

**HUMAN RESOURCES DIRECTORATE  
PAY AND EMPLOYMENT UNIT**



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

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AN ROINN

**Sláinte, Seirbhísí Sóisialta  
agus Sábháilteachta Poiblí**

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**Chief Executive of each HSC Trusts  
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**Circular HSS (TC8) 3/2008**

Our Reference: DH1-08-2086

30<sup>th</sup> May 2008

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. The revised national salaries, fees and allowances, set out in this circular, apply in full with effect from 1 April 2008. Please implement and, where necessary, backdate the new awards as soon as possible.

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<sup>1</sup> 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.

## **Agreement**

2. 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.

## **Uplifts to national salary scales from 1 April 2008**

3. The circular includes details of:
  - uplifts to national salary scales for 2008/09;
  - uplifts to fees and allowances;
  - GP Registrar supplements;
  - uplifts to the minima and maxima of the Salaried GPs pay range;
4. The uplifts to salary scales from 1 April 2008 are:
  - Consultants, doctors in training, and specialty and associate specialist group of doctors will receive a 2.2 per cent uplift.

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

5. Pay uplifts and details on contractual arrangements for community dental service and salaried personal dental service dentists will also now be covered in this Circular. The pay scales for community dentists will increase by 2.2 per cent. The rates are set out in annex A, Section 9.

## **Salaried GPs**

6. The pay range for salaried GPs has been increased by 2.2 per cent. The pay range for 2008/09 is £52,462 to £79,167.

## **GP Registrars**

7. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements will be 50 per cent of basic pay in 2008/09 for contracts made after 31 March 2008. A supplement of 55 per cent remains payable for contracts made between 1 April 2007 and 31 March 2008; similarly 65 per cent remains payable 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.
8. The allowances for GPRs will be amended with effect from 1 April 2008. The allowances payable to GP Registrars employed by GP Practices are set out in Annex A Section 10.

### **Effect of amendments**

9. The revised national salaries, fees and allowances given in annex A to this pay circular replace those notified in Pay Circular HSS (TC8) 8/2007 and will take effect from 1 April 2008.
10. The revised allowances and salary points for 2008/09 are calculated on the basis of an uplift on 1 November 2007 baseline figures to maintain relativity.

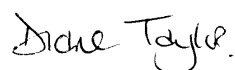
### **Enquiries**

11. 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**

12. 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**  
**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 April 2008 (unless otherwise stated) NB – End notes appear at section 9 of Annex A**

Grade	Pay Scale Code	Basic salary (£)													
		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>	73,403	75,701	78,000	80,298	82,590	88,049	93,508	98,962						
Consultant appointed before <b>15 January 2004</b>		See Section 2: Table 1													
		<b>Min</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>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
Consultant (Old Contract)	<b>M027<sup>1</sup></b>	60,944	65,305	69,667	74,028	79,001									
Associate Specialist	<b>M080</b>	36,769	40,664	44,558	48,451	52,346	56,240	61,383	65,840	67,690 <sup>2</sup>	70,103 <sup>2</sup>	72,515 <sup>2</sup>	74,928 <sup>2</sup>	77,341 <sup>2</sup>	79,756 <sup>2</sup>
Staff Grade Practitioner	<b>M210<sup>1</sup></b>	33,264	35,904	38,544	41,185	43,826	46,466	49,107	51,746						
Staff Grade Practitioner	<b>M211/M212<sup>3</sup></b>	<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>	M212	
		33,264	35,904	38,544	41,185	43,826	46,935	49,107 <sup>4</sup>	51,746 <sup>4</sup>	54,387 <sup>4</sup>	57,028 <sup>4</sup>	59,668 <sup>4</sup>	62,310 <sup>4</sup>		
SCMO	<b>M020<sup>1</sup></b>	45,029	47,770	50,510	53,250	55,991	58,731	61,471	64,212						
CMO	<b>M019<sup>1</sup></b>	31,865	33,591	35,316	37,041	38,766	40,491	42,216	43,942						
Specialty Registrar (full)	<b>M241</b>	28,976	30,749	33,226	34,723	36,529	38,336	40,143	41,948 <sup>5</sup>	43,755 <sup>5</sup>	45,562 <sup>5</sup>				
Specialty Registrar (FT)	<b>M240</b>	28,976	30,749	33,226	34,723	36,529	38,336								
Specialist Registrar	<b>M101</b>	30,231	31,728	33,226	34,723	36,529	38,336	40,143	41,948 <sup>5</sup>	43,755 <sup>5</sup>	45,562 <sup>5</sup>				
Senior House Officer	<b>M0140</b>	27,116	28,889	30,663	32,436	34,209	35,982 <sup>5</sup>	37,755 <sup>5</sup>							
House Officer	<b>M0180</b>	21,862	23,226	24,591											
PRHO	<b>M0180</b>	21,862	23,226												
Foundation House Officer 2	<b>M230</b>	27,116	28,889	30,663											
Foundation House Officer 1	<b>M220</b>	21,862	23,226	24,591											
Hospital practitioners/session	<b>M0200-204</b>	4,397	4,652	4,907	5,162	5,416	5,671	5,925							

