

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**



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

www.dhsspsni.gov.uk

AN ROINN
**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

MÁNNYSTRIE O
**Poustie, Resydènter Heisin
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Ref No: HSS TC8 1/2009

Date: 15 June 2009

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 2009. Please implement and, where necessary, backdate the new awards as soon as possible.

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 2009

3. The circular includes details of:
 - uplifts to national salary scales for 2009/10;
 - 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 2009 are:
 - Consultants, doctors in training, and specialty and associate specialist group of doctors will receive a 1.5 per cent uplift.

Community Dental Service and Salaried Personal Dental Service Dentists

5. The pay scales for community dentists will increase by 1.5 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 1.5 per cent. The pay range for 2009/10 is £53,249 to £80,354.

GP Registrars

7. The GP Registrar (GPR) supplement for doctors in hospital training grades entering GPR Vocational Training Scheme (VTS) practice placements will be 45 per cent of basic pay for contracts made after 31 March 2009. A supplement of 50 per cent remains payable 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; and 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 2009. 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) 3/2008 and will take effect from 1 April 2009.
10. The revised allowances and salary points for 2009/10 are calculated on the basis of an uplift on 1 November 2008 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.

Further copies

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

Yours sincerely

A handwritten signature in black ink that reads "Diane Taylor". The signature is written in a cursive, slightly slanted style.

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 2009 (unless otherwise stated) NB – End notes appear at section 11 of Annex A

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2004 Consultant Contract		1	2	3	4	5	6	7	8						
Period spent on each threshold		(1 year)	(1 year)	(1 year)	(1 year)	(5 years)	(5 years)	(5 years)	(Final)						
Consultant appointed on or after 15 January 2004	M400	74,504	76,837	79,170	81,502	83,829	89,370	94,911	100,446						
Consultant appointed before 15 January 2004		See Section 2: Table 1													
		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Old Contract)	M027 ¹	61,859	66,285	70,712	75,138	80,186									
Associate Specialist	M080	37,321	41,274	45,226	49,178	53,132	57,084	62,304	66,827	68,705	71,154 ₂	73,603 ²	76,052 ²	78,501 ²	80,953 ²
Staff Grade Practitioner	M210¹	33,762	36,443	39,122	41,803	44,483	47,639	49,843	52,523						
Staff Grade Practitioner	M211/M212³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212		
		33,762	36,443	39,122	41,803	44,483	47,639	49,843 ⁴	52,523 ⁴	55,203 ⁴	57,884 ₄	60,563 ⁴	63,244 ⁴		
SCMO	M020¹	45,704	48,486	51,267	54,049	56,831	59,612	62,393	65,175						
CMO	M019¹	32,343	34,094	35,845	37,596	39,347	41,098	42,849	44,602						
Specialty Registrar (full)	M241	29,411	31,211	33,724	35,244	37,077	38,911	40,745	42,578 ⁵	44,412 ⁵	46,246 ₅				
Specialty Registrar (CT)	M242	29,411	31,211	33,724	35,244	37,077	38,911								
Specialty Registrar (FT)	M240	29,411	31,211	33,724	35,244	37,077	38,911								
Specialist Registrar	M101	30,685	32,204	33,724	35,244	37,077	38,911	40,745	42,578 ⁵	44,412 ⁵	46,246 ₅				
Senior House Officer	M0140	27,523	29,323	31,122	32,922	34,722	36,522 ⁵	38,322 ⁵							
House Officer	M0180	22,190	23,575	24,960											
PRHO	M0180	22,190	23,575												
Foundation House Officer 2	M230	27,523	29,323	31,122											

Foundation House Officer 1	M220	22,190	23,575	24,960				
Hospital practitioners/session	M0200-204	4,463	4,721	4,981	5,239	5,497	5,756	6,014

Circular HSS (TC8) 1/2009 (rates from 1.04.09)

