

**HUMAN RESOURCES DIRECTORATE  
PAY AND EMPLOYMENT UNIT**



**Chief Executive of each HSC Trust**

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Date 5 July 2011

Dear Colleague

**PAY AND CONDITIONS OF SERVICE: REMUNERATION OF HOSPITAL  
MEDICAL AND DENTAL STAFF, DOCTORS AND DENTISTS IN PUBLIC  
HEALTH AND THE COMMUNITY HEALTH SERVICE, AND DENTISTS IN THE  
COMMUNITY DENTAL SERVICE AND SALARIED PERSONAL DENTAL  
SERVICE**

**Action**

1. This circular informs HSC employers of the freeze in the national pay rates of hospital medical and dental staff and doctors and dentists in public health, the community health service, salaried primary dental care and salaried general practitioners effective from 1 April 2011.
2. Annex A of the circular provides details of:
  - National salary scales;
  - Fees and allowances;
  - GP Registrar supplements;
  - Minima and maxima of the Salaried GPs pay range;

applicable from 1 April 2011. The values for the above are the same as detailed in Pay Circular (HSC TC8 1/2010) due to the Government decision to freeze pay rates for two years from April 2010 for all Public Sector employees earning over £21,000 (WTE).

3. The salary scales that are affected by the pay-freeze are:
- Medical and Dental Consultants
  - Foundation House Officers (1 and 2)
  - House Officers and Senior House Officers
  - Specialty Registrars and Specialist Registrars
  - Specialty and Staff Grade doctors
  - Associate Specialists
  - Other directly employed medical and dental practitioners

### **Community Dental Service and Salaried Personal Dental Service Dentists**

4. The pay scales for community dentists are unchanged. The rates are set out in Annex A, Section 9.

### **Salaried GPs**

5. The minimum and maximum of the pay range for Salaried GPs are unchanged. The salary range for Salaried GPs is £53,781 minimum to £81,158 maximum.

### **GP Registrars**

6. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements is unchanged at 45 per cent of basic pay for contracts made after 31 March 2011.

The supplements for contracts made earlier remain as follows:

- 45 per cent for contracts made between 1 April 2009 and 31 March 2011
- 50 per cent for contracts made between 1 April 2008 and 31 March 2009
- 55 per cent for contracts made between 1 April 2007 and 31 March 2008
- 65 per cent for contracts made before 1 April 2007

The supplement is payable only to GPRs paid on a pay point of the training grade; separate provision is made for doctors entering VTS from other backgrounds.

7. The allowances for GPRs remain unchanged. The allowances payable to GP Registrars employed by GP Practices are set out in Annex A, Section 10.

## Effect of amendments

8. The national salaries, fees and allowances set out in the Annex to this pay circular are the same as those notified in Pay Circular (HSC TC8 1/2010) and take effect from 1 April 2011. **It should be noted that the minimum pay point on each pay scale is now referred to as pay point 1.**

## 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](mailto: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](http://www.dhsspsni.gov.uk)

Yours sincerely



**DIANE TAYLOR**

**Director of Human Resources**

**ANNEX A: SECTION 1: BASIC RATES OF PAY PER ANNUM effective from 1 April 2011.**
**NB – End notes appear at Section 11 of Annex A**
*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 salary (£)										
Grade	Pay Scale Code	Pay threshold								
<b>2004 Consultant Contract</b>			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
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 <b>15 January 2004</b>	<b>M400</b>		74,504	76,837	79,170	81,502	83,829	89,370	94,911	100,446
Consultant appointed before <b>15 January 2004</b>		See Section 2: Table 1								

Grade	Pay Scale Code	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Consultant (Old Contract)	<b>M027</b> <sup>1</sup>	61,859	66,285	70,712	75,138	80,186									
Associate Specialist	<b>M080</b>	37,694	41,687	45,678	49,670	53,663	57,655	62,927	67,496	69,392	71,866 <sup>2</sup>	74,339 <sup>2</sup>	76,813 <sup>2</sup>	79,286 <sup>2</sup>	81,762 <sup>2</sup>
Staff Grade Practitioner	<b>M210</b> <sup>1</sup>	34,100	36,807	39,514	42,221	44,928	47,634	50,342	53,048						
Staff Grade Practitioner	<b>M211/ M212</b> <sup>3</sup>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M211</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>	<b>M212</b>		
		34,100	36,807	39,514	42,221	44,928	48,115	50,342 <sup>4</sup>	53,048 <sup>4</sup>	55,755 <sup>4</sup>	58,462 <sup>4</sup>	61,169 <sup>4</sup>	63,877 <sup>4</sup>		
SCMO	<b>M020</b> <sup>1</sup>	46,161	48,971	51,780	54,589	57,399	60,208	63,017	65,827						
CMO	<b>M019</b> <sup>1</sup>	32,667	34,435	36,204	37,972	39,741	41,509	43,278	45,048						
Specialty Registrar (full)	<b>M241</b>	29,705	31,523	34,061	35,596	37,448	39,300	41,152	43,003 <sup>5</sup>	44,856 <sup>5</sup>	46,708 <sup>5</sup>				
Specialty Registrar (CT)	<b>M242</b>	29,705	31,523	34,061	35,596	37,448	39,300								
Specialty Registrar (FT)	<b>M240</b>	29,705	31,523	34,061	35,596	37,448	39,300								
Specialist Registrar	<b>M101</b>	30,992	32,526	34,061	35,596	37,448	39,300	41,152	43,003 <sup>5</sup>	44,856 <sup>5</sup>	46,708 <sup>5</sup>				
Senior House Officer	<b>M0140</b>	27,798	29,616	31,434	33,251	35,069	36,887 <sup>5</sup>	38,705 <sup>5</sup>							
House Officer	<b>M0180</b>	22,412	23,811	25,209											
PRHO	<b>M0180</b>	22,412	23,811												
Foundation House Officer 2	<b>M230</b>	27,798	29,616	31,434											
Foundation House Officer 1	<b>M220</b>	22,412	23,811	25,209											
Hospital practitioners/session	<b>M0200 -204</b>	4,508	4,769	5,031	5,291	5,552	5,813	6,074							