**Circular HSS (TC8) 3/2008 (rates from 1.04.08)**

## ANNEX A: SECTION 2

### CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2008

#### Annex A

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

Table 1

Pay Scale	Seniority	Pay Threshold	Basic salary (2008/09)	Years after transfer before threshold level changes
M430	30+	7	£88,049	Salary on transfer
		8	£93,508	1 year after transfer
			£98,962	2 years after transfer
M421	21-29	6	£82,590	Salary on transfer
		7	£88,049	1 year after transfer
		8	£93,508	2 years after transfer
M420	20	6	£98,962	3 years after transfer
		7	£82,590	Salary on transfer
		8	£88,049	1 year after transfer
M419	19	6	£93,508	3 years after transfer
		7	£98,962	4 years after transfer
		8	£82,590	Salary on transfer
M418	18	6	£88,049	1 year after transfer
		7	£93,508	3 years after transfer
		8	£98,962	5 years after transfer
M417	17	6	£82,590	Salary on transfer
		7	£88,049	2 years after transfer
		8	£93,508	4 years after transfer
M416	16	6	£98,962	6 years after transfer
		7	£82,590	Salary on transfer
		8	£88,049	3 years after transfer
M415	15	6	£93,508	4 years after transfer
		7	£98,962	7 years after transfer
		8	£82,590	Salary on transfer
M414	14	6	£88,049	3 years after transfer
		7	£93,508	5 years after transfer
		8	£98,962	9 years after transfer
M413	13	6	£82,590	Salary on transfer
		7	£88,049	3 years after transfer
		8	£93,508	5 years after transfer
			£98,962	10 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2008/09)	Years after transfer before threshold level changes
<b>M412</b>	12		£82,590	Salary on transfer
		6	£88,049	3 years after transfer
		7	£93,508	6 years after transfer
		8	£98,962	11 years after transfer
<b>M411</b>	11		£82,590	Salary on transfer
		6	£88,049	4 years after transfer
		7	£93,508	7 years after transfer
		8	£98,962	12 years after transfer
<b>M410</b>	10		£82,590	Salary on transfer
		6	£88,049	4 years after transfer
		7	£93,508	8 years after transfer
		8	£98,962	13 years after transfer
<b>M409</b>	9		£82,590	Salary on transfer
		6	£88,049	4 years after transfer
		7	£93,508	9 years after transfer
		8	£98,962	14 years after transfer
<b>M408</b>	8		£82,590	Salary on transfer
		6	£88,049	5 years after transfer
		7	£93,508	10 years after transfer
		8	£98,962	15 years after transfer
<b>M407</b>	7		£82,590	Salary on transfer
		6	£88,049	5 years after transfer
		7	£93,508	10 years after transfer
		8	£98,962	15 years after transfer
<b>M406</b>	6		£81,444	Salary on transfer
		5	£82,590	1 year after transfer
		6	£88,049	5 years after transfer
		7	£93,508	10 years after transfer
		8	£98,962	15 years after transfer
<b>M405</b>	5	*	£80,298	Salary on transfer
			£81,444	1 year after transfer
		5	£82,590	2 years after transfer
		6	£88,049	6 years after transfer
		7	£93,508	11 years after transfer
		8	£98,962	16 years after transfer
<b>M404</b>	4		£75,128	Salary on transfer
		3	£78,000	1 year after transfer
		4	£80,298	2 years after transfer
		5	£82,590	3 years after transfer
		6	£88,049	6 years after transfer
		7	£93,508	11 years after transfer
		8	£98,962	16 years after transfer

<b>Pay Scale</b>	<b>Seniority</b>	<b>Pay Threshold</b>	<b>Basic salary (2008/09)</b>	<b>Years after transfer before threshold level changes</b>
<b>M403</b>	3	*	£74,549	Salary on transfer
		4	£76,848	1 year after transfer
		5	£80,298	2 years after transfer
		6	£82,590	3 years after transfer
		7	£88,049	7 years after transfer
		8	£93,508	12 years after transfer
		8	£98,962	17 years after transfer
<b>M402</b>	2	2	£73,976	Salary on transfer
		4	£75,701	1 year after transfer
		5	£80,298	2 years after transfer
		6	£82,590	3 years after transfer
		7	£88,049	8 years after transfer
		8	£93,508	13 years after transfer
		8	£98,962	18 years after transfer
<b>M401</b>	1	*	£73,403	Salary on transfer
		3	£74,549	1 year after transfer
		4	£78,000	2 years after transfer
		5	£80,298	3 years after transfer
		6	£82,590	4 years after transfer
		7	£88,049	9 years after transfer
		8	£93,508	14 years after transfer
8	£98,962	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 <sup>7</sup>	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£13,311	£19,322	
Band B (Eastern Board)	M006	£5,154	£10,320	£13,311
Band C (Northern, Southern and Western Boards)	M007	£4,309	£8,588	£10,320
Band D		£3,435	£6,869	£8,588

(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 <sup>7</sup>	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£92,312	£98,323	
Band B	M006 <sup>1</sup>	£84,155	£89,321	£92,312
Band C	M007 <sup>1</sup>	£83,310	£87,589	£89,321
Band D		£82,436	£85,870	£87,589

(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	£2,913
	Step 2	£5,826
	Step 3	£8,739
	Step 4	£11,652
	Step 5	£14,565
	Step 6	£17,478
	Step 7	£23,304
	Step 8	£29,130
	Step 9	£34,956
<b>Awarded by NICEAC</b>	Step 10	£45,955
	Step 11	£57,443
	Step 12	£74,676