ANNEX A: SECTION 2

CONSULTANT PAY AND ALLOWANCES EFFECTIVE FROM 1 APRIL 2009

Annex A

Basic salary for consultants appointed before 15 January 2004

Table 1

Pay Scale	Seniority	Pay Threshold	Basic salary (2009/10)	Years after transfer before threshold level changes
M430	30+	7	£89,370	Salary on transfer
		8	£94,911	1 year after transfer
			£100,446	2 years after transfer
M421	21-29	6	£83,829	Salary on transfer
		7	£89,370	1 year after transfer
		8	£94,911	2 years after transfer
M420	20	6	£100,446	3 years after transfer
		7	£83,829	Salary on transfer
		8	£89,370	1 year after transfer
M419	19	6	£94,911	3 years after transfer
		7	£89,370	1 year after transfer
		8	£100,446	5 years after transfer
M418	18	6	£83,829	Salary on transfer
		7	£89,370	2 years after transfer
		8	£94,911	3 years after transfer
M417	17	6	£100,446	5 years after transfer
		7	£83,829	Salary on transfer
		8	£89,370	2 years after transfer
M416	16	6	£94,911	4 years after transfer
		7	£89,370	2 years after transfer
		8	£100,446	6 years after transfer
M415	15	6	£83,829	Salary on transfer
		7	£89,370	3 years after transfer
		8	£94,911	4 years after transfer
M414	14	6	£100,446	8 years after transfer
		7	£83,829	Salary on transfer
		8	£89,370	3 years after transfer
M413	13	6	£94,911	5 years after transfer
		7	£89,370	3 years after transfer
		8	£100,446	10 years after transfer

Pay Scale	Seniority	Pay Threshold	Basic salary (2009/10)	Years after transfer before threshold level changes
M412	12		£83,829	Salary on transfer
		6	£89,370	3 years after transfer
		7	£94,911	6 years after transfer
		8	£100,446	11 years after transfer
M411	11		£83,829	Salary on transfer
		6	£89,370	4 years after transfer
		7	£94,911	7 years after transfer
		8	£100,446	12 years after transfer
M410	10		£83,829	Salary on transfer
		6	£89,370	4 years after transfer
		7	£94,911	8 years after transfer
		8	£100,446	13 years after transfer
M409	9		£83,829	Salary on transfer
		6	£89,370	4 years after transfer
		7	£94,911	9 years after transfer
		8	£100,446	14 years after transfer
M408	8		£83,829	Salary on transfer
		6	£89,370	5 years after transfer
		7	£94,911	10 years after transfer
		8	£100,446	15 years after transfer
M407	7		£83,829	Salary on transfer
		6	£89,370	5 years after transfer
		7	£94,911	10 years after transfer
		8	£100,446	15 years after transfer
M406	6		£82,665	Salary on transfer
		5	£83,829	1 year after transfer
		6	£89,370	5 years after transfer
		7	£94,911	10 years after transfer
M405	5		£100,446	15 years after transfer
		*	£81,502	Salary on transfer
		5	£82,665	1 year after transfer
		6	£83,829	2 years after transfer
M404	4		£89,370	6 years after transfer
		7	£94,911	11 years after transfer
		8	£100,446	16 years after transfer
		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 (2008/09)	Years after transfer before threshold level changes
M403	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
M402	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
M401	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)⁶

Supplement Band ⁷	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)

Supplement Band ⁷	Pay Scale Code	Minimum	Maximum	Exceptional Maximum
Band A		£93,697	£99,798	
Band B	M006 ¹	£85,418	£90,660	£93,697
Band C	M007 ¹	£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)⁷

Awarded by Local Committee	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
Awarded by NICEAC	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)

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

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

Banding	Value
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 (2009) 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	36,443	51,095	1 year	M215/M090 - 01
1	39,559	55,202	1 year	M215/M090 - 02
2	43,610	59,308	1 year	M215/M090 - 03
3	45,781	64,731	1 year	M215/M090 - 04
4	48,909	69,432	1 year	M215/M090 - 05
Threshold 1	5	52,025	2 years	M215/M090 - 06
		52,025	1 year	M215/M090 - 07
	6	55,211	2 years	M215/M090 - 08
		55,211	1 year	M215/M090 - 09
	7	58,399	2 years	M215/M090 - 10
		58,399	1 year	M215/M090 - 11
Threshold 2	8	61,586	3 years	M215/M090 - 12
		61,586	2 years	M215/M090 - 13
		61,586	1 year	M215/M090 - 14
	9	64,772	3 years	M215/M090 - 15
		64,772	2 years	M215/M090 - 16
		64,772	1 year	M215/M090 - 17
	10	67,959		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)

ANNEX A: SECTION 3
PUBLIC HEALTH PAY AND ALLOWANCES

PROTECTED SALARY SCALE

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

Number of Duties	Rate per half year (£)
4-11	179
12-17	358
18-23	537
24-29	716
30-35	895
36-41	1,074
42-47	1,253
48-53	1,432
54-59	1,611
60-65	1,790
66-71	1,969
72 or more	2,148