## ANNEX A: SECTION 2

### CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2011

**Annex A**

**Basic salary for consultants appointed before 15 January 2004**

**Table 1**

<b>Pay Scale</b>	<b>Seniority</b>	<b>Pay Threshold</b>	<b>Basic salary (2010/11)</b>	<b>Years after transfer before threshold level changes</b>
<b>M430</b>	30+	7	£89,370	Salary on transfer
		8	£94,911	1 year after transfer
			£100,446	2 years after transfer
<b>M421</b>	21-29	6	£83,829	Salary on transfer
		7	£89,370	1 year after transfer
		8	£94,911	2 years after transfer
<b>M420</b>	20	6	£100,446	3 years after transfer
		7	£83,829	Salary on transfer
		8	£89,370	1 year after transfer
<b>M419</b>	19	6	£94,911	3 years after transfer
		7	£100,446	4 years after transfer
		8	£83,829	Salary on transfer
<b>M418</b>	18	6	£89,370	1 year after transfer
		7	£94,911	3 years after transfer
		8	£100,446	5 years after transfer
<b>M417</b>	17	6	£83,829	Salary on transfer
		7	£89,370	2 years after transfer
		8	£94,911	4 years after transfer
<b>M416</b>	16	6	£100,446	6 years after transfer
		7	£83,829	Salary on transfer
		8	£89,370	3 years after transfer
<b>M415</b>	15	6	£94,911	4 years after transfer
		7	£100,446	7 years after transfer
		8	£83,829	Salary on transfer
<b>M414</b>	14	6	£89,370	3 years after transfer
		7	£94,911	5 years after transfer
		8	£100,446	9 years after transfer
<b>M413</b>	13	6	£83,829	Salary on transfer
		7	£89,370	3 years after transfer
		8	£94,911	5 years after transfer
			£100,446	10 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2010/11)	Years after transfer before threshold level changes
<b>M412</b>	12	6	£83,829	Salary on transfer
		7	£89,370	3 years after transfer
		8	£94,911	6 years after transfer
			£100,446	11 years after transfer
<b>M411</b>	11	6	£83,829	Salary on transfer
		7	£89,370	4 years after transfer
		8	£94,911	7 years after transfer
			£100,446	12 years after transfer
<b>M410</b>	10	6	£83,829	Salary on transfer
		7	£89,370	4 years after transfer
		8	£94,911	8 years after transfer
			£100,446	13 years after transfer
<b>M409</b>	9	6	£83,829	Salary on transfer
		7	£89,370	4 years after transfer
		8	£94,911	9 years after transfer
			£100,446	14 years after transfer
<b>M408</b>	8	6	£83,829	Salary on transfer
		7	£89,370	5 years after transfer
		8	£94,911	10 years after transfer
			£100,446	15 years after transfer
<b>M407</b>	7	6	£83,829	Salary on transfer
		7	£89,370	5 years after transfer
		8	£94,911	10 years after transfer
			£100,446	15 years after transfer
<b>M406</b>	6	5	£82,665	Salary on transfer
		6	£83,829	1 year after transfer
		7	£89,370	5 years after transfer
		8	£94,911	10 years after transfer
			£100,446	15 years after transfer
<b>M405</b>	5	*	£81,502	Salary on transfer
		5	£82,665	1 year after transfer
		6	£83,829	2 years after transfer
		7	£89,370	6 years after transfer
		8	£94,911	11 years after transfer
			£100,446	16 years after transfer
<b>M404</b>	4	3	£76,255	Salary on transfer
		4	£79,170	1 year after transfer
		5	£81,502	2 years after transfer
		6	£83,829	3 years after transfer
		7	£89,370	6 years after transfer
		8	£94,911	11 years after transfer
			£100,446	16 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2010/11)	Years after transfer before threshold level changes
<b>M403</b>	3	*	£75,667	Salary on transfer
		4	£78,000	1 year after transfer
		5	£81,502	2 years after transfer
		6	£83,829	3 years after transfer
		7	£89,370	7 years after transfer
		8	£94,911	12 years after transfer
		8	£100,446	17 years after transfer
<b>M402</b>	2	2	£75,086	Salary on transfer
		4	£76,837	1 year after transfer
		5	£81,502	2 years after transfer
		6	£83,829	3 years after transfer
		7	£89,370	8 years after transfer
		8	£94,911	13 years after transfer
		8	£100,446	18 years after transfer
<b>M401</b>	1	*	£74,504	Salary on transfer
		3	£75,667	1 year after transfer
		4	£79,170	2 years after transfer
		5	£81,502	3 years after transfer
		6	£83,829	4 years after transfer
		7	£89,370	9 years after transfer
		8	£94,911	14 years after transfer
8	£100,446	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)<sup>6</sup>**

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£13,511	£19,612	
Band B	M006	£5,232	£10,474	£13,511
Band C	M007	£4,374	£8,717	£10,474
Band D		£3,487	£6,972	£8,717

(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)<sup>6</sup>**

Supplement Band	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£93,697	£99,798	
Band B	M006 <sup>1</sup>	£85,418	£90,660	£93,697
Band C	M007 <sup>1</sup>	£84,560	£88,903	£90,660
Band D		£83,673	£87,158	£88,903

(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)<sup>7</sup>**

<b>Awarded by Local Committee</b>	Step 1	£2,957
	Step 2	£5,914
	Step 3	£8,871
	Step 4	£11,828
	Step 5	£14,785
	Step 6	£17,742
	Step 7	£23,656
	Step 8	£29,570
<b>Awarded by NICEAC</b>	Step 9	£35,484
	Step 10	£46,644
	Step 11	£58,305
	Step 12	£75,796

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

1	2	3	4	5	6	7	8
£3,204	£6,408	£9,612	£12,816	£16,020	£19,224	£22,428	£25,632

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

<b>Level of Award</b>	<b>Value</b>
A+ awards	£75,889
A awards	£55,924
B awards	£31,959

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

<b>Banding</b>	<b>Value</b>
Daytime Intensity Supplement (paid yearly)	£1,274
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£960
Band 2 (medium intensity)	£1,913
Band 3 (high intensity)	£2,860