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

1	2	3	4	5	6	7	8
£3,156	£6,312	£9,468	£12,624	£15,780	£18,936	£22,092	£25,248

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

<b>Level of Award</b>	<b>Value</b>
A+ awards	£74,768
A awards	£55,098
B awards	£31,486

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

<b>Banding</b>	<b>Value</b>
Daytime Intensity Supplement (paid yearly)	£1,256
Out of Hours Intensity (paid yearly):	
Band 1 (low intensity)	£946
Band 2 (medium intensity)	£1,885
Band 3 (high intensity)	£2,818

## ANNEX A: SECTION 3

### Specialty Doctor & Associate Specialist (2008) Pay Scales

Scale Value*	Basic Salary		Period before eligibility for next pay point	Payroll Code and Grade Step	
	Specialty Doctor (M215)	Associate Specialist (2008) (M090)			
Min	34,584	50,339	1 year	M215/M090 - 01	
1	37,439	52,363	1 year	M215/M090 - 02	
2	40,755	56,409	1 year	M215/M090 - 03	
3	43,145	61,103	1 year	M215/M090 - 04	
4	46,006	66,089	1 year	M215/M090 - 05	
Threshold 1	5	49,095	69,366	2 years	M215/M090 - 06
		49,095	69,366	1 year	M215/M090 - 07
	6	51,752	71,580	2 years	M215/M090 - 08
		51,752	71,580	1 year	M215/M090 - 09
	7	54,641	74,087	2 years	M215/M090 - 10
		54,641	74,087	1 year	M215/M090 - 11
Threshold 2	8	57,539	76,594	3 years	M215/M090 - 12
		57,539	76,594	2 years	M215/M090 - 13
		57,539	76,594	1 year	M215/M090 - 14
	9	60,677	79,101	3 years	M215/M090 - 15
		60,677	79,101	2 years	M215/M090 - 16
		60,677	79,101	1 year	M215/M090 - 17
	10	64,632	81,609		M215/M090 - 18
	10 +		82,863		M215/M090 - 19 #

\* 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)

# Transitional pay point 2008/09 only

**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	176
12-17	352
18-23	528
24-29	704
30-35	880
36-41	1,056
42-47	1,232
48-53	1,408
54-59	1,584
60-65	1,760
66-71	1,936
72 or more	2,112

# ANNEX A: SECTION 4: TABLE 1

## DOCTORS IN TRAINING

Total salaries for full-time training posts<sup>8</sup> from 1 April 2008

Grade	Point	Basic salary £	Banding Supplement				
			+20% Band 1C £	+40% Band 1B £	+50% Band 1A&2B £	+80% Band 2A £	+100% Band 3 £
PRHO/ FH01	Min	21,862	26,235	30,607	32,793	39,352	43,724
PRHO/ FHO1	1	23,226	27,872	32,517	34,839	41,807	46,452
PRHO/ FHO1	2	24,591	29,510	34,428	36,887	44,264	49,182
FHO2	Min	27,116	32,540	37,963	40,674	48,809	54,232
FHO2	1	28,889	34,667	40,445	43,334	52,001	57,778
FHO2	2	30,663	36,796	42,929	45,995	55,194	61,326
SHO	Min	27,116	32,540	37,963	40,674	48,809	54,232
SHO	1	28,889	34,667	40,445	43,334	52,001	57,778
SHO	2	30,663	36,796	42,929	45,995	55,194	61,326
SHO	3	32,436	38,924	45,411	48,654	58,385	64,872
SHO	4	34,209	41,051	47,893	51,314	61,577	68,418
SHO	5 <sup>5</sup>	35,982	43,179	50,375	53,973	64,768	71,964
SHO	6 <sup>5</sup>	37,755	45,306	52,857	56,633	67,959	75,510
SpR	Min	30,231	36,278	42,324	45,347	54,416	60,462
SpR	1	31,728	38,074	44,420	47,592	57,111	63,456
SpR	2	33,226	39,872	46,517	49,839	59,807	66,452
SpR	3	34,723	41,668	48,613	52,085	62,502	69,446
SpR	4	36,529	43,835	51,141	54,794	65,753	73,058
SpR	5	38,336	46,004	53,671	57,504	69,005	76,672
SpR	6	40,143	48,172	56,201	60,215	72,258	80,286
SpR	7 <sup>5</sup>	41,948	50,338	58,728	62,922	75,507	83,896
SpR	8 <sup>5</sup>	43,755	52,506	61,257	65,633	78,759	87,510
SpR	9 <sup>5</sup>	45,562	54,675	63,787	68,343	82,012	91,124
StR	Min	28,976	34,772	40,567	43,464	52,157	57,952
StR	1	30,749	36,899	43,049	46,124	55,349	61,498
StR	2	33,226	39,872	46,517	49,839	59,807	66,452
StR	3	34,723	41,668	48,613	52,085	62,502	69,446
StR	4	36,529	43,835	51,141	54,794	65,753	73,058
StR	5	38,336	46,004	53,671	57,504	69,005	76,672
StR	6	40,143	48,172	56,201	60,215	72,258	80,286
StR	7	41,948	50,338	58,728	62,922	75,507	83,896
StR	8	43,755	52,506	61,257	65,633	78,759	87,510
StR	9	45,562	54,675	63,787	68,343	82,012	91,124