ANNEX A: SECTION 4: TABLE 1

DOCTORS IN TRAINING

Total salaries for full-time training posts⁸ 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	22,190	26,628	31,066	33,285	39,942	44,380
PRHO/ FHO1	1	23,575	28,290	33,005	35,363	42,435	47,150
PRHO/ FHO1	2	24,960	29,952	34,944	37,440	44,928	49,920
FHO2	Min	27,523	33,028	38,533	41,285	49,542	55,046
FHO2	1	29,323	35,188	41,053	43,985	52,782	58,646
FHO2	2	31,122	37,347	43,571	46,683	56,020	62,244
SHO	Min	27,523	33,028	38,533	41,285	49,542	55,046
SHO	1	29,323	35,188	41,053	43,985	52,782	58,646
SHO	2	31,122	37,347	43,571	46,683	56,020	62,244
SHO	3	32,922	39,507	46,091	49,383	59,260	65,844
SHO	4	34,722	41,667	48,611	52,083	62,500	69,444
SHO	5 ⁵	36,522	43,827	51,131	54,783	65,740	73,044
SHO	6 ⁵	38,322	45,987	53,651	57,483	68,980	76,644
SpR	Min	30,685	36,822	42,959	46,028	55,233	61,370
SpR	1	32,204	38,645	45,086	48,306	57,968	64,408
SpR	2	33,724	40,469	47,214	50,586	60,704	67,448
SpR	3	35,244	42,293	49,342	52,866	63,440	70,488
SpR	4	37,077	44,493	51,908	55,616	66,739	74,154
SpR	5	38,911	46,694	54,476	58,367	70,040	77,822
SpR	6	40,745	48,894	57,043	61,118	73,341	81,490
SpR	7 ⁵	42,578	51,094	59,610	63,867	76,641	85,156
SpR	8 ⁵	44,412	53,295	62,177	66,618	79,942	88,824
SpR	9 ⁵	46,246	55,496	64,745	69,369	83,243	92,492
StR	Min	29,411	35,294	41,176	44,117	52,940	58,822
StR	1	31,211	37,454	43,696	46,817	56,180	62,422
StR	2	33,724	40,469	47,214	50,586	60,704	67,488
StR	3	35,244	42,293	49,342	52,866	63,440	70,488
StR	4	37,077	44,493	51,908	55,616	66,739	74,154
StR	5	38,911	46,694	54,476	58,367	70,040	77,822
StR	6	40,745	48,894	57,043	61,118	73,341	81,490
StR	7	42,578	51,094	59,610	63,867	76,641	85,156
StR	8	44,412	53,295	62,177	66,618	79,942	88,824
StR	9	46,246	55,496	64,745	69,369	83,243	92,492

StR (FT)	Min	29,411	35,294	41,176	44,117	52,940	58,822
StR (FT)	1	31,211	37,454	43,696	46,817	56,180	62,422
StR (FT)	2	33,724	40,469	47,214	50,586	60,704	67,448
StR (FT)	3	35,244	42,293	49,342	52,866	63,440	70,488
StR (FT)	4	37,077	44,493	51,908	55,616	66,739	74,154
StR (FT)	5	38,911	46,694	54,476	58,367	70,040	77,822

Circular HSS (TC8) 1/2009 (rates from 1.04.09)

ANNEX A: SECTION 4: TABLE 2

DOCTORS IN TRAINING

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

Grade	Point	Basic salary £	Banding supplement	
			+ 5% Band FB £	+ 25% Band FA £
PRHO	Min	22,190	23,300	27,738
PRHO	1	23,575	24,754	29,469
PRHO	2	24,960	26,208	31,200
SHO	Min	27,523	28,900	34,404
SHO	1	29,323	30,790	36,654
SHO	2	31,122	32,679	38,903
SHO	3	32,922	34,569	41,153
SHO	4	34,722	36,459	43,403
SHO	5 ⁵	36,522	38,349	45,653
SHO	6 ⁵	38,322	40,239	47,903
SpR	Min	30,685	32,220	38,357
SpR	1	32,204	33,815	40,255
SpR	2	33,724	35,411	42,155
SpR	3	35,244	37,007	44,055
SpR	4	37,077	38,931	46,347
SpR	5	38,911	40,857	48,639
SpR	6	40,745	42,783	50,932
SpR	7 ⁵	42,578	44,707	53,223
SpR	8 ⁵	44,412	46,633	55,515
SpR	9 ⁵	46,246	48,559	57,808