**ANNEX A: SECTION 3**

**Specialty Doctor & Associate Specialist (2008) Pay Scales 2010/11**

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step
	Specialty Doctor (M215)	Associate Specialist (2008) (M090)		
1	36,807	51,606	1 year	M215/M090 - 01
2	39,955	55,754	1 year	M215/M090 - 02
3	44,046	59,901	1 year	M215/M090 - 03
4	46,239	65,378	1 year	M215/M090 - 04
5	49,398	70,126	1 year	M215/M090 - 05
Threshold 1	6	52,546	2 years	M215/M090 - 06
		52,546	1 year	M215/M090 - 07
	7	55,764	2 years	M215/M090 - 08
		55,764	1 year	M215/M090 - 09
	8	58,983	2 years	M215/M090 - 10
		58,983	1 year	M215/M090 - 11
Threshold 2	9	62,201	3 years	M215/M090 - 12
		62,201	2 years	M215/M090 - 13
		62,201	1 year	M215/M090 - 14
	10	65,419	3 years	M215/M090 - 15
	65,419	2 years	M215/M090 - 16	
	65,419	82,375	1 year	M215/M090 - 17
11	68,638	84,948		M215/M090 - 18

\* New appointments to either grade will be placed on the appropriate scale value point as determined by Terms and Conditions – Associate Specialist (Northern Ireland) (2008) and Terms and Conditions – Specialty Doctor (Northern Ireland) (2008)

**ANNEX A: SECTION 3**  
**PUBLIC HEALTH PAY AND ALLOWANCES**

**PROTECTED SALARY SCALE**

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

<b>Number of Duties</b>	<b>Rate per half year (£)</b>
4-11	181
12-17	362
18-23	543
24-29	724
30-35	905
36-41	1,086
42-47	1,267
48-53	1,448
54-59	1,629
60-65	1,810
66-71	1,991
72 or more	2,172

## ANNEX A: SECTION 4: TABLE 1

### DOCTORS IN TRAINING

Total salaries for full-time training posts<sup>8</sup> from 1 April 2011

Grade	Point	Basic salary	Banding Supplement					
			No ND Band	Band 1C	Band 1B	Band 1A&2B	Band 2A	Band 3
			£	£	£	£	£	£
PRHO/FHO1	1	22,412	23,533	26,895	31,377	33,618	40,342	44,824
PRHO/FHO1	2	23,811	25,002	28,574	33,336	35,717	42,860	47,622
PRHO/FHO1	3	25,209	26,470	30,251	35,293	37,814	45,377	50,418
<b>FHO2</b>								
FHO2	1	27,798	27,798	33,358	38,918	41,697	50,037	55,596
FHO2	2	29,616	29,616	35,540	41,463	44,424	53,309	59,232
FHO2	3	31,434	31,434	37,721	44,008	47,151	56,582	62,868
<b>SHO</b>								
SHO	1	27,798	27,798	33,358	38,918	41,697	50,037	55,596
SHO	2	29,616	29,616	35,540	41,463	44,424	53,309	59,232
SHO	3	31,434	31,434	37,721	44,008	47,151	56,582	62,868
SHO	4	33,251	33,251	39,902	46,552	49,877	59,852	66,502
SHO	5	35,069	35,069	42,083	49,097	52,604	63,125	70,138
SHO	6 <sup>5</sup>	36,887	36,887	44,265	51,642	55,331	66,397	73,774
SHO	7 <sup>5</sup>	38,705	38,705	46,446	54,187	58,058	69,669	77,410
<b>SpR</b>								
SpR	1	30,992	30,992	37,191	43,389	46,488	55,786	61,984
SpR	2	32,526	32,526	39,032	45,537	48,789	58,547	65,052
SpR	3	34,061	34,061	40,874	47,686	51,092	61,310	68,122
SpR	4	35,596	35,596	42,716	49,835	53,394	64,073	71,192
SpR	5	37,448	37,448	44,938	52,428	56,172	67,407	74,896
SpR	6	39,300	39,300	47,160	55,020	58,950	70,740	78,600
SpR	7	41,152	41,152	49,383	57,613	61,728	74,074	82,304
SpR	8 <sup>5</sup>	43,003	43,003	51,604	60,205	64,505	77,406	86,006
SpR	9 <sup>5</sup>	44,856	44,856	53,828	62,799	67,284	80,741	89,712
SpR	10 <sup>5</sup>	46,708	46,708	56,050	65,392	70,062	84,075	93,416
<b>StR</b>								
StR	1	29,705	29,705	35,646	41,587	44,558	53,469	59,410
StR	2	31,523	31,523	37,828	44,133	47,285	56,742	63,046
StR	3	34,061	34,061	40,874	47,686	51,092	61,310	68,122
StR	4	35,596	35,596	42,716	49,835	53,394	64,073	71,192
StR	5	37,448	37,448	44,938	52,428	56,172	67,407	74,896
StR	6	39,300	39,300	47,160	55,020	58,950	70,740	78,600
StR	7	41,152	41,152	49,383	57,613	61,728	74,074	82,304
StR	8	43,003	43,003	51,604	60,205	64,505	77,406	86,006
StR	9	44,856	44,856	53,828	62,799	67,284	80,741	89,712
StR	10	46,708	46,708	56,050	65,392	70,062	84,075	93,416
<b>StR (FT)</b>								
StR (FT)	1	29,705	29,705	35,646	41,587	44,558	53,469	59,410
StR (FT)	2	31,523	31,523	37,828	44,133	47,285	56,742	63,046
StR (FT)	3	34,061	34,061	40,874	47,686	51,092	61,310	68,122
StR (FT)	4	35,596	35,596	42,716	49,835	53,394	64,073	71,192
StR (FT)	5	37,448	37,448	44,938	52,428	56,172	67,407	74,896
StR (FT)	6	39,300	39,300	47,160	55,020	58,950	70,740	78,600

## ANNEX A: SECTION 4: TABLE 2

### DOCTORS IN TRAINING

Total salaries for flexible trainees<sup>9</sup> working less than 40 hours per week<sup>8</sup>  
(Pre June 2005 pay arrangements)