StR (FT)	Min	28,976	34,772	40,567	43,464	52,157	57,952
StR (FT)	1	30,749	36,899	43,049	46,124	55,349	61,498
StR (FT)	2	33,226	39,872	46,517	49,839	59,807	66,452
StR (FT)	3	34,723	41,668	48,613	52,085	62,502	69,446
StR (FT)	4	36,529	43,835	51,141	54,794	65,753	73,058
StR (FT)	5	38,336	46,004	53,671	57,504	69,005	76,672

**Circular HSS (TC8) 3/2008 (rates from 1.04.08)**

## 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	
			+ 5% Band FB £	+ 25% Band FA £
PRHO	Min	21,862	22,956	27,328
PRHO	1	23,226	24,388	29,033
PRHO	2	24,591	25,821	30,739
SHO	Min	27,116	28,472	33,895
SHO	1	28,889	30,334	36,112
SHO	2	30,663	32,197	38,329
SHO	3	32,436	34,058	40,545
SHO	4	34,209	35,920	42,762
SHO	5 <sup>5</sup>	35,982	37,782	44,978
SHO	6 <sup>5</sup>	37,755	39,643	47,194
SpR	Min	30,231	31,743	37,789
SpR	1	31,728	33,315	39,660
SpR	2	33,226	34,888	41,533
SpR	3	34,723	36,460	43,404
SpR	4	36,529	38,356	45,662
SpR	5	38,336	40,253	47,920
SpR	6	40,143	42,151	50,179
SpR	7 <sup>5</sup>	41,948	44,046	52,435
SpR	8 <sup>5</sup>	43,755	45,943	54,694
SpR	9 <sup>5</sup>	45,562	47,841	56,953

Circular HSS (TC8) 3/2008 (rates from 1.04.08)

**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**

<b>Grade</b>		<b>Basic salary £</b>	<b>Band F5 Salary £</b>	<b>Band FA (50%) £</b>	<b>Band FB (40%) £</b>	<b>Band FC (20%) £</b>
PRHO/FHO1	Min	21,862	10,931	16,397	15,304	13,118
PRHO/FHO1	1	23,226	11,613	17,420	16,259	13,936
PRHO/FHO1	2	24,591	12,296*	18,444*	17,215*	14,756*
FHO2	Min	27,116	13,558	20,337	18,982	16,270
FHO2	1	28,889	14,445	21,668	20,223	17,334
FHO2	2	30,663	15,332	22,998	21,465	18,399
SHO	Min	27,116	13,558	20,337	18,982	16,270
SHO	1	28,889	14,445	21,668	20,223	17,334
SHO	2	30,663	15,332	22,998	21,465	18,399
SHO	3	32,436	16,218	24,327	22,706	19,462
SHO	4	34,209	17,105	25,658	23,947	20,526
SHO	5 <sup>5</sup>	35,982	17,991	26,987	25,188	21,590
SHO	6 <sup>5</sup>	37,755	18,878	28,317	26,430	22,654
SpR	Min	30,231	15,116	22,674	21,163	18,140
SpR	1	31,728	15,864	23,796	22,210	19,037
SpR	2	33,226	16,613	24,920	23,259	19,936
SpR	3	34,723	17,362	26,043	24,307	20,835
SpR	4	36,529	18,265	27,398	25,571	21,918
SpR	5	38,336	19,168	28,752	26,836	23,002
SpR	6	40,143	20,072	30,108	28,101	24,087
SpR	7 <sup>5</sup>	41,948	20,974	31,461	29,364	25,169
SpR	8 <sup>5</sup>	43,755	21,878	32,817	30,630	26,254
SpR	9 <sup>5</sup>	45,562	22,781	34,172	31,894	27,338
StR	Min	28,976	14,488	21,732	20,284	17,386
StR	1	30,749	15,375	23,063	21,525	18,450
StR	2	33,226	16,613	24,920	23,259	19,936
StR	3	34,723	17,362	26,043	24,307	20,835
StR	4	36,529	18,265	27,398	25,571	21,918
StR	5	38,336	19,168	28,752	26,836	23,002
StR	6	40,143	20,072	30,108	28,101	24,087
StR	7	41,948	20,974	31,461	29,364	25,169
StR	8	43,755	21,878	32,817	30,630	26,254
StR	9	45,562	22,781	34,172	31,894	27,338
StR (FT)	Min	28,976	14,488	21,732	20,284	17,386
StR (FT)	1	30,749	15,375	23,063	21,525	18,450
StR (FT)	2	33,226	16,613	24,920	23,259	19,936
StR (FT)	3	34,723	17,362	26,043	24,307	20,835
StR (FT)	4	36,529	18,265	27,398	25,571	21,918
StR (FT)	5	38,336	19,168	28,752	26,836	23,002

**Band F6**

Grade		Basic salary £	Band F6 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	21,862	13,118	19,677	18,366	15,742
PRHO/FHO1	1	23,226	13,936	20,904	19,511	16,724
PRHO/FHO1	2	24,591	14,755*	22,133*	20,657*	17,706*

FHO2	Min	27,116	16,270	24,405	22,778	19,524
FHO2	1	28,889	17,334	26,001	24,268	20,801
FHO2	2	30,663	18,398	27,597	25,758	22,078

