning work are increased with effect from 1 April 2004 as follows:-

	Operating Fee	Anaesthetist's Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	111.13	54.83
b. during the course of another procedure	75.13	36.34
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	150.25	73.38
b. during the course of another procedure	100.50	48.89
iii. Fee for the reversal of male sterilisation	170.87	85.38
iv. Fee for the reversal of female sterilisation	239.01	119.75
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
a. as a separate procedure	75.13	54.83
b. during the course of another procedure	49.71	36.34
c. where the removal of a mis-placed device involves laparoscopy or laparotomy	239.01	119.75
	Payable per	
vi. Examination and report on pathological specimens in connection with NHS family planning cases	Case	20.57
vii. Radiological services provided in connection with NHS family planning cases	Case	20.57
viii. Notional half-day special family planning session	Session	127.77

2. MISCELLANEOUS

i. Junior hospital doctors in "peripheral" hospitals	Allowance per year	2,239.20
ii. Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.	Full day	119.46
	Half day	59.73
iii. Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).	Full day	182.53
	Half day	91.27

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/index/hss/clinical_excellence_awards_scheme.htm
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.