ANNEX A: SECTION 4: TABLE 3

DOCTORS IN TRAINING

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

Band F5

Grade		Basic salary £	Band F5 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	22,190	11,095	16,643	15,533	13,314
PRHO/FHO1	1	23,575	11,788	17,682	16,504	14,146
PRHO/FHO1	2	24,960	12,480*	18,720*	17,472*	14,976*
FHO2	Min	27,523	13,762	20,643	19,267	16,515
FHO2	1	29,322	14,662	21,993	20,527	17,595
FHO2	2	31,122	15,561	23,342	21,786	18,674
SHO	Min	27,523	13,762	20,643	19,267	16,515
SHO	1	29,323	14,662	21,993	20,527	17,595
SHO	2	31,122	15,561	23,342	21,786	18,674
SHO	3	32,922	16,461	24,692	23,046	19,754
SHO	4	34,722	17,361	26,042	24,306	20,834
SHO	5 ⁵	36,522	18,261	27,392	25,566	21,914
SHO	6 ⁵	38,322	19,161	28,742	26,826	22,994
SpR	Min	30,685	15,343	23,015	21,481	18,412
SpR	1	32,204	16,102	24,153	22,543	19,323
SpR	2	33,724	16,862	25,293	23,607	20,235
SpR	3	35,244	17,622	26,433	24,671	21,147
SpR	4	37,077	18,539	27,809	25,955	22,247
SpR	5	38,911	19,456	29,184	27,239	23,348
SpR	6	40,745	20,373	30,560	28,523	24,448
SpR	7 ⁵	42,578	21,289	31,934	29,805	25,547
SpR	8 ⁵	44,412	22,206	33,309	31,089	26,648
SpR	9 ⁵	46,246	23,123	34,685	32,373	27,748
StR	Min	29,411	14,706	22,059	20,589	17,648
StR	1	31,211	15,606	23,409	21,849	18,728
StR	2	33,724	16,682	25,293	23,607	20,235
StR	3	35,244	17,622	26,433	24,671	21,147
StR	4	37,077	18,539	27,809	25,955	22,247
StR	5	38,911	19,456	29,184	27,239	23,348
StR	6	40,745	20,373	30,560	28,523	24,448
StR	7	42,578	21,289	31,934	29,805	25,547
StR	8	44,412	22,206	33,309	31,089	26,648
StR	9	46,246	23,123	34,685	32,373	27,748
StR (FT)	Min	29,411	14,706	22,059	20,589	17,648
StR (FT)	1	31,211	15,606	23,409	21,849	18,728
StR (FT)	2	33,724	16,862	25,293	23,607	20,235
StR (FT)	3	35,244	17,622	26,433	24,671	21,147
StR (FT)	4	37,077	18,539	27,809	25,955	22,247

StR (FT)	5	38,911	19,456	29,184	27,239	23,348
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Band F6

Grade		Basic salary £	Band F6 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	22,190	13,314	19,971	18,640	15,977
PRHO/FHO1	1	23,575	14,145	21,218	19,803	16,974
PRHO/FHO1	2	24,960	14,976*	22,464*	20,967*	17,972*

FHO2	Min	27,523	16,514	24,771	23,120	19,817
FHO2	1	29,323	17,594	26,391	24,632	21,113
FHO2	2	31,122	18,674	28,011	26,144	22,409

SHO	Min	27,523	16,514	24,771	23,120	19,817
SHO	1	29,323	17,594	26,391	24,632	21,113
SHO	2	31,122	18,674	28,011	26,144	22,409
SHO	3	32,922	19,754	29,631	27,656	23,705
SHO	4	34,722	20,834	31,251	29,168	25,001
SHO	5 ⁵	36,522	21,914	32,871	30,680	26,297
SHO	6 ⁵	38,322	22,994	34,491	32,192	27,593

SpR	Min	30,685	18,411	27,617	25,776	22,094
SpR	1	32,204	19,323	28,985	27,053	23,188
SpR	2	33,724	20,235	30,353	28,329	24,282
SpR	3	35,244	21,147	31,721	29,606	25,377
SpR	4	37,077	22,247	33,371	31,146	26,697
SpR	5	38,911	23,347	35,021	32,686	28,017
SpR	6	40,745	24,447	36,671	34,226	29,337
SpR	7 ⁵	42,578	25,547	38,321	35,766	30,657
SpR	8 ⁵	44,412	26,648	39,972	37,308	31,978
SpR	9 ⁵	46,246	27,748	41,622	38,848	33,298

StR	Min	28,411	17,647	26,471	24,706	21,177
StR	1	31,211	18,727	28,091	26,218	22,473
StR	2	33,724	20,235	30,353	28,329	24,282
StR	3	35,244	21,147	31,721	29,606	25,377
StR	4	37,077	22,247	33,371	31,146	26,697
StR	5	38,911	23,347	35,021	32,686	28,017
StR	6	40,745	24,447	36,671	34,226	29,337
StR	7	42,578	25,547	38,321	35,766	30,657
StR	8	44,412	26,648	39,972	37,308	31,978
StR	9	46,246	27,748	41,622	38,848	33,298