Grade	Point	Basic salary	Banding supplement		Total Salary	
			FB 5%	FA 25%	+ 5% Band FB	+ 25% Band FA
			£	£	£	£
PRHO	1	22,412	1,121	5,603	23,533	28,015
PRHO	2	23,811	1,191	5,953	25,002	29,764
PRHO	3	25,209	1,261	6,303	26,470	31,512
SHO	1	27,798	1,390	6,950	29,188	34,748
SHO	2	29,616	1,481	7,404	31,097	37,020
SHO	3	31,434	1,572	7,859	33,006	39,293
SHO	4	33,251	1,663	8,313	34,914	41,564
SHO	5	35,069	1,754	8,768	36,823	43,837
SHO	6 <sup>5</sup>	36,887	1,845	9,222	38,732	46,109
SHO	7 <sup>5</sup>	38,705	1,936	9,677	40,641	48,382
SpR	1	30,992	1,550	7,748	32,542	38,740
SpR	2	32,526	1,627	8,132	34,153	40,658
SpR	3	34,061	1,704	8,516	35,765	42,577
SpR	4	35,596	1,780	8,899	37,376	44,495
SpR	5	37,448	1,873	9,362	39,321	46,810
SpR	6	39,300	1,965	9,825	41,265	49,125
SpR	7	41,152	2,058	10,288	43,210	51,440
SpR	8 <sup>5</sup>	43,003	2,151	10,751	45,154	53,754
SpR	9 <sup>5</sup>	44,856	2,243	11,214	47,099	56,070
SpR	10 <sup>5</sup>	46,708	2,336	11,677	49,044	58,385

## 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)<sup>10</sup>

#### Band F5

Grade		Basic salary	Band F5	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
PRHO/FHO1	1	22,412	11,206	11,767	16,809	15,689	13,448
PRHO/FHO1	2	23,811	11,906	12,502	17,859	16,669	14,288
PRHO/FHO1	3	25,209	12,605*	13,236*	18,908*	17,647*	15,126*
FHO2	1	27,798	13,899	13,899	20,849	19,459	16,679
FHO2	2	29,616	14,808	14,808	22,212	20,732	17,770
FHO2	3	31,434	15,717	15,717	23,576	22,004	18,861
SHO	1	27,798	13,899	13,899	20,849	19,459	16,679
SHO	2	29,616	14,808	14,808	22,212	20,732	17,770
SHO	3	31,434	15,717	15,717	23,576	22,004	18,861
SHO	4	33,251	16,626	16,626	24,938	23,277	19,952
SHO	5	35,069	17,535	17,535	26,303	24,549	21,042
SHO	6 <sup>5</sup>	36,887	18,444	18,444	27,666	25,822	22,133
SHO	7 <sup>5</sup>	38,705	19,353	19,353	29,030	27,095	23,224
SpR	1	30,992	15,496	15,496	23,244	21,695	18,596
SpR	2	32,526	16,263	16,263	24,395	22,769	19,516
SpR	3	34,061	17,031	17,031	25,547	23,844	20,438
SpR	4	35,596	17,798	17,798	26,697	24,918	21,358
SpR	5	37,448	18,724	18,724	28,086	26,214	22,469
SpR	6	39,300	19,650	19,650	29,475	27,510	23,580
SpR	7	41,152	20,576	20,576	30,864	28,807	24,692
SpR	8 <sup>5</sup>	43,003	21,502	21,502	32,253	30,103	25,803
SpR	9 <sup>5</sup>	44,856	22,428	22,428	33,642	31,400	26,914
SpR	10 <sup>5</sup>	46,708	23,354	23,354	35,031	32,696	28,025
StR	1	29,705	14,853	14,853	22,280	20,795	17,824
StR	2	31,523	15,762	15,762	23,643	22,067	18,915
StR	3	34,061	17,031	17,031	25,547	23,844	20,438
StR	4	35,596	17,798	17,798	26,697	24,918	21,358
StR	5	37,448	18,724	18,724	28,086	26,214	22,469
StR	6	39,300	19,650	19,650	29,475	27,510	23,580
StR	7	41,152	20,576	20,576	30,864	28,807	24,692
StR	8	43,003	21,502	21,502	32,253	30,103	25,803
StR	9	44,856	22,428	22,428	33,642	31,400	26,914
StR	10	46,708	23,354	23,354	35,031	32,696	28,025
StR (FT)	1	29,705	14,853	14,853	22,280	20,795	17,824
StR (FT)	2	31,523	15,762	15,762	23,643	22,067	18,915
StR (FT)	3	34,061	17,031	17,031	25,547	23,844	20,438
StR (FT)	4	35,596	17,798	17,798	26,697	24,918	21,358
StR (FT)	5	37,448	18,724	18,724	28,086	26,214	22,469
StR (FT)	6	39,300	19,650	19,650	29,475	27,510	23,580