SHO	Min	27,116	16,270	24,405	22,778	19,524
SHO	1	28,889	17,334	26,001	24,268	20,801
SHO	2	30,663	18,398	27,597	25,758	22,078
SHO	3	32,436	19,462	29,193	27,247	23,355
SHO	4	34,209	20,526	30,789	28,737	24,632
SHO	5 <sup>5</sup>	35,982	21,590	32,385	30,226	25,908
SHO	6 <sup>5</sup>	37,755	22,653	33,980	31,715	27,184

SpR	Min	30,231	18,139	27,209	25,395	21,767
SpR	1	31,728	19,037	28,556	26,652	22,845
SpR	2	33,226	19,936	29,904	27,911	23,924
SpR	3	34,723	20,834	31,251	29,168	25,001
SpR	4	36,529	21,918	32,877	30,686	26,302
SpR	5	38,336	23,002	34,503	32,203	27,603
SpR	6	40,143	24,086	36,129	33,721	28,904
SpR	7 <sup>5</sup>	41,948	25,169	37,754	35,237	30,203
SpR	8 <sup>5</sup>	43,755	26,253	39,380	36,755	31,504
SpR	9 <sup>5</sup>	45,562	27,338	41,007	38,274	32,806

StR	Min	28,976	17,386	26,079	24,341	20,864
StR	1	30,749	18,450	27,675	25,830	22,140
StR	2	33,226	19,936	29,904	27,911	23,924
StR	3	34,723	20,834	31,251	29,168	25,001
StR	4	36,529	21,918	32,877	30,686	26,302
StR	5	38,336	23,002	34,503	32,203	27,603
StR	6	40,143	24,086	36,129	33,721	28,904
StR	7	41,948	25,169	37,754	35,237	30,203
StR	8	43,755	26,253	39,380	36,755	31,504
StR	9	45,562	27,338	41,007	38,274	32,806

StR (FT)	Min	28,976	17,386	26,079	24,341	20,864
StR (FT)	1	30,749	18,450	27,675	25,830	22,140
StR (FT)	2	33,226	19,936	29,904	27,911	23,924
StR (FT)	3	34,723	20,834	31,251	29,168	25,001
StR (FT)	4	36,529	21,918	32,877	30,686	26,302
StR (FT)	5	38,336	23,002	34,503	32,203	27,603

**Band F7**

Grade		Basic salary £	Band F7 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,862	15,304	22,956	21,426	18,365
PRHO/FHO1	1	23,226	16,259	24,389	22,763	19,511
PRHO/FHO1	2	24,591	17,214*	25,821*	24,100*	20,657*
FHO2	Min	27,116	18,982	28,473	26,575	22,779
FHO2	1	28,889	20,223	30,335	28,313	24,268
FHO2	2	30,663	21,465	32,198	30,051	25,758
SHO	Min	27,116	18,982	28,473	26,575	22,779
SHO	1	28,889	20,223	30,335	28,313	24,268
SHO	2	30,663	21,465	32,198	30,051	25,758
SHO	3	32,436	22,706	34,059	31,789	27,248
SHO	4	34,209	23,947	35,921	33,526	28,737
SHO	5 <sup>5</sup>	35,982	25,188	37,782	35,264	30,226
SHO	6 <sup>5</sup>	37,755	26,429	39,644	37,001	31,715
SpR	Min	30,231	21,162	31,743	29,627	25,395
SpR	1	31,728	22,210	33,315	31,094	26,652
SpR	2	33,226	23,259	34,889	32,563	27,911
SpR	3	34,723	24,307	36,461	34,030	29,169
SpR	4	36,529	25,571	38,357	35,800	30,686
SpR	5	38,336	26,836	40,254	37,571	32,204
SpR	6	40,143	28,101	42,152	39,342	33,722
SpR	7 <sup>5</sup>	41,948	29,364	44,046	41,110	35,237
SpR	8 <sup>5</sup>	43,755	30,629	45,944	42,881	36,755
SpR	9 <sup>5</sup>	45,562	31,894	47,841	44,652	38,273
StR	Min	28,976	20,284	30,426	28,398	24,341
StR	1	30,749	21,525	32,288	30,135	25,830
StR	2	33,226	23,259	34,889	32,563	27,911
StR	3	34,723	24,307	36,461	34,030	29,169
StR	4	36,529	25,571	38,357	35,800	30,686
StR	5	38,336	26,836	40,254	37,571	32,204
StR	6	40,143	28,101	42,152	39,342	33,722
StR	7	41,948	29,364	44,046	41,110	35,237
StR	8	43,755	30,629	45,944	42,881	36,755
StR	9	45,562	31,894	47,841	44,652	38,273
StR (FT)	Min	28,976	20,284	30,426	28,398	24,341
StR (FT)	1	30,749	21,525	32,288	30,135	25,830
StR (FT)	2	33,226	23,259	34,889	32,563	27,911
StR (FT)	3	34,723	24,307	36,461	34,030	29,169
StR (FT)	4	36,529	25,571	38,357	35,800	30,686
SrR (FT)	5	38,336	26,836	40,254	37,571	32,204

