

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**



Department of

**Health, Social Services
and Public Safety**

An Roinn

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

www.dhsspsni.gov.uk

**Chief Executive of each HSS Board,
HSS Trust and Special Agency**

For information:

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Circular HSS(TC8) 10/2006

7 December 2006

Dear Colleague

FOUNDATION TRAINING PROGRAMMES

1. This Circular informs HPSS employers of the introduction of new pay scales for doctors on Foundation training programmes.
2. Doctors on Foundation training programmes are to be called Foundation House Officer 1 and Foundation House Officer 2. The new pay scales and pay codes should be used with immediate effect for all new appointments to these grades.
3. Employers should also ensure that trainees in Foundation programmes currently paid under pay codes M0180 (PRHO) and M0140 (SHO) are moved onto the new codes (attached at annex A) at the earliest opportunity; it is not anticipated that any adjustment of actual pay will be necessary. Senior House Officers in Foundation House Officer 2 posts already paid at a point higher than the third point of the new scale will transfer to the new code under existing pay protection arrangements. Senior House Officers **not** in Foundation Programme posts should not be moved to the new code and will continue to be paid under their existing pay code.

Training grades closing to new entrants

4. Doctors appointed to higher specialist training as Specialist Registrars before 1st January 2007 will be able to complete their training in that grade (subject to

satisfactory progress). The Specialist Registrar grade will be closed to new entrants from 1st January 2007.

5. No new appointments should be made to the Senior House Officer grade after 31st July 2007 when entry to this grade will close. Contracts already issued to Senior House Officers that extend beyond that date will be honoured.

New pay scales for trainees on the Foundation Programme

6. Agreement has been reached with the profession locally on pay scales to be used when employing trainees on the Foundation Programme. These scales, Foundation House Officer 1 and 2, (FHO1 and FHO2) are included in the table attached as Annex A Section 1, which replaces the table of the same name issued as part of Circular HSS(TC8) 4/2006.

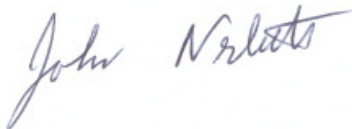
Enquiries

7. Employees should direct enquiries to their employing authorities. Any enquiries that cannot be resolved locally should be directed to Pay & Employment Unit on 02890 522 344 or by e-mail to p&e@dhsspsni.gov.uk.

Further copies

8. Copies of this circular can be downloaded from the Department's website at http://www.dhsspsni.gov.uk/index/hrd/pay_and_employment.htm

Yours faithfully



JOHN NESBITT
Assistant Director

[Pay Circular (M&D) 3/2006]

ANNEX A SECTION 1

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

BASIC RATES OF PAY PER ANNUM effective from 1 April 2006 (unless otherwise stated) NB - Endnotes appear at section 9 of Annex A

Grade	Pay Scale Code	Basic salary (£)													
		Pay threshold													
2004 Consultant Contract		1	2	3	4	5	6	7	8						
Period spent on each threshold		(1 year)	(1 year)	(1 year)	(1 year)	(5 years)	(5 years)	(5 years)	(Final)						
Consultant appointed on or after 15 January 2004	M400	69,991	72,213	74,436	76,658	78,875	84,154	89,432	94,706						
Consultant appointed before 15 January 2004		See Section 2: Table 1													
		Min	1	2	3	4	5	6	7	8	9	10	11	12	13
Consultant (Old Contract)	M027¹	57,944	62,161	66,378	70,595	75,404									
Associate Specialist	M080	34,977	38,788	42,598	46,408	50,219	54,029	59,061	63,422	65,232 ²	67,593 ²	69,954 ²	72,315 ²	74,676 ²	77,039 ²
Staff Grade Practitioner	M210¹	31,547	34,131	36,714	39,298	41,882	44,465	47,049	49,632						
Staff Grade Practitioner	M211/M212³	M211	M211	M211	M211	M211	M211	M212	M212	M212	M212	M212	M212		
		31,547	34,131	36,714	39,298	41,882	44,924	47,049 ⁴	49,632 ⁴	52,216	54,800 ⁴	57,383 ⁴	59,968 ⁴		
SCMO	M020¹	43,059	45,741	48,422	51,103	53,785	56,466	59,147	61,829						
CMO	M019¹	30,179	31,867	33,555	35,243	36,931	38,619	40,307	41,996						
Senior Registrar	M0100¹	33,325	35,092	36,860	38,628	40,395 ⁵	42,163 ⁵	43,931 ⁵							
Registrar	M0120¹	28,930	30,395	31,860	33,325	35,092									
Specialist Registrar	M101	28,930	30,395	31,860	33,325	35,092	36,860	38,628	40,395 ^{5,1}	42,163 ⁵	43,931 ⁵				
Senior House Officer	M0140	25,882	27,617	29,352	31,087	32,822	34,557	36,292							
House Officer	M0180	20,741	22,076	23,411											
PRHO	M0180	20,741	22,076												
Hospital practitioners/session	M0200-204	4,218	4,462	4,706	4,951	5,195	5,439	5,683							
Foundation House Officer 2	M230	25,882	27,617	29,352											
Foundation House Officer 1	M220	20,741	22,076	23,411											