**Band F6**

Grade		Basic salary	Band F6	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
PRHO/FHO1	1	22,412	13,448	14,121	20,172	18,828	16,138
PRHO/FHO1	2	23,811	14,287	15,002	21,431	20,002	17,145
PRHO/FHO1	3	25,209	15,126*	15,883*	22,689*	21,177*	18,152*
FHO2	1	27,798	16,679	16,679	25,019	23,351	20,015
FHO2	2	29,616	17,770	17,770	26,655	24,878	21,324
FHO2	3	31,434	18,861	18,861	28,292	26,406	22,634
SHO	1	27,798	16,679	16,679	25,019	23,351	20,015
SHO	2	29,616	17,770	17,770	26,655	24,878	21,324
SHO	3	31,434	18,861	18,861	28,292	26,406	22,634
SHO	4	33,251	19,951	19,951	29,927	27,932	23,942
SHO	5	35,069	21,042	21,042	31,563	29,459	25,251
SHO	6 <sup>5</sup>	36,887	22,133	22,133	33,200	30,987	26,560
SHO	7 <sup>5</sup>	38,705	23,223	23,223	34,835	32,513	27,868
SpR	1	30,992	18,596	18,596	27,894	26,035	22,316
SpR	2	32,526	19,516	19,516	29,274	27,323	23,420
SpR	3	34,061	20,437	20,437	30,656	28,612	24,525
SpR	4	35,596	21,358	21,358	32,037	29,902	25,630
SpR	5	37,448	22,469	22,469	33,704	31,457	26,963
SpR	6	39,300	23,580	23,580	35,370	33,012	28,296
SpR	7	41,152	24,692	24,692	37,038	34,569	29,631
SpR	8 <sup>5</sup>	43,003	25,802	25,802	38,703	36,123	30,963
SpR	9 <sup>5</sup>	44,856	26,914	26,914	40,371	37,680	32,297
SpR	10 <sup>5</sup>	46,708	28,025	28,025	42,038	39,235	33,630
StR	1	29,705	17,823	17,823	26,735	24,953	21,388
StR	2	31,523	18,914	18,914	28,371	26,480	22,697
StR	3	34,061	20,437	20,437	30,656	28,612	24,525
StR	4	35,596	21,358	21,358	32,037	29,902	25,630
StR	5	37,448	22,469	22,469	33,704	31,457	26,963
StR	6	39,300	23,580	23,580	35,370	33,012	28,296
StR	7	41,152	24,692	24,692	37,038	34,569	29,631
StR	8	43,003	25,802	25,802	38,703	36,123	30,963
StR	9	44,856	26,914	26,914	40,371	37,680	32,297
StR	10	46,708	28,025	28,025	42,038	39,235	33,630
StR (FT)	1	29,705	17,823	17,823	26,735	24,953	21,388
StR (FT)	2	31,523	18,914	18,914	28,371	26,480	22,697
StR (FT)	3	34,061	20,437	20,437	30,656	28,612	24,525
StR (FT)	4	35,596	21,358	21,358	32,037	29,902	25,630
StR (FT)	5	37,448	22,469	22,469	33,704	31,457	26,963
StR (FT)	6	39,300	23,580	23,580	35,370	33,012	28,296

**Band F7**

Grade		Basic salary	Band F7	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
PRHO/FHO1	1	22,412	15,689	16,474	23,534	21,965	18,827
PRHO/FHO1	2	23,811	16,668	17,502	25,002	23,336	20,002
PRHO/FHO1	3	25,209	17,647*	18,530*	26,471*	24,706*	21,177*
FHO2	1	27,798	19,459	19,459	29,189	27,243	23,351
FHO2	2	29,616	20,732	20,732	31,098	29,025	24,879
FHO2	3	31,434	22,004	22,004	33,006	30,806	26,405
SHO	1	27,798	19,459	19,459	29,189	27,243	23,351
SHO	2	29,616	20,732	20,732	31,098	29,025	24,879
SHO	3	31,434	22,004	22,004	33,006	30,806	26,405
SHO	4	33,251	23,276	23,276	34,914	32,587	27,932
SHO	5	35,069	24,549	24,549	36,824	34,369	29,459
SHO	6 <sup>5</sup>	36,887	25,821	25,821	38,732	36,150	30,986
SHO	7 <sup>5</sup>	38,705	27,094	27,094	40,641	37,932	32,513
SpR	1	30,992	21,695	21,695	32,543	30,373	26,034
SpR	2	32,526	22,769	22,769	34,154	31,877	27,323
SpR	3	34,061	23,843	23,843	35,765	33,381	28,612
SpR	4	35,596	24,918	24,918	37,377	34,886	29,902
SpR	5	37,448	26,214	26,214	39,321	36,700	31,457
SpR	6	39,300	27,510	27,510	41,265	38,514	33,012
SpR	7	41,152	28,807	28,807	43,211	40,330	34,569
SpR	8 <sup>5</sup>	43,003	30,103	30,103	45,155	42,145	36,124
SpR	9 <sup>5</sup>	44,856	31,400	31,400	47,100	43,960	37,680
SpR	10 <sup>5</sup>	46,708	32,696	32,696	49,044	45,775	39,236
StR	1	29,705	20,794	20,794	31,191	29,112	24,953
StR	2	31,523	22,067	22,067	33,101	30,894	26,481
StR	3	34,061	23,843	23,843	35,765	33,381	28,612
StR	4	35,596	24,918	24,918	37,377	34,886	29,902
StR	5	37,448	26,214	26,214	39,321	36,700	31,457
StR	6	39,300	27,510	27,510	41,265	38,514	33,012
StR	7	41,152	28,807	28,807	43,211	40,330	34,569
StR	8	43,003	30,103	30,103	45,155	42,145	36,124
StR	9	44,856	31,400	31,400	47,100	43,960	37,680
StR	10	46,708	32,696	32,696	49,044	45,775	39,236
StR (FT)	1	29,705	20,794	20,794	31,191	29,112	24,953
StR (FT)	2	31,523	22,067	22,067	33,101	30,894	26,481
StR (FT)	3	34,061	23,843	23,843	35,765	33,381	28,612
StR (FT)	4	35,596	24,918	24,918	37,377	34,886	29,902
StR (FT)	5	37,448	26,214	26,214	39,321	36,700	31,457
SrR (FT)	6	39,300	27,510	27,510	41,265	38,514	33,012