**Band F8**

Grade		Basic salary £	Band F8 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,862	17,490	26,235	24,486	20,988
PRHO/FHO1	1	23,226	18,581	27,872	26,014	22,298
PRHO/FHO1	2	24,591	19,673*	29,510*	27,543*	23,608*
FHO2	Min	27,116	21,693	32,540	30,371	26,032
FHO2	1	28,889	23,112	34,668	32,357	27,735
FHO2	2	30,663	24,531	36,797	34,344	29,438
SHO	Min	27,116	21,693	32,540	30,371	26,032
SHO	1	28,889	23,112	34,668	32,357	27,735
SHO	2	30,663	24,531	36,797	34,344	29,438
SHO	3	32,436	25,949	38,924	36,329	31,139
SHO	4	34,209	27,368	41,052	38,316	32,842
SHO	5 <sup>5</sup>	35,982	28,786	43,179	40,301	34,544
SHO	6 <sup>5</sup>	37,755	30,204	45,306	42,286	36,245
SpR	Min	30,231	24,185	36,278	33,859	29,022
SpR	1	31,728	25,383	38,075	35,537	30,460
SpR	2	33,226	26,581	39,872	37,214	31,898
SpR	3	34,723	27,779	41,669	38,891	33,335
SpR	4	36,529	29,224	43,836	40,914	35,069
SpR	5	38,336	30,669	46,004	42,937	36,803
SpR	6	40,143	32,115	48,173	44,961	38,538
SpR	7 <sup>5</sup>	41,948	33,559	50,339	46,983	40,271
SpR	8 <sup>5</sup>	43,755	35,004	52,506	49,006	42,005
SpR	9 <sup>5</sup>	45,562	36,450	54,675	51,030	43,740
StR	Min	28,976	23,181	34,772	32,454	27,818
StR	1	30,749	24,600	36,900	34,440	29,520
StR	2	33,226	26,581	39,872	37,214	31,898
StR	3	34,723	27,779	41,669	38,891	33,335
StR	4	36,529	29,224	43,836	40,914	35,069
StR	5	38,336	30,669	46,004	42,937	36,803
StR	6	40,143	32,115	48,173	44,961	38,538
StR	7	41,948	33,559	50,339	46,983	40,271
StR	8	43,755	35,004	52,506	49,006	42,005
StR	9	45,562	36,450	54,675	51,030	43,740
StR (FT)	Min	28,976	23,181	34,772	32,454	27,818
StR (FT)	1	30,749	24,600	36,900	34,440	29,520
StR (FT)	2	33,226	26,581	39,872	37,214	31,898
StR (FT)	3	34,723	27,779	41,669	38,891	33,335
StR (FT)	4	36,529	29,224	43,836	40,914	35,069
StR (FT)	5	38,336	30,669	46,004	42,937	36,803

**Band F9**

Grade		Basic salary £	Band F9 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	21,862	19,676	29,514	27,547	23,612
PRHO/FHO1	1	23,226	20,904	31,356	29,266	25,085
PRHO/FHO1	2	24,591	22,132*	33,198*	30,985*	26,559*
FHO2	Min	27,116	24,405	36,608	34,167	29,286
FHO2	1	28,889	26,001	39,002	36,402	31,202
FHO2	2	30,663	27,597	41,396	38,636	33,117
SHO	Min	27,116	24,405	36,608	34,167	29,286
SHO	1	28,889	26,001	39,002	36,402	31,202
SHO	2	30,663	27,597	41,396	38,636	33,117
SHO	3	32,436	29,193	43,790	40,871	35,032
SHO	4	34,209	30,789	46,184	43,105	36,947
SHO	5 <sup>5</sup>	35,982	32,384	48,576	45,338	38,861
SHO	6 <sup>5</sup>	37,755	33,980	50,970	47,572	40,776
SpR	Min	30,231	27,208	40,812	38,092	32,650
SpR	1	31,728	28,556	42,834	39,979	34,268
SpR	2	33,226	29,904	44,856	41,866	35,885
SpR	3	34,723	31,251	46,877	43,752	37,502
SpR	4	36,529	32,877	49,316	46,028	39,453
SpR	5	38,336	34,503	51,755	48,305	41,404
SpR	6	40,143	36,129	54,194	50,581	43,355
SpR	7 <sup>5</sup>	41,948	37,754	56,631	52,856	45,305
SpR	8 <sup>5</sup>	43,755	39,380	59,070	55,132	47,256
SpR	9 <sup>5</sup>	45,562	41,006	61,509	57,409	49,208
StR	Min	28,976	26,079	39,119	36,511	31,295
StR	1	30,749	27,675	41,513	38,745	33,210
StR	2	33,226	29,904	44,856	41,866	35,885
StR	3	34,723	31,251	46,877	43,752	37,502
StR	4	36,529	32,877	49,316	46,028	39,453
StR	5	38,336	34,503	51,755	48,305	41,404
StR	6	40,143	36,129	54,194	50,581	43,355
StR	7	41,948	37,754	56,631	52,856	45,305
StR	8	43,755	39,380	59,070	55,132	47,256
StR	9	45,562	41,006	61,509	57,409	49,208
StR (FT)	Min	28,976	26,079	39,119	36,511	31,295
StR (FT)	1	30,749	27,675	41,513	38,745	33,210
StR (FT)	2	33,226	29,904	44,856	41,866	35,885
StR (FT)	3	34,723	31,251	46,877	43,752	37,502
StR (FT)	4	36,529	32,877	49,316	46,028	39,453
StR (FT)	5	38,336	34,503	51,755	48,305	41,404

\* NOT PRHO

Circular HSS (TC8) 3/2008 (rates from 1.04.08)