StR (FT)	Min	29,411	17,647	26,471	24,706	21,177
StR (FT)	1	31,211	18,727	28,091	26,218	22,473
StR (FT)	2	33,724	20,235	30,353	28,329	24,282
StR (FT)	3	35,244	21,147	31,721	29,606	25,377
StR (FT)	4	37,077	22,247	33,371	31,146	26,697

StR (FT)	5	38,911	23,347	35,021	32,686	28,017
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Band F7

Grade		Basic salary £	Band F7 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
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PRHO/FHO1	Min	22,190	15,533	23,300	21,747	18,640
PRHO/FHO1	1	23,575	16,503	24,755	23,105	19,804
PRHO/FHO1	2	24,960	17,472*	26,208*	24,461*	20,967*

FHO2	Min	27,523	19,267	28,901	26,974	23,121
FHO2	1	29,323	20,527	30,791	28,738	24,633
FHO2	2	31,122	21,786	32,679	30,501	26,144

SHO	Min	27,523	19,267	28,901	26,974	23,121
SHO	1	29,323	20,527	30,791	28,738	24,633
SHO	2	31,122	21,786	32,679	30,501	26,144
SHO	3	32,922	23,046	34,569	32,265	27,656
SHO	4	34,722	24,306	36,459	34,029	29,168
SHO	5 ⁵	36,522	25,566	38,349	35,793	30,680
SHO	6 ⁵	38,322	26,826	40,239	37,557	32,192

SpR	Min	30,685	21,480	32,220	30,072	25,776
SpR	1	32,204	22,543	33,815	31,561	27,052
SpR	2	33,724	23,607	35,411	33,050	28,329
SpR	3	35,244	24,671	37,007	34,540	29,606
SpR	4	37,077	25,954	38,931	36,336	31,145
SpR	5	38,911	27,238	40,857	38,134	32,686
SpR	6	40,745	28,522	42,783	39,931	34,227
SpR	7 ⁵	42,578	29,805	44,708	41,727	35,766
SpR	8 ⁵	44,412	31,089	46,634	43,525	37,307
SpR	9 ⁵	46,246	32,373	48,560	45,323	38,848

StR	Min	29,411	20,588	30,882	28,824	24,706
StR	1	31,211	21,848	32,772	30,588	26,218
StR	2	33,724	23,607	35,411	33,050	28,329
StR	3	35,244	24,671	37,007	34,540	29,606
StR	4	37,077	25,954	38,931	36,336	31,145
StR	5	38,911	27,238	40,857	38,134	32,686
StR	6	40,745	28,522	42,783	39,931	34,227
StR	7	42,578	29,805	44,708	41,727	35,766
StR	8	44,412	31,089	46,634	43,525	37,307
StR	9	46,246	32,373	48,564	45,323	38,848

StR (FT)	Min	29,411	20,588	30,882	28,824	24,706
StR (FT)	1	31,211	21,848	32,772	30,588	26,218
StR (FT)	2	33,724	23,607	35,411	33,050	28,329
StR (FT)	3	35,244	24,671	37,007	34,540	29,606
StR (FT)	4	37,077	25,954	38,931	36,336	31,145
SrR (FT)	5	38,911	27,238	40,857	38,134	32,686

Band F8

Grade		Basic salary £	Band F8 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	22,190	17,752	26,628	24,853	21,303
PRHO/FHO1	1	23,575	18,860	28,290	26,404	22,632
PRHO/FHO1	2	24,960	19,968*	29,952*	27,956*	23,962*
FHO2	Min	27,523	22,019	33,029	30,827	26,423
FHO2	1	29,323	23,459	35,189	32,843	28,151
FHO2	2	31,122	24,898	37,347	34,858	29,878
SHO	Min	27,523	22,019	33,029	30,827	26,423
SHO	1	29,323	23,459	35,189	32,843	28,151
SHO	2	31,122	24,898	37,347	34,858	29,878
SHO	3	32,922	26,338	39,507	36,874	31,606
SHO	4	34,722	27,778	41,667	38,890	33,334
SHO	5 ⁵	36,522	29,218	43,827	40,906	35,062
SHO	6 ⁵	38,322	30,658	45,987	42,922	36,790
SpR	Min	30,685	24,548	36,822	34,368	29,458
SpR	1	32,204	25,764	38,646	36,070	30,917
SpR	2	33,724	26,980	40,470	37,772	32,376
SpR	3	35,244	28,196	42,294	39,475	33,836
SpR	4	37,077	29,662	44,493	41,527	35,595
SpR	5	38,911	31,129	46,694	43,581	37,355
SpR	6	40,745	32,596	48,894	45,635	39,116
SpR	7 ⁵	42,578	34,063	51,095	47,689	40,876
SpR	8 ⁵	44,412	35,530	53,295	49,742	42,636
SpR	9 ⁵	46,246	36,997	55,496	51,796	44,397
StR	Min	29,411	23,529	35,294	32,941	28,235
StR	1	31,211	24,969	37,454	34,957	29,963
StR	2	33,724	26,980	40,470	37,772	32,376
StR	3	35,244	28,196	42,294	39,475	33,836
StR	4	37,077	29,662	44,493	41,527	35,595
StR	5	38,911	31,129	46,694	43,581	37,355
StR	6	40,745	32,596	48,894	45,635	39,116
StR	7	42,578	34,063	51,095	47,689	40,876
StR	8	44,412	35,530	53,295	49,742	42,636
StR	9	46,246	36,997	55,496	51,796	44,397
StR (FT)	Min	29,411	23,529	35,294	32,941	28,235
StR (FT)	1	31,211	24,969	37,454	34,957	29,963
StR (FT)	2	33,724	26,980	40,470	37,772	32,376
StR (FT)	3	35,244	28,196	42,294	39,475	33,836
StR (FT)	4	37,077	29,662	44,483	41,527	35,595
StR (FT)	5	38,911	31,129	46,694	43,581	37,355