**Band F8**

Grade		Basic salary	Band F8	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
PRHO/FHO1	1	22,412	17,930	18,827	26,895	25,102	21,516
PRHO/FHO1	2	23,811	19,049	20,002	28,574	26,669	22,859
PRHO/FHO1	3	25,209	20,168*	21,177 <sup>5</sup>	30,252*	28,236*	24,202*
FHO2	1	27,798	22,239	22,239	33,359	31,135	26,687
FHO2	2	29,616	23,693	23,693	35,540	33,171	28,432
FHO2	3	31,434	25,148	25,148	37,722	35,208	30,178
SHO	1	27,798	22,239	22,239	33,359	31,135	26,687
SHO	2	29,616	23,693	23,693	35,540	33,171	28,432
SHO	3	31,434	25,148	25,148	37,722	35,208	30,178
SHO	4	33,251	26,601	26,601	39,902	37,242	31,922
SHO	5	35,069	28,056	28,056	42,084	39,279	33,668
SHO	6 <sup>5</sup>	36,887	29,510	29,510	44,265	41,314	35,412
SHO	7 <sup>5</sup>	38,705	30,964	30,964	46,446	43,350	37,157
SpR	1	30,992	24,794	24,794	37,191	34,712	29,753
SpR	2	32,526	26,021	26,021	39,032	36,430	31,226
SpR	3	34,061	27,249	27,249	40,874	38,149	32,699
SpR	4	35,596	28,477	28,477	42,716	39,868	34,173
SpR	5	37,448	29,959	29,959	44,939	41,943	35,951
SpR	6	39,300	31,440	31,440	47,160	44,016	37,728
SpR	7	41,152	32,922	32,922	49,383	46,091	39,507
SpR	8 <sup>5</sup>	43,003	34,403	34,403	51,605	48,165	41,284
SpR	9 <sup>5</sup>	44,856	35,885	35,885	53,828	50,239	43,062
SpR	10 <sup>5</sup>	46,708	37,367	37,367	56,051	52,314	44,841
StR	1	29,705	23,764	23,764	35,646	33,270	28,517
StR	2	31,523	25,219	25,219	37,829	35,307	30,263
StR	3	34,061	27,249	27,249	40,874	38,149	32,699
StR	4	35,596	28,477	28,477	42,716	39,868	34,173
StR	5	37,448	29,959	29,959	44,939	41,943	35,951
StR	6	39,300	31,440	31,440	47,160	44,016	37,728
StR	7	41,152	32,922	32,922	49,383	46,091	39,507
StR	8	43,003	34,403	34,403	51,605	48,165	41,284
StR	9	44,856	35,885	35,885	53,828	50,239	43,062
StR	10	46,708	37,367	37,367	56,051	52,314	44,841
StR (FT)	1	29,705	23,764	23,764	35,646	33,270	28,517
StR (FT)	2	31,523	25,219	25,219	37,829	35,307	30,263
StR (FT)	3	34,061	27,249	27,249	40,874	38,149	32,699
StR (FT)	4	35,596	28,477	28,477	42,716	39,868	34,173
StR (FT)	5	37,448	29,959	29,959	44,939	41,943	35,951
StR (FT)	6	39,300	31,440	31,440	47,160	44,016	37,728

**Band F9**

Grade		Basic salary	Band F9	No ND Band	Band FA	Band FB	Band FC
		£	Salary £	£	(50%) £	(40%) £	(20%) £
PRHO/FHO1	1	22,412	20,171	21,180	30,257	28,240	24,206
PRHO/FHO1	2	23,811	21,430	22,502	32,145	30,002	25,716
PRHO/FHO1	3	25,209	22,689*	23,824*	34,034*	31,765*	27,227*
FHO2	1	27,798	25,019	25,019	37,529	35,027	30,023
FHO2	2	29,616	26,655	26,655	39,983	37,317	31,986
FHO2	3	31,434	28,291	28,291	42,437	39,608	33,950
SHO	1	27,798	25,019	25,019	37,529	35,027	30,023
SHO	2	29,616	26,655	26,655	39,983	37,317	31,986
SHO	3	31,434	28,291	28,291	42,437	39,608	33,950
SHO	4	33,251	29,926	29,926	44,889	41,897	35,912
SHO	5	35,069	31,563	31,563	47,345	44,189	37,876
SHO	6 <sup>5</sup>	36,887	33,199	33,199	49,799	46,479	39,839
SHO	7 <sup>5</sup>	38,705	34,835	34,835	52,253	48,769	41,802
SpR	1	30,992	27,893	27,893	41,840	39,051	33,472
SpR	2	32,526	29,274	29,274	43,911	40,984	35,129
SpR	3	34,061	30,655	30,655	45,983	42,917	36,786
SpR	4	35,596	32,037	32,037	48,056	44,852	38,445
SpR	5	37,448	33,704	33,704	50,556	47,186	40,445
SpR	6	39,300	35,370	35,370	53,055	49,518	42,444
SpR	7	41,152	37,037	37,037	55,556	51,852	44,445
SpR	8 <sup>5</sup>	43,003	38,703	38,703	58,055	54,185	46,444
SpR	9 <sup>5</sup>	44,856	40,371	40,371	60,557	56,520	48,446
SpR	10 <sup>5</sup>	46,708	42,038	42,038	63,057	58,854	50,446
StR	1	29,705	26,735	26,735	40,103	37,429	32,082
StR	2	31,523	28,371	28,371	42,557	39,720	34,046
StR	3	34,061	30,655	30,655	45,983	42,917	36,786
StR	4	35,596	32,037	32,037	48,056	44,852	38,445
StR	5	37,448	33,704	33,704	50,556	47,186	40,445
StR	6	39,300	35,370	35,370	53,055	49,518	42,444
StR	7	41,152	37,037	37,037	55,556	51,852	44,445
StR	8	43,003	38,703	38,703	58,055	54,185	46,444
StR	9	44,856	40,371	40,371	60,557	56,520	48,446
StR	10	46,708	42,038	42,038	63,057	58,854	50,446
StR (FT)	1	29,705	26,735	26,735	40,103	37,429	32,082
StR (FT)	2	31,523	28,371	28,371	42,557	39,720	34,046
StR (FT)	3	34,061	30,655	30,655	45,983	42,917	36,786
StR (FT)	4	35,596	32,037	32,037	48,056	44,852	38,445
StR (FT)	5	37,448	33,704	33,704	50,556	47,186	40,445
StR (FT)	6	39,300	35,370	35,370	53,055	49,518	42,444

- NOT PRHO

## ANNEX A: SECTION 5

### OTHER FEES, CHARGES AND ALLOWANCES

Paragraph <sup>11</sup> / Schedule <sup>12</sup>	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	3.63
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,162.44
	<b>STAFF FUND</b>		
88	Payment for each eligible bed	Year	657
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 8,098 4,049 2,895
91(b)	Payment for each notional half-day of clinical work per week	Year	4,606
91(b)	Payment for one hour or less of clinical work per week:	Year	1,226
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,452
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	26.46
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,606
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	41,454
94 & 105	Where the number of hours per week is not more than 2:		
“	Payment for 1 hour or less	Year	1,226
“	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,452
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	24.95
104	Maximum payment per session (ie three times hourly rate)	Session	74.85
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	81.72
	Intermediate Rate	Item of service	40.86
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	245.16
145/ Sch10	Combined fee for completion of form A655	Item of service	124.62
	For re-examination (provided previous form A655 available)	Item of service	106.48
146	Lower rate	Item of service	20.46