## 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	3.54
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,035.79
	<b>STAFF FUND</b>		
88	Payment for each eligible bed	Year	641
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 7,900 3,950 2,824
91(b)	Payment for each notional half-day of clinical work per week	Year	4,493
91(b)	Payment for one hour or less of clinical work per week:	Year	1,196
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,392
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	25.81
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,493
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	40,437
94 & 105	Where the number of hours per week is not more than 2:		
“	Payment for 1 hour or less	Year	1,196
“	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,392
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	24.34
104	Maximum payment per session (ie three times hourly rate)	Session	73.02
141 & 142/ Sch 11	DOMICILIARY CONSULTATIONS		
	Standard Rate	Item of service	80.50
	Intermediate Rate	Item of service	40.25
143/ Sch11	Maximum fee in connection with anti-coagulant therapy or treatment with cytotoxic drugs	Series of visits	241.50
145/ Sch10	Combined fee for completion of form A655	Item of service	122.78
	For re-examination (provided previous form A655 available)	Item of service	104.90
146	Lower rate	Item of service	20.16

<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	150.82
157	Exceptional consultation by a general practitioner	Consultation	49.78
165/ Sch 11	Fees for lectures to nurses, etc: Consultants	Lecture	58.41
	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	46.29
	Other grades	Lecture	33.99
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	74.00

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

1. Public transport rate: 23p 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	(£)	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: <sup>15</sup>

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 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:		
$\frac{(\text{Cost of Contract Hire at } \text{maximum quoted mileage}) - (\text{Cost of Contract hire at } \text{minimum quoted mileage})}{1000}$			
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

<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	819.60	81.96
Associate Specialist (2008)	1,062.24	106.24
Associate Specialist	966.57	87.87
Part-time Medical or Dental Officer (paras 94-105)	-	86.17
Hospital Practitioner	-	98.98
Staff Grade	815.20	81.52

<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>Band</b>	<b>Hourly Rates (£) : Bands LA, LB, LC</b>			
	<b>Basic Hourly Rate</b>	<b>LC</b>	<b>LB</b>	<b>LA</b>
HO/FHO1	11.14	15.60	16.71	20.06
FHO2	13.86	19.41	20.79	24.95
SHO	15.56	21.79	23.34	28.01
SpR	17.95	25.13	26.93	32.31
StR (Higher Rate)	17.95	25.13	26.93	32.31
StR (Lower Rate)	16.29	22.81	24.44	29.33

<b>Band</b>	<b>Weekly Rates (£) : Band LL</b>						
	<b>Basic Rate<sup>19</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	534.72	641.67	748.61	802.08	802.08	962.50	1,069.44
FHO2	665.28	798.34	931.40	997.92	997.92	1,197.51	1,330.56
SHO	746.88	896.26	1,045.64	1,120.32	1,120.32	1,344.39	1,493.76
SpR	861.60	1,033.92	1,206.24	1,292.40	1,292.40	1,550.88	1,723.20
StR Higher Rate)	861.60	1,033.92	1,206.24	1,292.40	1,292.40	1,550.88	1,723.30
StR (Lower Rate)	781.92	938.31	1,094.69	1,172.88	1,172.88	1,407.46	1,563.84

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 2008**

**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	115.86
		b.	during the course of another procedure	78.32
	ii.	Fee per case of female sterilisation performed		
		a.	as a separate procedure	156.64
		b.	during the course of another procedure	104.77
	iii.	Fee for the reversal of male sterilisation		178.13
	iv.	Fee for the reversal of female sterilisation		249.16
	v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
		a.	as a separate procedure	78.32
		b.	during the course of another procedure	51.82
		c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	249.16
			Payable per	
	vi.	Examination and report on pathological specimens in connection with HPSS family planning cases		Case
				21.45
	vii.	Radiological services provided in connection with HPSS family planning cases		Case
				21.45
	viii.	Notional half-day special family planning session		Session
				133.20

<b>2. MISCELLANEOUS</b>				
	i.	Junior hospital doctors in "peripheral" hospitals		Allowance per year
				2,334.23
	ii.	Fee for College or Faculty nominee attending a consultant or hospital practitioner Advisory Appointment Panel/Committee.		Full day
				126.02
			Half day	63.01
	iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).		Full day
				192.54
			Half day	96.28

**Circular HSS (TC8) 3/2008 (rates from 1.04.08)**

**ANNEX A: SECTION 9**

**PAY AND ALLOWANCES: SALARIED DENTAL CARE STAFF  
TERMS AND CONDITIONS FOR SALARIED PRIMARY DENTAL CARE STAFF  
(2008)**