Band F9

Grade		Basic salary £	Band F9 Salary £	Band FA (50%) £	Band FB (40%) £	Band FC (20%) £
PRHO/FHO1	Min	22,190	19,971	29,957	27,960	23,966
PRHO/FHO1	1	23,575	21,218	31,827	29,706	25,462
PRHO/FHO1	2	24,960	22,464*	33,696*	31,450*	26,957*
FHO2	Min	27,523	24,771	37,157	34,680	29,726
FHO2	1	29,323	26,391	39,587	36,948	31,670
FHO2	2	31,122	28,010	42,015	39,214	33,612
SHO	Min	27,523	24,771	37,157	34,680	29,726
SHO	1	29,323	26,391	39,587	36,948	31,670
SHO	2	31,122	28,010	42,015	39,214	33,612
SHO	3	32,922	29,630	44,445	41,482	35,556
SHO	4	34,722	31,250	46,875	43,750	37,500
SHO	5 ⁵	36,522	32,870	49,305	46,018	39,444
SHO	6 ⁵	38,322	34,490	51,735	48,286	41,388
SpR	Min	30,685	27,617	41,426	38,664	33,141
SpR	1	32,204	28,984	43,476	40,578	34,781
SpR	2	33,724	30,352	45,528	42,493	36,423
SpR	3	35,244	31,720	47,580	44,408	38,064
SpR	4	37,077	33,370	50,055	46,718	40,044
SpR	5	38,911	35,020	52,530	49,028	42,024
SpR	6	40,745	36,671	55,007	51,340	44,006
SpR	7 ⁵	42,578	38,321	57,482	53,650	45,986
SpR	8 ⁵	44,412	39,971	59,957	55,960	47,966
SpR	9 ⁵	46,246	41,622	62,433	58,271	49,947
StR	Min	29,411	26,470	39,705	37,058	31,764
StR	1	31,211	28,090	42,135	39,326	33,708
StR	2	33,724	30,352	45,528	42,493	36,423
StR	3	35,244	31,720	47,580	44,408	38,064
StR	4	37,077	33,370	50,055	46,718	40,044
StR	5	38,911	35,020	52,530	49,028	42,024
StR	6	40,745	36,671	55,007	51,340	44,006
StR	7	42,578	38,321	57,482	53,650	45,986
StR	8	44,412	39,971	59,957	55,960	47,966
StR	9	46,246	41,622	62,433	58,271	49,947
StR (FT)	Min	29,411	26,470	39,705	37,058	31,764
StR (FT)	1	31,211	28,090	42,135	39,326	33,708
StR (FT)	2	33,724	30,352	45,528	42,493	36,423
StR (FT)	3	35,244	31,720	47,580	44,408	38,064
StR (FT)	4	37,077	33,370	50,055	46,718	40,044
StR (FT)	5	38,911	35,020	52,530	49,028	42,024