<b>Paragraph<sup>11</sup> /Schedule<sup>12</sup></b>	<b>Nature of fee, charge or allowance</b>	<b>Payable for each</b>	<b>Rate £</b>
155	Exceptional consultation by a consultant	Consultation	153.08
157	Exceptional consultation by a general practitioner	Consultation	51.03
165/ Sch 11	Fees for lectures to nurses, etc: Consultants	Lecture	59.29
	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	47.46
	Other grades	Lecture	34.50
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	75.86

**ANNEX A: SECTION 6**  
**TRANSPORT ALLOWANCES<sup>13</sup>**

1. Public transport rate: 24p per mile

2. Regular user rates:

Motor cars with three or four wheels:<sup>14</sup>

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump sum	(£)	508	626	760	760
Up to 9000 miles	(p)	29.7	36.9	44	44
9001 – 15000 miles	(p)	17.8	20.1	22.6	22.6
Thereafter	(p)	17.8	20.1	22.6	22.6

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)	37.4	47.3	58.3	58.3
3501 - 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 - 15000	(p)	17.8	20.1	22.7	25.5
Thereafter	(p)	17.8	20.1	22.6	22.6

4. Other motor vehicles:<sup>15</sup>

Engine capacity	(cc)	Up to 125	Over 125
Up to 5000 miles	(p)	17.8	27.8
Over 5000 miles	(p)	6.7	9.9

5. Passenger allowance

Each passenger: 5p per mile

6. Pedal cycles: For local agreement, subject to a minimum of 10p per mile

**CROWN CARS: Private Use<sup>16</sup>**

A.	The current rates of:		£
	Road Fund Licence	e.g.	155.00
	Insurance for private use <sup>17</sup> (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:		
$\frac{(\text{Cost of Contract Hire at } \underline{\hspace{2cm}}) - (\text{Cost of Contract hire at } \underline{\hspace{2cm}})}{1000}$			
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

<b>Consultant</b>		
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. <sup>18</sup>		
	<b>Rate (£): per week</b>	<b>Rate (£): PA/Session/ notional half-day</b>
Specialty Doctor	844.80	84.48
Associate Specialist (2008)	1,148.80	114.88
Associate Specialist	990.88	90.08
Part-time Medical or Dental Officer (paras 94-105)	-	88.34
Hospital Practitioner	-	101.47
Staff Grade	835.70	83.57

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

<b>Hourly Rates (£) : Bands LA, LB, LC</b>				
<b>Band</b>	<b>Basic Hourly Rate</b>	<b>LC</b>	<b>LB</b>	<b>LA</b>
HO/FHO1	11.42	15.99	17.13	20.56
FHO2	14.20	19.88	21.30	25.56
SHO	15.95	22.33	23.93	28.71
SpR	18.40	25.76	27.60	33.12
StR (Higher Rate)	18.40	25.76	27.60	33.12
StR (Lower Rate)	16.70	23.38	25.05	30.06

<b>Weekly Rates (£) : Band LL</b>	

<b>Band</b>	<b>Basic Rate<sup>20</sup></b>	<b>1C</b>	<b>1B</b>	<b>1A</b>	<b>2B</b>	<b>2A</b>	<b>3</b>
	<b>x1</b>	<b>x1.2</b>	<b>x1.4</b>	<b>x1.5</b>	<b>x1.5</b>	<b>x1.8</b>	<b>x2.0</b>
HO/FHO1	548.16	657.80	767.43	822.24	822.24	986.69	1096.32
FHO2	681.60	817.92	954.24	1022.40	1022.40	1226.88	1363.20
SHO	765.60	918.72	1071.84	1148.40	1148.40	1378.08	1531.20
SpR	883.20	1059.84	1236.48	1324.80	1324.80	1589.76	1766.40
StR Higher Rate)	883.20	1059.84	1236.48	1324.80	1324.80	1589.76	1766.40
StR (Lower Rate)	801.60	961.92	1122.24	1202.40	1202.40	1442.88	1603.20

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 2011**

**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. For Consultants on the 2004 contract, employers should note the principles in Schedule 11 of the Terms and Conditions governing receipt of additional fees.

<b>1. FAMILY PLANNING FEES</b>				
-				
			Operating Fee £	Anaesthetist's Fee £
i.	Fee per case of male sterilisation performed			
	a.	as a separate procedure	118.77	58.60
	b.	during the course of another procedure	80.29	38.84
ii.	Fee per case of female sterilisation performed			
	a.	as a separate procedure	160.58	78.43
	b.	during the course of another procedure	107.41	52.24
iii.	Fee for the reversal of male sterilisation		182.61	91.25
iv.	Fee for the reversal of female sterilisation		255.42	127.98
v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device			
	a.	as a separate procedure	80.29	58.60
	b.	during the course of another procedure	53.12	38.84
	c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	255.42	127.98
			Payable per	
vi.	Examination and report on pathological specimens in connection with HPSS family planning cases		Case	21.99
vii.	Radiological services provided in connection with HPSS family planning cases		Case	21.99
viii.	Notional half-day special family planning session		Session	136.55

<b>2. MISCELLANEOUS</b>				
i.	Junior hospital doctors in "peripheral" hospitals		Allowance per year	2,369.25
ii.	Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.		Full day Half day	127.91 63.96
iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).		Full day Half day	195.43 97.72