**PAY SCALE FOR SALARIED PRIMARY DENTAL CARE**

<b>GRADE</b>	<b>PAY POINT</b>	<b>£</b>	<b>PAY POINT</b>	<b>£</b>
		<b><u>Scales as at</u></b>		<b><u>Scales from</u></b>
		<b><u>1 November</u></b>		<b><u>1 April 2008</u></b>
		<b><u>2007</u></b>		
<b>Band 1</b>				
Community Dental Officer /Salaried PDS Dentist	<b>0</b>	33,041	<b>0</b>	33,768
	<b>1</b>	35,714	<b>1</b>	36,500
<b>M025</b>	<b>2</b>	38,387	<b>2</b>	39,232
	<b>3</b>	41,061	<b>3</b>	41,965
	<b>4</b>	43,734	<b>4</b>	44,697
	<b>5</b>	46,407	<b>5</b>	47,428
	<b>6</b>	49,080*	<b>6</b>	50,160*
	<b>7</b>	51,754*	<b>7</b>	52,893*
<b>Band 2</b>				
Senior Dental Officer/ Senior Salaried PDS Dentist	<b>0</b>	47,215	<b>0</b>	48,254
	<b>1</b>	50,952	<b>1</b>	52,073
	<b>2</b>	54,689	<b>2</b>	55,893
	<b>3</b>	58,426	<b>3</b>	59,712
<b>M024</b>	<b>4</b>	62,163	<b>4</b>	63,531
	<b>5</b>	62,987*	<b>5</b>	64,373*
	<b>6</b>	63,810*	<b>6</b>	65,214*
<b>Band 3</b>				
Assistant Clinical Director of CDS/Salaried PDS	<b>0</b>	62,741	<b>0</b>	64,122
	<b>1</b>	63,712	<b>1</b>	65,114
	<b>2</b>	64,683	<b>2</b>	66,107
	<b>3</b>	65,654	<b>3</b>	67,099
<b>M018</b>	<b>4</b>	66,625*	<b>4</b>	68,091*
	<b>5</b>	67,597*	<b>5</b>	69,085*
<b>Band 4</b>				
Clinical Director of CDS/salaried PDS/Area Dir D.S.	<b>0</b>	62,741	<b>0</b>	64,122
	<b>1</b>	63,712	<b>1</b>	65,114
	<b>2</b>	64,683	<b>2</b>	66,107
	<b>3</b>	65,654	<b>3</b>	67,099
<b>M011</b>	<b>4</b>	66,625	<b>4</b>	68,091
	<b>5</b>	67,597	<b>5</b>	69,085
	<b>6</b>	68,568	<b>6</b>	70,077
	<b>7</b>	69,555	<b>7</b>	71,086
	<b>8</b>	70,526*	<b>8</b>	72,078*
	<b>9</b>	71,497*	<b>9</b>	73,070*

\* 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, is increased with effect from 1 April 2008, from £2,326 to £2,378 a year.
2. The teaching supplement payable to Clinical Directors in Trusts, which include a dental teaching hospital, is increased with effect from 1 April 2008, from £2,627 to £2,685 a year.
3. The supplement which is payable to Clinical Directors with responsibility for more than one salaried dental service, will be increased as follows:
  - a. where they are responsible for two separate salaried dental services each managed by a separate Trust or HSS Board, the supplement is increased with effect from 1 April 2008 from £1,698 to £1,736 a year, and
  - b. where they are responsible for three or more separate salaried dental services each managed by a separate Trust or HSS Board, the supplement is increased with effect from 1 April 2008, from £2,711 to £2,771 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 is increased, along with the allowance payable for occasional work under paragraph 81 of the handbook, with effect from 1 April 2008 as shown in column 3 below.

1 Grade	2 Rates payable from 1.11.07 £	3 Rates payable from 1.4.08 £
Dental Officer	27.10	27.70
Senior Dental Officer	35.95	36.75
Dental Surgeon employed as part-time hospital consultant	44.80	45.79

6. The fees payable for lectures have been amended and the rates from 1 April 2008 are set out in column 3 below:

1 Paragraph 170 (fees for lectures to non-medical and non-dental staff)	2 With effect from 1.11.07 £	3 With effect from 1.4.08 £
(a) for lectures given by Clinical Directors or Assistant Clinical Directors.	57.27	58.53
(b) for lectures given by clinical staff in pay bands 1 – 2.	45.29	46.29
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists).	72.40	74.00

7. The allowance for dental officers acting as trainers, or who supervise undergraduate dental students, should be increased with effect from 1 April 2008 from £1,860 to £1,901 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 '07 - March '08 Supplement 55%		April '08 - March '09 Supplement 50%			
Basic Salary (all contracts)		Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance		
a)	Scale point								
	<b>StR minimum</b>	£28,976	£18,835	£47,811	£15,937	£44,913	£14,488	£43,464	*
	<b>StR point 01</b>	£30,749	£19,987	£50,736	£16,912	£47,661	£15,375	£46,124	*
	<b>StR point 02</b>	£33,226	£21,597	£54,823	£18,275	£51,501	£16,613	£49,839	*
	<b>StR point 03</b>	£34,723	£22,570	£57,293	£19,098	£53,821	£17,362	£52,085	*
	<b>StR point 04</b>	£36,529	£23,744	£60,273	£20,091	£56,620	£18,265	£54,794	*†
	<b>StR point 05</b>	£38,336	£24,919	£63,255	£21,085	£59,421	£19,168	£57,504	*
	<b>StR point 06</b>	£40,143	£26,093	£66,236	£22,079	£62,222	£20,072	£60,215	*
	<b>StR point 07</b>	£41,948	£27,267	£69,215	£23,072	£65,020	£20,974	£62,922	*
	<b>StR point 08</b>	£43,755	£28,441	£72,196	£24,066	£67,821	£21,878	£65,633	*
	<b>StR point 09</b>	£45,562	£29,616	£75,178	£25,060	£70,622	£22,781	£68,343	
b)	<b>SpR minimum</b>	£30,231	£19,651	£49,882	£16,628	£46,859	£15,116	£45,347	*
	<b>SpR point 01</b>	£31,728	£20,624	£52,352	£17,451	£49,179	£15,864	£47,592	†

**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.