* NOT PRHO

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

ANNEX A: SECTION 5

OTHER FEES, CHARGES AND ALLOWANCES

Paragraph ¹¹ / Schedule ¹²	Nature of fee, charge or allowance	<u>Payable for each</u>	Rate £
32.b / Sch 10&11	Radiology and pathology tests (routine screening of employees)	Item of service	3.59
49	Medical Superintendent of Psychiatric Hospitals Allowance	Year	5,111.32
	STAFF FUND		
88	Payment for each eligible bed	Year	651
91(a)	Payment for provision of a casualty service:	Higher rate: Lower rate: 12 hrs per day Mon-Fri	Year Year Year 8,018 4,009 2,867
91(b)	Payment for each notional half-day of clinical work per week	Year	4,561
91(b)	Payment for one hour or less of clinical work per week:	Year	1,214
91(b)	Payment for one hour but not more than 2 hours of clinical work per week: (ie twice hourly rate)	Year	2,428
93	Payment for each casualty seen, where the number is less than 200 per annum	Casualty seen	26.20
94 & 105	Payment to part-time Medical and Dental Officers: per weekly notional half-day	Year	4,561
94 & 105	Maximum annual payment (ie for 9 sessions)	Year	41,049
94 & 105	Where the number of hours per week is not more than 2:		
“	Payment for 1 hour or less	Year	1,214
“	Payment for more than 1 hour but not more than 2 hours (ie twice hourly rate)	Year	2,428
104	Payment for occasional work in the Blood Transfusion Service	Hour or part of an hour	24.70
104	Maximum payment per session (ie three times hourly rate)	Session	74.10
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

Paragraph¹¹ /Schedule¹²	Nature of fee, charge or allowance	Payable for each	Rate £
155	Exceptional consultation by a consultant	Consultation	153.08
157	Exceptional consultation by a general practitioner	Consultation	50.52
165/ Sch 11	Fees for lectures to nurses, etc: Consultants	Lecture	59.21
	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	46.99
	Other grades	Lecture	34.50
166/ Sch 11	Lecture fee for Postgraduate Medical Education	Lecture	75.11

ANNEX A: SECTION 6
TRANSPORT ALLOWANCES¹³

1. Public transport rate: 24p per mile
2. Regular user rates:

Motor cars with three or four wheels:¹⁴

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump sum	(£)	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:¹⁵

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 Use¹⁶

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

ANNEX A: SECTION 7

LOCUM TENENS APPOINTMENTS

Consultant		
Locum consultants should be employed on the new 2004 contract. Details on remuneration for locum consultants can be found at Schedule 22 of the Consultant Terms and Conditions of Service (NI) 2004. ¹⁸		
	Rate (£): per week	Rate (£): PA/Session/ notional half-day
Specialty Doctor	836.40	83.64
Associate Specialist (2008)	1,140.00	114.00
Associate Specialist	981.09	89.19
Part-time Medical or Dental Officer (paras 94-105)	-	87.48
Hospital Practitioner	-	100.47
Staff Grade	827.40	82.74

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

Band	Hourly Rates (£) : Bands LA, LB, LC			
	Basic Hourly Rate	LC	LB	LA
HO/FHO1	11.31	15.84	16.97	20.36
FHO2	14.06	16.69	21.09	25.31
SHO	15.79	22.11	23.69	28.43
SpR	18.22	25.51	27.33	32.80
StR (Higher Rate)	18.22	25.51	27.33	32.80
StR (Lower Rate)	16.54	23.16	24.81	29.78

Band	Weekly Rates (£) : Band LL						
	Basic Rate ¹⁹	1C	1B	1A	2B	2A	3
	x1	x1.2	x1.4	x1.5	x1.5	x1.8	x2.0
HO/FHO1	542.88	651.46	760.04	814.32	814.32	977.19	1085.76
FHO2	674.88	809.86	944.84	1012.32	1012.32	1214.79	1349.76
SHO	757.92	909.51	1061.09	1136.88	1136.88	1364.26	1515.84
SpR	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR Higher Rate)	874.56	1049.48	1224.39	1311.84	1311.84	1574.21	1749.12
StR (Lower Rate)	793.92	952.71	1111.49	1190.88	1190.88	1429.06	1597.84

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 2009

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.

1. FAMILY PLANNING FEES				
			Operating Fee £	Anaesthetist's Fee £
	i.	Fee per case of male sterilisation performed		
		a.	as a separate procedure	117.60
		b.	during the course of another procedure	79.50
	ii.	Fee per case of female sterilisation performed		
		a.	as a separate procedure	158.99
		b.	during the course of another procedure	106.34
	iii.	Fee for the reversal of male sterilisation		180.80
	iv.	Fee for the reversal of female sterilisation		252.90
	v.	Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device		
		a.	as a separate procedure	79.50
		b.	during the course of another procedure	52.60
		c.	where the removal of a mis-placed device involves laparoscopy or laparotomy	252.90
			Payable per	
	vi.	Examination and report on pathological specimens in connection with HPSS family planning cases		Case
				21.77
	vii.	Radiological services provided in connection with HPSS family planning cases		Case
				21.77
	viii.	Notional half-day special family planning session		Session
				135.20