## ANNEX A: SECTION 9

### PAY AND ALLOWANCES: SALARIED DENTAL CARE STAFF TERMS AND CONDITIONS FOR SALARIED PRIMARY DENTAL CARE STAFF (2011)

#### *PAY SCALE FOR SALARIED PRIMARY DENTAL CARE*

GRADE	PAY POINT	£
<b>Band 1</b>		<b>Scales from 1 April 2011</b>
Community Dental Officer /Salaried PDS Dentist <b>MO25</b>	1	34,618
	2	37,418
	3	40,218
	4	43,020
	5	45,821
	6	48,621
	7	51,422*
	8	54,223*
<b>Band 2</b>		
Senior Dental Officer/ Senior Salaried PDS Dentist <b>MO24</b>	1	49,468
	2	53,384
	3	57,298
	4	61,214
	5	65,129
	6	65,992*
	7	66,855*
<b>Band 3</b>		
Assistant Clinical Director of CDS/Salaried PDS <b>MO18</b>	1	65,735
	2	66,752
	3	67,769
	4	68,786
	5	69,804*
	6	70,822*
<b>Band 4</b>		
Clinical Director of CDS/salaried PDS/Area Dir D.S. <b>MO11</b>	1	65,735
	2	66,752
	3	67,769
	4	68,786
	5	69,804
	6	70,822
	7	71,839
	8	72,874
	9	73,891*
	10	74,908*

\* Performance Based Increments

**FEES AND ALLOWANCES PAYABLE TO CDS DENTISTS AND SALARIED PDS DENTISTS**

1. The teaching supplement payable to Assistant Clinical Directors in Trusts, which include a dental teaching hospital, remains unchanged with effect from 1 April 2011 at £2,413 to £2,437 a year.
2. The teaching supplement payable to Clinical Directors in Trusts, which include a dental teaching hospital, remains unchanged with effect from 1 April 2011 at £2,726 to £2,753 a year.
3. The supplement which is payable to Clinical Directors with responsibility for more than one salaried dental service remains as follows:
  - a. where they are responsible for two separate salaried dental services each managed by a separate Trust or the HSC Board, the supplement remains unchanged with effect from 1 April 2011 at £1,762 to £1,780 a year, and
  - b. where they are responsible for three or more separate salaried dental services each managed by a separate Trust or the HSC Board, the supplement remains unchanged with effect from 1 April 2011 at £2,813 to £2,841 a year.
4. Clinical Directors and Assistant Clinical Directors on protected salary scales or continuing in posts pending decisions on Trust management structures and appointments shall be paid teaching supplements and salaries via pay scales for those salary scales.
5. The hourly fee for additional sessional employment payable under paragraph 72 of the handbook of terms and conditions of service remains unchanged, along with the allowance payable for occasional work under paragraph 81 of the handbook, with effect from 1 April 2011 as shown in column 2 below.

1 Grade	2 Rates payable from 1.4.11 £
Dental Officer	28.40
Senior Dental Officer	37.67
Dental Surgeon employed as part-time hospital consultant	46.94

6. The fees payable for lectures remain unchanged and the rates from 1 April 2011 are set out in column 2 below:

1 Paragraph 170 (fees for lectures to non-medical and non-dental staff)	2 With effect from 1.4.11 £
(a) for lectures given by Clinical Directors or Assistant Clinical Directors.	59.99
(b) for lectures given by clinical staff in pay bands 1 – 2.	47.44
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists).	75.86

7. The allowance for dental officers acting as trainers, or who supervise undergraduate dental students remains unchanged with effect from 1 April 2011 at £1,930 to £1,949 a year.

## ANNEX A: SECTION 10

### 3. PAYMENTS IN RESPECT OF GP REGISTRAR'S ALLOWANCE

Doctors taking up a GPR placement from a training grade if not already in the Specialty Registrar (StR) grade should be assimilated to that grade on entry and paid in accordance with table (a) below, except where the previous post was as a Specialist Registrar (SpR) and the doctor was on the minimum or first incremental point of that scale, when the allowance should be determined as in table (b) below. Doctors entering from other grades are provided for separately (c). The date of the formal contract for each specific placement and not entry to the GPVTS programme as a whole will determine the supplement payable in each placement.

		Formal contract for practice placement made:									
		Pre-April 2007 Supplement 65%		April 2007 – March 2008 Supplement 55%		April 2008 – March 2009 Supplement 50%		From April 2009 Supplement 45%			
	Basic Salary										
	(all contracts)	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance		
a)	StR point 01	29,705	n/a	n/a	16,338	46,043	14,853	44,558	13,368	43,073	*
	StR point 02	31,523	n/a	n/a	17,338	48,861	15,762	47,285	14,186	45,709	
	StR point 03	34,061	n/a	n/a	18,734	52,795	17,031	51,092	15,328	49,389	*
	StR point 04	35,596	n/a	n/a	19,578	55,174	17,798	53,394	16,019	51,615	*
	StR point 05	37,448	n/a	n/a	20,597	58,045	18,724	56,172	16,852	54,300	*‡
	StR point 06	39,300	n/a	n/a	21,615	60,915	19,650	58,950	17,685	56,985	*
	StR point 07	41,152	n/a	n/a	22,634	63,786	20,576	61,728	18,519	59,671	*
	StR point 08	43,003	n/a	n/a	23,652	66,655	21,502	64,505	19,352	62,355	*
	StR point 09	44,856	n/a	n/a	24,671	69,527	22,428	67,284	20,186	65,042	*
	StR point 10	46,708	n/a	n/a	25,690	72,398	23,354	70,062	21,019	67,727	
b)	SpR point 01	30,992	20,145	51,137	17,046	48,038	15,496	46,488	13,947	44,939	*
	SpR point 02	32,526	21,142	53,668	17,890	50,416	16,263	48,789	14,637	47,163	†

Notes:

\* Incremental dates as in the last hospital post, except where the incremental date has been amended on transfer to the Specialty Registrar grade.

‡ Guidance (PM(81)30) on the accreditation of previous experience in General Practice equates such experience to the Registrar grade. For the sake of clarity it should be noted that the maximum of the Registrar scale is equivalent to 5th Year Specialist/Specialty Registrar (scale point 04).

† Doctors on the first incremental point (01) of the Specialist Registrar scale will on reaching their incremental date move to the second incremental point (03) of the Specialty Registrar scale.

## **ANNEX A: SECTION 11 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 HSC 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.

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