2. MISCELLANEOUS				
	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
				127.91
				Half day
				63.96
	iii.	Consultants acting as second opinions in Stage 3 of the clinical complaints procedure (Circular HSS(OS3) 2/82).		Full day
				195.43
				Half day
				97.72

Circular HSS (TC8) 1/2009 (rates from 1.04.09)

ANNEX A: SECTION 9

**PAY AND ALLOWANCES: SALARIED DENTAL CARE STAFF
TERMS AND CONDITIONS FOR SALARIED PRIMARY DENTAL CARE STAFF
(2009)**

PAY SCALE FOR SALARIED PRIMARY DENTAL CARE

GRADE	PAY POINT	£	PAY POINT	£
		<u>Scales as at 1 November 2008</u>		Scales from 1 April 2009
Band 1				
Community Dental Officer /Salaried PDS Dentist	0	33,768	0	34,275
	1	36,500	1	37,048
	2	39,232	2	39,820
M025	3	41,965	3	42,594
	4	44,697	4	45,367
	5	47,428	5	48,140
	6	50,160*	6	50,913
	7	52,893*	7	53,686
Band 2				
Senior Dental Officer/ Senior Salaried PDS Dentist	0	48,254	0	48,978
	1	52,073	1	52,855
	2	55,893	2	56,731
	3	59,712	3	60,608
M024	4	63,531	4	64,484
	5	64,373*	5	65,339
	6	65,214*	6	66,193
Band 3				
Assistant Clinical Director of CDS/Salaried PDS	0	64,122	0	65,084
	1	65,114	1	66,091
	2	66,107	2	67,098
	3	67,099	3	68,105
M018	4	68,091*	4	69,113
	5	69,085*	5	70,121
Band 4				
Clinical Director of CDS/salaried PDS/Area Dir D.S.	0	64,122	0	65,084
	1	65,114	1	66,091
	2	66,107	2	67,098

	3	67,099	3	68,105
M011	4	68,091	4	69,113
	5	69,085	5	70,121
	6	70,077	6	71,128
	7	71,086	7	72,152
	8	72,078*	8	73,159
	9	73,070*	9	74,166

* 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 2009, from £2,378 to £2,413 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 2009, from £2,685 to £2,726 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 2009 from £1,736 to £1,762 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 2009, from £2,771 to £2,813 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 2009 as shown in column 3 below.

1 Grade	2 Rates payable from 1.11.08 £	3 Rates payable from 1.4.09 £
Dental Officer	27.70	28.12
Senior Dental Officer	36.75	37.30
Dental Surgeon employed as part-time hospital consultant	45.79	46.48

6. The fees payable for lectures have been amended and the rates from 1 April 2009 are set out in column 3 below:

1	2	3
Paragraph 170 (fees for lectures to non-medical and	With effect from 1.11.08	With effect from 1.4.09

non-dental staff)	£	£
(a) for lectures given by Clinical Directors or Assistant Clinical Directors.	58.53	59.40
(b) for lectures given by clinical staff in pay bands 1 – 2.	46.29	46.98
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists).	74.00	75.11

7. The allowance for dental officers acting as trainers, or who supervise undergraduate dental students, should be increased with effect from 1 April 2009 from £1,901 to £1,930 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%		April 2009 – March 2010 Supplement 45%			
		Basic Salary									
		(all contracts)	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	Supplement	Total Allowance	
a)	StR minimum	29,411	n/a	n/a	16,177	45,588	14,706	44,117	13,325	42,646	*
	StR point 01	31,211	n/a	n/a	17,167	48,378	15,606	46,817	14,045	45,256	
	StR point 02	33,724	n/a	n/a	18,549	52,273	16,862	50,586	15,176	48,900	*
	StR point 03	35,244	n/a	n/a	19,385	54,629	17,622	52,866	15,860	51,104	*
	StR point 04	37,077	n/a	n/a	20,393	57,470	18,539	55,616	16,685	53,762	*‡
	StR point 05	38,911	n/a	n/a	21,402	60,313	19,456	58,367	17,510	56,421	*
	StR point 06	40,745	n/a	n/a	22,410	63,155	20,373	61,118	18,336	59,081	*
	StR point 07	42,578	n/a	n/a	23,418	65,996	21,289	63,867	19,161	61,739	*
	StR point 08	44,142	n/a	n/a	24,427	68,839	22,206	66,618	19,986	64,398	*
	StR point 09	46,246	n/a	n/a	25,436	71,682	23,123	69,369	20,811	67,057	
b)	SpR minimum	30,685	19,946	50,631	16,877	47,562	15,343	46,028	13,809	44,494	*
	SpR point 01	32,204	20,933	53,137	17,713	49,917	16,102	48,306	14,492	46,696	†

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.